
C H A P T E R - I I I

THE RESEARCH PROBLEM & METHODOLOGY

CHAPTER - III

THE RESEARCH PROBLEM AND METHODOLOGY3.1 SELECTION OF THE PROBLEM :

The topic of white collar workers created interest and attracted this researcher's attention while going through the literature on this topic. A brief review of literature on white collar workers in India presented in the last Chapter indicated that the studies on white collar workers in India are very few. The scholars like Penukar and Savur in the 'PREFACE' to their book entitled -"Management White-Collar Relations" note that, "the white collar, both in theory and practice, are largely neglected ----- few have cared to make any systematic effort to study this group, the "Middle-Class" group as they call themselves. It is important to remember that the middle class are popularly known as the backbone of a society. Their numerical increase, too, justifies a closer understanding of this important section of the urban group".¹ Therefore, keeping in view the importance of studying this neglected area of research, this researcher decided to undertake a study of office workers in engineering industry of Kolhapur.

This is a study of office workers in engineering

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industry of Kolhapur. More precisely, the study deals with lower level category of office workers in engineering industrial units, i.e., office workers performing clerical assignments; the clerks.

3.2 OBJECTIVES OF THE STUDY :

The objectives of the present study are as follows.

1. To study socio-economic background of office workers in industrial units.
2. To study office workers' attitude towards their job.
3. To study the views of office workers about the trade unionism and to study their involvement in trade unions.

3.3 SCOPE OF THE PRESENT STUDY :

The present study was confined to the selected sample of office workers (i.e. clerks) employed in 11 Engineering Industrial Units, employing 100 or more employees, located in Kolhapur.

3.4 SELECTION OF SAMPLE UNITS :

The information regarding number of units in engineering industry and number of workers employed in each unit was obtained from the office of the Assistant - Commissioner of Labour, Kolhapur. After collecting this information, it was decided to select those units as samples which employed hundred or more than hundred employees. The list of such units was obtained from the office of the Assistant Commissioner of Labour, Kolhapur; which contained 11 such units. Thus, 11 Engineering Industrial Units located in Kolhapur were selected as sample units (See Table 3.1).

3.5 SELECTION OF THE RESPONDENTS :

There were eleven sample units from which the respondents were to be selected. The offices of all these units were visited personally by the researcher. The data regarding the total number of employees, the number of blue collar workers, the number of clerks in the offices and the number of other employees in the offices, of all these sample units were collected. There were 269 clerks employed in all these sample units. Taking into account this large number, it was decided to select a sample of respondents from 269 clerks employed in the offices of the selected Engineering Industrial Units. Taking into account the resources in terms of time and money, it was decided to select 20 per cent

clerks from among the 269 clerks employed in all these units. While selecting the sample, each unit was treated as separate unit and approximately 20 per cent of the clerks from each unit were selected by adopting interval sampling technique. For this purpose 11 separate lists of the names of clerks employed in the sample units were prepared and then 5th, 10th, 15th and so on number clerk was included in the sample. In such units where there were less than 5 clerks, one clerk each (whose name happened to be on the top of the list) was included in the sample. In case of units employing more than 5 but less than 10 clerks, 2 clerks (the first and last one on the list) were included in the sample and in case of one unit employing 14 clerks, 3 clerks, (that is 5th, 10th, 14th on the list) were included in the sample. Thus, out of 269 clerks employed in 11 engineering units, a sample of 55 clerks was taken, from whom the data for the present study were to be collected.

3.6 INTERVIEW SCHEDULE: TOOL FOR DATA COLLECTION.

For collecting the desired data, an interview schedule was prepared keeping in view the objectives of the present study.

Field observation record was also maintained. Notes on the basis of observation were prepared whenever the interview were conducted at workplaces and especially during visits to respondents' homes were made.

3.7 DATA COLLECTION :

The data for the present study were collected during November 1992 and April 1993. With all the possible efforts, most of the respondents were contacted and interviewed when they were free. Some of the interviews were conducted in the offices, and some at the homes of the respondents. The data were collected personally by the researcher with the help of an interview schedule from 46 respondents out of total 55 clerks included in the sample. The data could not be collected from 9 respondents because of their illness or staying out of station for longer periods. Thus, the data for the present study were collected from 46 clerks employed in 11 engineering units located in Kolhapur.

The table 3.1 shows the sample units, total employees, classification of employees, number of clerks, size of sample per unit and the number of respondents actually interviewed.

3.7 ANALYSIS, INTERPRETATION AND PRESENTATION OF DATA :

The data are classified, analysed and interpreted with the help of simple statistical techniques such as percentages and by giving references of studies at appropriate places.

Thus, this Chapter has dealt with the methodological aspects of the present study. Against this background, the next Chapter deals with the socio-economic background of the office-workers.

T A B L E - 3.1

SAMPLING DESIGN OF THE PRESENT STUDY

Sr.No.	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Name of the Industrial Establishment. (Employing 100 or more employees).	Total Employees	Blue Collar Workers	Employees Office Clerks Others	Workers	No. of Employees included in the sample (ie size of the sample)	No. of Respondents actually interviewed.	
1.	Abhijat Samay Darshika.	130	123	02	5	1	1	1
2.	Ghatage Patil Industries Ltd.	1533	1045	25	463	5	5	5
3.	Kolhapur Exels.	210	176	10	24	2	2	2
4.	Kolhapur Steel Private Limited.	396	283	36	77	7	7	7
5.	Mahalaxmi Steel Industries.	126	116	9	1	2	2	2
6.	Manugraph Industries.	1243	923	110	210	22	18	18
7.	Menon & Menon Pvt.Ltd.	623	460	40	123	8	3	3
8.	Rocket Engineering Works.	210	154	14	42	3	3	3
9.	S. B. Reshelters.	210	176	10	24	2	2	2
10.	Shantaram Reshelters.	122	104	4	14	1	1	1
11.	Yashwant Iron & Steel Works.	179	148	9	22	2	2	2
		4982	3708	269	1005	55	46	46

REFERENCE

1. Punekar, S.D. and Savur M.G. : "Management White Collar Relations", Popular Prakashan Bombay, 1969, p.30.