

INTERVIEW SCHEDULE

" A STUDY OF THE COMMITMENT OF WORKERS IN  
MAHARASHTRA VIDYUT UPAKARANE UTPADAK AUDYOGIK  
SAHAKARI SOCIETY LIMITED, NERLA "

1. SOCIO-ECONOMIC BACKGROUND OF RESPONDENTS

1. Name of the respondent :

2. Place of birth \_\_\_\_\_ Taluka \_\_\_\_\_ Dist. \_\_\_\_\_

3. Place of residence \_\_\_\_\_ Taluka \_\_\_\_\_ Dist. \_\_\_\_\_

4. Sex Male ----- (1)

Female ----- (2)

5. Age 18-20 ----- (1)

21 - 30 ----- (2)

31 - 40 ----- (3)

41 - 50 ----- (4)

51 - 60 ----- (5)

6. Caste \_\_\_\_\_

7. Religion Hindu ----- (1)

Muslim ----- (2)

Jain ----- (3)

Nav-Buddh -- (4)

Christian ----- (5)

8. Mother-tongue Marathi ----- (1)

Kannad ----- (2)

Urdu ----- (3)

Hindi ----- (4)

9. Maritial status Married ----- (1)

Unmarried ---- (2)

Widowed ----- (3)

Widower ----- (4)

<b>10.</b>	<b>Number of children</b>	_____	
<b>11.</b>	<b>Type of family</b>	<b>Joint family</b>	----- (1)
		<b>Nuclear family</b>	----- (2)
<b>12.</b>	<b>Size of family</b>	<b>1 - 5</b>	----- (1)
	<b>(In persons)</b>	<b>6 - 10</b>	----- (2)
		<b>11 - 15</b>	----- (3)
		<b>16 - 20</b>	----- (4)
<b>13.</b>	<b>Education</b>	<b>Illiterate</b>	----- (1)
		<b>Upto primary</b>	----- (2)
		<b>Upto S.S.C.</b>	----- (3)
		<b>Graduate</b>	----- (4)
		<b>Post graduate</b>	----- (5)
<b>14.</b>	<b>Monthly Salary -</b>	<b>Rs.</b>	
	<b>Permanent employee</b>	<b>1101-1300</b>	----- (0)
		<b>1301-1500</b>	----- (1)
		<b>1501-1700</b>	----- (2)
	<b>Temporary employee</b>	<b>300-400</b>	----- (3)
		<b>401-500</b>	----- (4)
		<b>501-600</b>	----- (5)
		<b>601-700</b>	----- (6)
		<b>701-800</b>	----- (7)
		<b>801-900</b>	----- (8)
		<b>901-1000</b>	----- (9)
<b>15.</b>	<b>The nature of the employee's service :</b>		
	<b>Permanent employee</b>	-----	(1)
	<b>Temporary employee</b>	-----	(2)
<b>16.</b>	<b>Level of the skill :</b>		
	<b>Skilled</b>	-----	(1)
	<b>Semi-skilled</b>	-----	(2)
	<b>Unskilled</b>	-----	(3)

## 17. Property ownership : House

Own	.....	(1)
Rented	-----	(2)

## 18. Land

No land	-----	(0)
Jirait upto 2 acres	-----	(1)
Jirait 3-5 acres	-----	(2)
Jirait 6-10 acres	-----	(3)
Bagait upto 2 acres	-----	(4)
Bagait 3-5 acres	-----	(5)
Bagait 6-10 acres	-----	(6)
Jirait + Bagait upto 2 acres	-----	(7)
Jirait + Bagait 3-5 acres	-----	(8)
Jirait + Bagait 6-10 acres	-----	(9)

## 19. What is/was the occupation of your father ?

Own land	-----	(1)
Own land + land labour	-----	(2)
Land labour	-----	(3)
Service	-----	(4)
Occupation	-----	(5)
Twelve Balutedar	-----	(6)
Own land + balutedar	-----	(7)

## 20. What is/was the occupation of your grandfather ?

Own land	-----	(1)
Own land + land labour	-----	(2)
Land labour	-----	(3)
Service	-----	(4)
Occupation	-----	(5)
Twelve Balutedar	-----	(6)
Own land + balutedar	-----	(7)

2. COMMITMENT OF THE WORKERS :

1. If you could go back to the age of 18 and start life over again which occupation would you choose ?

Factory worker	----	(1)
Other	----	(2)

2. Which of the following work having same income would you prefer ?

Rural work	----	(1)
Urban work	----	(2)

3. Following are the three jobs having the same annual income, which one of these you feel as the most desirable ?

Office clerk	----	(1)
A skilled factory worker	----	(2)
A small independent farmer	----	(3)

4. Following are the three jobs having the same annual income, which one of these you feel as the most respectable ?

Office clerk	----	(1)
A skilled factory worker	----	(2)
A small independent farmer	----	(3)

5. Following are the three jobs having the same annual income, which one of these you feel as the most necessary ?

Office clerk	----	(1)
A skilled factory worker	----	(2)
A small independent farmer	----	(3)

6. Following are the three jobs having the same annual income, which one of these you feel as the most tiresome ?

Office clerk	----	(1)
A skilled factory worker	----	(2)
A small independent farmer	----	(3)

7. Following are the three jobs having the same annual income, which one of these you feel as the most satisfactory ?

Office clerk	-----	(1)
A skilled factory worker	-----	(2)
A small independent farmer	-----	(3)

8. How satisfied do you feel about your present factory work?

Fully satisfied	-----	(1)
Partly satisfied	-----	(2)
Unsatisfied	-----	(3)

9. If you loose the present factory job, would you try to get another factory job?

Yes	-----	(1)
No	-----	(2)

10. If no, what occupation / job will you do ? \_\_\_\_\_  
\_\_\_\_\_

### 3. RECRUITMENT AND INDUSTRIAL WORK :

1. Whether you had any pre-employment acquaintance with workers in the factory ?

Yes	-----	(1)
No	-----	(2)

2. What type of help you received due to acquaintances ?

Informed about vacancies	-----	(1)
Introduced to officers	-----	(2)
Provided financial help	-----	(3)
Union leader's support enlisted	-----	(4)
No help rendered	-----	(5)

3. What is your view regarding attributes to be emphasized in recruitment in general ?

Occupational competence	-----	(1)
Regional consideration	-----	(2)
Personality	-----	(3)
Caste consideration	-----	(4)

4. What was the factor helpful for recruitment to the Nerla bulb factory ?
- |                       |       |     |
|-----------------------|-------|-----|
| Individual efforts    | ----- | (1) |
| Ascriptive attributes | ----- | (2) |
| External influence    | ----- | (3) |
5. What was your job before coming in this factory ?
- |                  |       |     |
|------------------|-------|-----|
| Agriculture      | ----- | (1) |
| Factory          | ----- | (2) |
| Business         | ----- | (3) |
| School education | ----- | (4) |
| Home work        | ----- | (5) |
| Twelve balutedar | ----- | (6) |
6. What was the reason for leaving past job ?
- |                            |       |     |
|----------------------------|-------|-----|
| Temporariness              | ----- | (0) |
| Locational consideration   | ----- | (1) |
| Wage consideration         | ----- | (2) |
| Nature of job              | ----- | (3) |
| No promotion opportunities | ----- | (4) |
| Other                      | ----- | (5) |
7. What was the reason for taking up industrial work?
- |                            |       |     |
|----------------------------|-------|-----|
| Lack of land               | ----- | (1) |
| Good wages                 | ----- | (2) |
| To make use of training    | ----- | (3) |
| Chances of advancement     | ----- | (4) |
| To be independent          | ----- | (5) |
| Pleasure of work           | ----- | (6) |
| Social status and prestige | ----- | (7) |
| Unemployment               | ----- | (8) |
| Co-operative sector        | ----- | (9) |

## 8. What is your total industrial work experience ?

Upto 1 year	----	(1)
1-5 years	----	(2)
6-10 years	----	(3)
11-15 years	----	(4)
16-20 years	----	(5)
21-25 years	----	(6)
Not applicable	----	(7)

## 9. How many years you have been working here in this factory ?

Upto 1 year	----	(1)
1-5 years	----	(2)
6-10 years	----	(3)
11-15 years	----	(4)
16-20 years	----	(5)

## 10. What is the reason for the leave taken by you ?

Family functions	----	(0)
Festivals	----	(1)
Litigation	----	(2)
Sickness	----	(3)
For change and enjoyment	----	(4)
Tending agriculture	----	(5)
To meet relative	----	(7)
Getting bored with job	----	(8)
Make use of leave	----	(8)

4. FACTORY AS A PLACE OF WORK :

## 1. Whether you feel that wages are adequate ?

Yes -	----	(1)
No	----	(2)

## 2. Whether you have to work with people whom you do not like ?

Yes	----	(1)
No	----	(2)

3. Whether you have got chances of promotion in future ?
- |     |       |     |
|-----|-------|-----|
| Yes | ----- | (1) |
| No  | ----- | (2) |
4. What is the reason for no promotion ?
- |                              |       |     |
|------------------------------|-------|-----|
| Supervisor as the last post  | ----- | (0) |
| Favouritism by high officers | ----- | (1) |
| Castelism                    | ----- | (2) |
| Lack of political pressure   | ----- | (3) |
| Bad luck                     | ----- | (4) |
| Satisfied with status quo    | ----- | (5) |
| Inactive unionism            | ----- | (6) |
| Possibility of transfer      | ----- | (7) |
| Lack of proper qualification | ----- | (8) |
5. Whether you are satisfied with the welfare facilities in the factory ?
- |     |       |     |
|-----|-------|-----|
| Yes | ----- | (1) |
| No  | ----- | (2) |
6. What is the advantage of work in co-operative sector ?
- |                           |       |     |
|---------------------------|-------|-----|
| Security of service       | ----- | (1) |
| Relief from exploitation  | ----- | (2) |
| Increase in production    | ----- | (3) |
| Check on private property | ----- | (4) |
| Socialistic objective     | ----- | (5) |
7. What is the reason for feeling of security of service in this factory ?
- |  |       |     |
|--|-------|-----|
| Not to be turned out without serious mistake | ----- | (1) |
| Confidence in own competence                 | ----- | (2) |
| Faith in wisdom of officials                 | ----- | (3) |
| Strong union                                 | ----- | (4) |



8. Whether you have a desire to leave the factory ?
- |                    |       |     |
|--------------------|-------|-----|
| Desire to leave    | ----- | (1) |
| No desire to leave | ----- | (2) |
| Cannot say         | ----- | (3) |
9. What is the reason for not moving to other places ?
- |  |       |     |
|--|-------|-----|
| Life is adjusted                             | ----- | (1) |
| Conditions are not better<br>at other places | ----- | (2) |
| Chances of promotion are here                | ----- | (3) |
| Presence of familiar persons                 | ----- | (4) |
| Good management                              | ----- | (5) |
10. Whether you like the present job ?
- |     |       |     |
|-----|-------|-----|
| Yes | ----- | (1) |
| No  | ----- | (2) |
11. If you like the present job, what is the reason ?
- |                       |       |     |
|-----------------------|-------|-----|
| Security of service   | ----- | (1) |
| Chances of promotion  | ----- | (2) |
| Chances to show skill | ----- | (3) |
| Work is important     | ----- | (4) |
| Good co-workers       | ----- | (5) |
| Good Supervisor       | ----- | (6) |
| Good wages            | ----- | (7) |
12. What is your comparative assessment of the present factory with other factories ?
- |                    |       |     |
|--------------------|-------|-----|
| Equally good       | ----- | (1) |
| Better than others | ----- | (2) |
| Not good           | ----- | (3) |
13. If you do not like the present job, what is the reason ?
- |                    |       |     |
|--------------------|-------|-----|
| Low wages          | ----- | (1) |
| Low qualifications | ----- | (2) |
| Monotonous work    | ----- | (3) |

(13)

Time schedule	-----	(4)
Supervision	-----	(5)
Co-workers	-----	(6)

5. TRADE UNION :

1. Are you a member of the workers' union ?

Yes	-----	(1)
No	-----	(2)

2. Do you always remain present in all the meetings organised by the workers' union ?

Not applicable	-----	(1)
In all meetings	-----	(2)
In some of the meetings	-----	(3)
None of the meetings	-----	(4)

3. Do you express your opinion in such meetings ?

Not applicable	-----	(1)
Yes	-----	(2)
No	-----	(3)

4. Do you involve yourself directly in the elections of the workers' union ?

Not applicable	-----	(1)
Yes	-----	(2)
No	-----	(3)

5. Do you participate during the time of strike ?

Not applicable	-----	(1)
Yes	-----	(2)
No	-----	(3)

6. What are the advantages of the union ?

Sense of security of service	-----	(1)
Proper treatment by management	-----	(2)
Feeling of unity among workers	-----	(3)
Economic gains	-----	(4)
No gain, no loss	-----	(5)

7. What are the disadvantages of the union ?

Cannot say	-----	(0)
Increase in politics	-----	(1)
Constant tension	-----	(2)
Interference in work	-----	(3)
No gain, no loss	-----	(4)
No any loss	-----	(5)

8. What are your views on functions of union in industry ?

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