

CHAPTER IV

. RESEARCH METHODOLOGY

1. THE PROBLEM :

It is quite evident that industrial disputes are inherent in the industrial set up. With ever increasing complexities of modern life human motives have multiplied and their satisfaction has become complicated and difficult. Conflict arises in industries due to psychological, environmental and other personal reasons. Conflict when it acquires concrete and specific manifestations it becomes an industrial dispute. This increasing trend in the disputes, their recurrence and duration made the researcher to think over it from the sociological aspect. The longest closure of Menon and Menon Factory for nearly one and half year on account of lock-out in the year 1986-87, inspired the researcher to make an enquiry into its impact on the workers as well as on the management. Since no work is done directly on strike and lock-out especially in Kolhapur region and when the researcher got an opportunity to do M.Phil. the author was tempted to take on the above subject. When this was suggested to the Research Guide

she readily agreed to the suggestion and thus, this study was initiated. Since the study was intended primarily a descriptive one on the effects of strike and lock-out on the workers, the need to develop or lay down hypothesis was not felt. The following objectives were formulated for the study :

2. OBJECTIVES

- i) To analyse the background of the workers.
- ii) To study the causes of the strike and lock-out.
- iii) To ascertain the hardships faced by workers during strike and lock-out.
- iv) To assess the satisfaction of the workers.
- v) To know the opinion of the workers towards the union.
- vi) To investigate the workers opinion about their participation in management.

3. UNIVERSE AND SAMPLE :

The universe of the present study was the blue collar workers of Menon and Menon, Private Limited. The company has two distinct departments in Component Division i.e. foundry and machine-shop, comprising a

strength of 489 workers.

For drawing the sample the list of workers was obtained from the company as per their muster roll which included serial numbers as well as token numbers. 489 uniform chits were prepared and token numbers were written on them. All the chits were mixed up properly and 150 chits were drawn by lottery method.

4. TOOL OF DATA COLLECTION

For collection of data a structured schedule was prepared containing matters pertaining to the study. Besides personal data, the schedule contained particulars regarding union, strike, lock-out and other miscellaneous information.

A pretest was conducted among 10 workers before finalisation of interview schedule. It helped to include certain questions and delete some. Utmost care was taken to make the questions simple and digestable to the workers. As far as possible questions were closed one.

Though there are several tools for collecting data like mailed questionnaire, narrative interview, interview schedule, observation and documentary sources

in the present study ' Interview Schedule ' was used for the following reasons:

- i) The researcher can approach each and every respondent in the sample. Even for a reluctant respondent it goes difficult to avoid the researcher. Thus, naturally the response is much higher.
- ii) The researcher is personally present to remove any doubt or suspicion regarding the nature of enquiry or meaning of any question or term used. Therefore, the answers are not biased because of any mis-understanding. Moreover the respondent has to reply at once and he does not get time for manipulating facts.
- iii) The researcher has an opportunity to create a good atmosphere for interview by initiating the subject by way of discussion which would create interest in respondent.
- iv) The schedule being filled in by the researcher herself / himself it is possible to follow

short cut methods of recording and the interview may be finished much earlier and thus, it saves time. Moreover, because of discussion the respondent does not feel tired or bored.

- v) The personal contact with the respondent enables the researcher to probe more deeply and more useful information can be extracted which could have been lacked in pre-prepared schedule.
- vi) The schedule method provides an opportunity for human element to be present at the time of filling the schedule in which the researcher can share the emotions and feelings of the respondent and can encourage him to express his views more freely and frankly.

The questions being in structured form it was very easy to channelise the thinking of the respondents and it was also useful for analysis and interpretation

5. DATA COLLECTION : (Conduct of Interview)

After drawing the required number (150 chits) the researcher approached the Labour Officer and submitted

the list and requested to spare the workers for interview as per their convenience without distraction of work. Accordingly, the interviews were conducted from the month of September and lasted till the end of October, 1989.

As far as possible the atmosphere of the interview was informal. The responses of the workers were appreciable. They appeared very cheerful during interview and exchanged their views very freely and frankly. Due to this free exchange the researcher did not face any difficulty in getting information and it helped in saving time. On an average 20 to 30 minutes were required to interview each worker.

There are three shifts in the factory, that is, 8.00 A.M. to 4.30 P.M. First Shift, 4.30 P.M. to 1.00 A.M. Second Shift and 1.00 A.M. to 8.00 A.M. Third Shift. The researcher interviewed most of the workers in the first shift itself. On the whole, the co-operation of the management and workers was appreciable.

6. ANALYSIS AND INTERPRETATION

As soon as interviews were completed the data were transferred to a master chart and the tables were extracted from the chart. The tables were analysed, interpreted and the inferences were drawn. The conclusions are drawn from all observations as far as possible and suggestions have been made with a view to avoid strike and lock-out or to improve labour-management relations.

7. GRAPHIC PRESENTATION OF THE DATA

The resercher has presented some of the observations in the form of graphs which are displayed near respective tables.

8. LIMITATIONS OF THE STUDY

In the present study the scope is limited to the strike and lock-out that took place in one industry, in Menon and Menon, Private Limited and weightage is given mainly to the effect of these incidents on the workers. The study from the point of view of the social organization of strike as one studied by Eric Batstone et. al., would have thrown some more light on the causes of

strike. The comparative study of the strikes and lock-outs in some other factories in the jurisdiction of Kolhapur would have given a sort of completeness to this study and even it could have helped in framing new hypothesis and confirming it. But time constraint has limited the present work at a micro level.

The findings are based on the information provided by the respondents which may have its own limitations. Possibility of concealing or exaggerating certain facts cannot be ruled out as the study is being conducted after a long spell since the incidence of strike and lock-out.

9. ARRANGEMENT OF THE REPORT

The following are the chapters included in the study :

Chapter I - Introduction

Chapter II - Review of Industrial Disputes in India

Chapter III - Menon and Menon Private Limited, Kolhapur
Organization.

Chapter IV - Research Methodology.

Chapter V - Analysis and Interpretation.

Chapter VI - Summary, Conclusion and Suggestions.

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