
C H A P T E R - I V

OFFICE WORKERS' SOCIO-ECONOMIC BACKGROUND,
ATTITUDE TOWARDS THE JOB & UNION-INVOLVEMENT

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OFFICE WORKERS : SOCIO-ECONOMIC BACKGROUND,
ATTITUDE TOWARDS THE JOB AND UNION-INVOLVEMENT.

The last Chapter dealt with the methodological aspects of the present study. Against this background, the present Chapter deals with the Socio-economic background, respondent's attitude towards their job and their union involvement. This Chapter has been divided into three sub-sections. The first sub-section deals with the socio-economic background of the office workers covered under the present study, the second sub-section deals with the respondent's attitude towards their job and the third sub-section deals with their involvement in the trade unions.

4.1 : OFFICE WORKERS ; SOCIO-ECONOMIC BACKGROUND

The variables in terms of which the analysis of social background has been made are selective. The data regarding some variables relating to personal, family and rural-urban background of the office workers are analysed below-

Personal Factors :(a) Sex :

Out of 46 clerks, 43 (93.48 per cent) were men and remaining 3(6.52 per cent) were women. Thus, among the respondent's men were numerically dominant.

(b) Age :

The data on the this aspect are presented in the table 4.1 below -

TABLE 4.1
DISTRIBUTION OF RESPONDENTS ACCORDING TO THEIR AGE

Age Groups	No.of Respondents'	
18 to 20 Years	1	(2.18)
21 to 25 Years	3	(6.52)
26 to 30 Years	8	(17.40)
31 to 35 Years	12	(26.8)
36 to 40 Years	14	(30.43)
41 to 45 Years	5	(10.86)
46 to 50 Years	2	(4.35)
51 to 55 Years	1	(2.18)
Total	46	(100.00)

It can be seen from the table 4.1 that majority (38 or 82.2 percent) of the clerks covered under this study were below the 41 years of age. Again the table shows that more than half (26 or 56.50 percent) of the respondents' were in the age group of 31 to 40 years. Thus, in the sample middle aged respondents were numerically dominant and the proportion of young and old respondents was very low

(c) Marital Status :

After looking into the age group of the respondents it will be appropriate to look at the marital status of the respondents. The data on this aspect are presented in the table 4.2 below -

TABLE 4.2

DISTRIBUTION OF OFFICE WORKERS ACCORDING TO THEIR MARITAL STATUS

<u>Marital Status</u>	<u>No. of Office workers</u>
<u>Married</u>	<u>39 (84.78)</u>
<u>Unmarried</u>	<u>7 (15.22)</u>
<u>Total</u>	<u>46 (100.00)</u>

It can be seen from the table 4.2 above that, majority

(39 or 84.78 percent) of the respondents were married whereas the remaining (7 or 15.22 percent) were unmarried. This is not surprising because there is general tendency to get married after securing employment out of 7 unmarried respondents 6 were in the age group of 21 to 30 years and this indicates that age at marriage is increasing.

(d) Number of Children :

The data on this aspect is presented in the table 4.3 below -

TABLE 4.3
DISTRIBUTION OF WORKERS ACCORDING TO THEIR NUMBER OF
CHILDREN

<u>No. of Children</u>	<u>No. of office workers</u>	
No Child	1	(23.91)
1 Child	10	(21.74)
2 Children	13	(28.26)
3 Children	8	(17.39)
4 Children	4	(8.69)
Total	46	(100.00)

The table clearly shows that, vast majority (31 or 67.39 percent) of the respondents were having 1 to 3 children. Only 4 respondents were having 4 children each. Out of 11 who had no child, 7 were unmarried.

The data clearly reveals the typical middle-class attitude to plan the family; to have 1 to 3 children. Many of the respondents having 2 children told that they had decided not to increase family size any more in order to provide better living conditions to their children.

It will be interesting to compare the data pertaining to white collar workers' of this study with that of bluecollar workers' studied by Chonde. G.M.Chonde has carried out a study of workers' participation in trade unions of engineering industry in Kolhapur. Chonde's data reveals that, out of 65 blue-collar respondents which he studied, 56.9 percent were having 1 to 3 children where as as many as 12 or 18.4 percent respondents were having more than 4 children¹; The comparative picture thus shows that, white collar workers, tend to have planed families restricting number of children upto 3.

(e) Educational Status of the Respondents :

The data on this aspect are presented in the table 4.4 below

TABLE 4.4
DISTRIBUTION OF OFFICE WORKERS ACCORDING TO THEIR
EDUCATIONAL STATUS

Educational Status	No. of Office Workers	
S.S.C.	11	(23.92)
Graduate	30	(65.22)
Post Graduate	5	(10.86)
Total	46	(100.00)

The minimum education required for appointment on the post of clerk is S.S.C. plus possession of typing skill. Against this background, it can be seen from the above table that, majority (30 or 65.22 percent) of the respondents were graduates, they were having much more education than what is required for their job. Again 5 (10.86 percent) respondents were highly educated; they were post graduates. Thus, the respondents were having better education.

The preponderance of respondents having higher education in the sample can be explained in terms of educated unemployment. Many M.A.'s and LL.B's, not to speak of graduates, can be seen occupying the jobs which easily suit the qualifications of matriculates²

4.2 BACKGROUND FACTORS :

After having discussed about the personal factors it will be appropriate to look at the following background factors.

1. Family Background :

In this section the data pertaining to the various aspects of family background such as type of family, size of family, family property, average monthly family income, occupational background of the family and socio economic status of the family are presented and analysed.

a) Type of Family:

The data on this aspect revealed that majority (25 or 54.35 percent) of the respondents were having nuclear families whereas the remaining 11 (45.65 percent) belonged to the joint families. Most of the respondents were living in Kolhapur city and therefore the data reveals the generally observed trend of more proportion of nuclear families in urban areas.

b) Size of Family:

The data on this aspect are presented in the table 4.5 below :-

TABLE 4.5

SIZE OF FAMILY

Size of the Family	No,of the Respondents	
2 to 4 members	27	(58.69)
6 to 8 members	10	(21.74)
9 and above	9	(19.57)
Total	46	(100.00)

It can be seen from the table 4.5 that, majority (27 or 58.69 per cent) respondents were having planned families 2 to 5 members followed by families consisting 6 to 8 members (21.74 per cent), and those consisting of more than 9 members.

The trend of majority of the respondents having small is not surprising because, as we have seen earlier, majority of the respondents had nuclear family background.

c) Family Property:

In order to understand the economic background of the clerks, an enquiry regarding property held by their families was made. The information was collected on the two points, possession of own house and landed property. The data on this aspect revealed that, majority (34 or 73.91 per cent) of the respondents were having their own house and the remaining (12 or 26.9 per cent) were living in rented house. Some of them told that they were dreaming to have their "Own house", reflecting the typical middle-class attitude. Again, an enquiry regarding the land held by the respondents' families revealed that, majority (27 or 58.70 per cent) of them were not having any landed property. Out of 46 respondents, 19 (41.30 per cent) were having landed property of these respondents, 11 were having land upto 2 acres, followed by 4 having land upto 4 acres, 2 upto 6 acres and remaining 2 upto 8 to 12 acres(both Bagayat and Jirayat land combined together).

d) Respondents Monthly Salary :

The data on this aspect are presented in the table

TABLE 4.6

DISTRIBUTION OF OFFICE WORKERS ACCORDING TO
THEIR MONTHLY SALARY

Monthly Salary	No.of office workers	
Upto 1000	2	4.34
1001 to 2000	12	26.09
2001 to 3000	26	56.53
3001 to 4000	6	13.04
Total	46	100.00

The table 4.6 shows that, majority (26 or 56.53 per cent) of the respondents were drawing salary in the range of Rs.2001 to 3000/- p.m., followed by 12 (26.09 per cent) in the range of Rs.1001/- to 2000/- p.m., and 2 (4.34 per cent) upto Rs.1000/- p.m., only 6 (13.04 per cent) respondents were drawing monthly salary within the range of Rs.3001/- to 4000/-. After having seen the monthly salary of the respondents it will be appropriate to have idea regarding the average monthly family income of the respondents.

e) Average Monthly Family Income:

An enquiry was made regarding average monthly income (from all sources) of the respondents' families. The data on this aspect are presented in the table 4.7 below -

TABLE 4.7

AVERAGE MONTHLY FAMILY INCOME OF THE RESPONDENTS' FAMILIES

Average Monthly Family Income	No. of Respondents'
Upto Rs.1000	1 (2.17)
Rs.1001 to 2000	7 (15.22)
Rs.2001 to 3000	17 (36.95)
Rs.3001 to 4000	11 (23.91)
Rs.4001 to 5000	5 (10.86)
Above Rs.5000	5 (10.86)
Total	46 (100.00)

The table 4.7 shows that, majority (17 or 36.95 per cent) of the respondents' average monthly family income is in the range of Rs.2001 to Rs.3000 followed by those having in the range of Rs.3001 to Rs.4000 (11 or 23.91 per cent). The proportion of respondents having their average monthly family income below Rs.2000 and above Rs.4000 is comparatively low.

The above data regarding the average monthly income of the respondents' families indicates that, the families were not very sound economically. The income figures must be examined in the light of constantly rising prices of essential commodities. Besides, some of the respondents having families in Kolhapur were assisting their parents staying in villages, Punekar and Savur note that, the white collar employees' financial position was "heart breaking". Further, data of their study indicates that the married individuals of the lower income group have greater tendency to share the family burdon². The data of present study seems to support the above observations.

f) SUBJECTIVE CLASS INDENTIFICATION:

The respondents were asked to rate their families by taking into account the socio-economic status of their families.- The data on this aspect are presented in the table 4.8 below -

TABLE 4.8

SOCIO-ECONOMIC STATUS OF THE FAMILY

RESPONDENTS' PERCEPTION

<u>Socio-Economics Status of Family</u>	<u>No.of Respondents</u>	
Upper Class	1	(2.17)
Middle Class	44	(95.66)
Lower Class	1	(2.17)
Total	46	(100.00)

The data on this aspect reveal that, except two, all others have rated their families, as belonging to the middle class. In other words they have subjectively identified themselves with the middle-class.

g) Occupational Background of the Respondents' Families:

In order to have the knowledge regarding occupational background of the respondents' families the information was collected regarding their fathers' and grandfathers' occupation. The data on this aspect is presented in the table 4.9 and 4.10.

TABLE 4.9
GRANDFATHERS' OCCUPATION

Grandfathers' Occupation	No. of Office Workers	
Farmer	23	(50.00)
Farmlabour	2	(4.34)
Farmer and Tenent	3	(6.52)
Salaried job	6	(13.05)
Business	6	(13.05)
Balutedar	4	(8.70)
Others	2	(4.34)
Total	46	(100.00)

It can be seen from the table 4.9 that, in case of majority (23 or 50 per cent) of the respondents their grandfathers were farmers, followed by salaried job holders (13.5 per cent), businessmen (13.5 per cent), balutedars (8.70 per cent), farmers and tenants (6.52 per cent) and farm labourers and others (4.34 per cent each).

TABLE 4.10
DISTRIBUTION OF OFFICE WORKERS
ACCORDING TO THEIR FATHERS' OCCUPATION

Father's Occupation	No. of Office Workers	
Farmer	13	(28.26)
Farm Labour	3	(6.52)
Farmer and Tenent	1	(2.18)
Salaried job	20	(43.38)
Business	5	(10.86)
Balutedar	2	(4.35)
Other	2	(4.35)
Total	46	(100.00)

The table 4.10 shows that, in case of majority (20 or 43.48 per cent) of the respondents, their fathers were

having salaried jobs followed by farmers (28.26 per cent), businessmen(10.86 per cent), farm labourers(6.52 per cent), balutedars (4.35 per cent) and others (4.35 per cent).

If we compare the data presented in table 4.9 and 4.10 above, occupational mobility can be observed in case of respondents' fathers (i.e., from agriculture to salaried job). The respondents were clerks, hence in case of majority (26 or 56.53 per cent) of them occupational mobility can be seen as their fathers were performing various non-clerical jobs.

4.3 RURAL-URBAN BACKGROUND:

After dealing with personal and family background of the office workers, it will be worthwhile to look at them from more wider perspective in terms of their rural-urban background. The information was collected regarding respondents native places and their place of residence.

The data revealed that, majority (25 or 54.35 per cent) of the respondents hail from urban areas and the remaining (21 or 45.56 per cent) come from the rural areas (native places where they were born and broughtup).

The information regarding the place of residence of the respondents revealed that, majority(26 or 56.53 per cent)

having salaried jobs followed by farmers (28.26 per cent), bussinessmen(10.86 per cent), farm labourers(6.52 per cent), balutedars (4.35 per cent) and others (4.35 per cent).

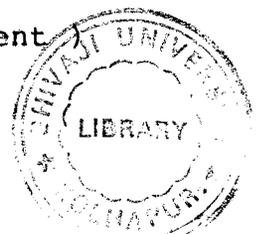
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The information regarding the place of residence of the respondents revealed that, majority(26 or 56.53 per cent



of them were living in Kolhapur urban area while the rest (20 or 43.47 per cent) of them were daily commuters staying at their respective native places in rural areas.

4. Caste :

The data on this aspect are presented in the table 4.11. below.

TABLE 4.11
DISTRIBUTION OF OFFICE WORKERS
ACCORDING TO THEIR CASTE

Caste	No. of Office Workers	
Brahmin	15	(32.60)
Maratha	19	(41.30)
Other Backward Castes	9	(19.57)
Backward Castes	3	(6.53)
Total	46	(100.00)

The table shows that, majority (19 or 41.30 per cent) of the respondents belong to Maratha Caste, followed by respondents belonging to Brahmin (32.60 per cent), Other Backward Castes (6.53 per cent). Thus, the

data reveals that due to spread of education and employment opportunities in urban areas, members of various castes are giving up their traditional caste occupations and entering into white collar jobs. It can be also observed from the table that, in the sample proportion of upper castes such as Maratha and Brahmin is more as compared to the OBCs and BCs.

5. Religion :

The distribution of respondents by their religion is presented in the table 4.12 below.

TABLE 4.12

DISTRIBUTION OF OFFICE WORKERS
ACCORDING TO THEIR RELIGION

Religion	No. of office workers	
Hindu	44	(95.66)
Muslim	1	(2.17)
Jain	1	(2.17)
Total	46	(100.00)

The table 4.12 shows, numerical preponderance of Hindus (44 or 95.66 per cent) among the sample. There

data reveals that due to spread of education and employment opportunities in urban areas, members of various castes are giving up their traditional caste occupations and entering into white collar jobs. It can be also observed from the table that, in the sample proportion of upper castes such as Maratha and Brahmin is more as compared to the OBCs and BCs.

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Jain	1 (2.17)
Total	46 (100.00)

The table 4.12 shows, numerical preponderance of Hindus (44 or 95.66 per cent) among the sample. There

was 1 Muslim and 1 Jain respondent in the sample. The numerical predominance of Hindus in the sample is not surprising looking at their proportion in general population.

The detailed account of various factors relating to personal and socio-economic background of the office workers (i.e. clerks) presented above shows that, majority of the respondents were married, men, belonging to middle age group and having planned families, restricting number of children upto 3. Majority (30 or 65.23 per cent) of the respondents were graduates, they were having much more education than what is required for their job. Again 5 (10.86 per cent) respondents were highly educated, they were postgraduates.

A study of family background of the respondents revealed that majority of the respondents were having nuclear families and therefore families were having small size consisting of 2 or 5 members. The data regarding the property held by the respondents families revealed that, majority of the respondents were having their own houses, however nearly $\frac{1}{4}$ th them were living in the rented houses. Majority of the respondents were having any landed property and majority of those who had landed property, were having upto 2 acres of land.

Majority of the respondents were drawing monthly salary in the range of Rs. 2,001 to 3,000. The data regarding average monthly family income of the respondents families revealed that, in case of majority of the respondents it was reported in the range of Rs. 2,001 to 4,000, indicating that the families were not very sound economically. Majority of the respondents subjectively indentified themselves with the middle-class. The information regarding occupational background of respondents, families indicated a trend of occupational mobility. In case of majority of the respondents their grandfathers were farmers, while in case of next generation i.e. in case of respondents fathers, occupational mobility was observed as many of them were involved in salaried jobs. The respondents were clerks, hence in case of majority of them occupational mobility can be seen as their fathers were performing various non-olerial jobs.

Looking at the rural-urban background, the data of this study revealed that, majority of respondents hail from urban areas (native places where they were born and broughtup). Again the information regarding

the place of residence of the respondents revealed that, majority of them were living in Kolhapur City.

The caste-wise distribution of the respondents revealed that, majority of the respondents were Marathas. It was also observed that, in the sample, the proportion of the members of upper castes such as Marathas and Brahmins was more as compared to the OBCs and BCs.

The data also indicates that, members of various castes are giving-up their traditional occupations and are entering into white collar jobs, which can be attributed to the spread of education and employment opportunities in urban areas. Religion-wise distribution of the respondents clearly indicated the numerical preponderance of Hindus.



II. OFFICE WORKERS : ATTITUDE TOWARDS THEIR JOB

After having discussed the factors relating to respondents' personal, family, rural-urban caste and religious background, it will be worthwhile to examine their attitude towards their job.

(1) How did respondents get job in the industrial establishment ?

The data on this aspect are presented in the table 4.13.

TABLE 4.13
HOW DID RESPONDENTS GET JOB IN
THE
INDUSTRIAL ESTABLISHMENTS ?

Response Categories	No. of Respondents
Advertisement and interview.	24 (52.17)
Help rendered by acquaintance	18 (39.13)
Previous experience.	4 (8.70)
Total	46 (100.00)

The table 4.13 shows that, majority (24 or 52.17 per cent) of the respondents could get employment in industrial establishments because of their qualifications and excellent performance in interviews. Four respondents reported that, their previous experience was mainly responsible for their selection on the present post. Remaining 18 (39.13 per cent) frankly told that, they could get the jobs due to their acquaintances with those already employed in their respective units.

(2) Length of Employment Experience.

The data on this aspect are presented in the table 4.14.

TABLE 4.14

DISTRIBUTION OF OFFICE WORKERS ACCORDING TO
THEIR LENGTH OF EMPLOYMENT EXPERIENCE

Length of employment Experience	No. of Respondents
1 to 5 Years	10 (21.74)
6 to 10 Years	8 (17.39)
11 to 15 Years	14 (30.43)
16 to 20 Years	10 (21.74)
Above 21 Years	4 (8.70)
Total	46 (100.00)

The table 4.14 indicates that, majority (14 or 30.43 per cent) of the respondents were having experience as a clerk in industrial offices between 11 to 15 years. The table further shows that, majority (28 or 60.87 per cent) of the respondents were having 11 or more than years' experience and the proportion of respondents having experience upto 10 years was low (18 or 39.13 per cent).

The above data clearly indicates that, majority of the respondents were having considerable experience as clerks in offices of the engineering industrial units. Against this background, it will be interesting to know the attitude of these respondents towards their job.

OFFICE WORKERS : ATTITUDE TOWARDS THEIR JOB

One's attitude towards his/her job is an important aspect of one's occupational life. The importance of positive attitude towards one's job can not be overemphasized. One's occupational adjustment depends upon one's attitude towards his/her job. If the individual is not happy with his job, this creates problems of not only occupational adjustment, but also problems of adjustment in other aspect of his life such as family life and his adjustment to other groups within

the society and society in general. One's positive attitude towards his/her job also indicates one's acceptance of occupational way of life and leads to the higher level of job commitment resulting in higher levels of and productivity along with individual happiness and realisation of societal goals.

Scott W. P. defines the term 'attitude' in the following words. "An orientation toward certain objects (including persons - others or oneself) or situations that is emotionally toned and relatively persistent.----- An attitude involves a positive or negative evaluation and a readiness to respond to related objects or situations in a characteristic and predictable manner ----- A tendency to act in a consistent manner toward certain related objects and situations. This more operationalized definition is preferred by some writers on the grounds that attitudes can be inferred only from observed behaviour, even though the attitude precedes the behaviour. Most attitude studies, however, deal with verbal responses rather than observations of behaviour".⁴

T A B L E - 4.15

OFFICE WORKERS : RESPONSES INDICATING ATTITUDE
TOWARDS THEIR JOB

Sr.No.	Questions Asked to the Respondents	Response Categories	Percentage to Total	Total
(a)	(b)	(c)	(d)	(e)
1.	"Do you like your present job?"	"Yes"	43 (93.48)	46 (100.00)
		"No"	3 (6.52)	
2.	"To what extent, you are satisfied with your present job?"	"Fully Satisfied"	39 (84.78)	
		"Partly Satisfied"	4 (8.70)	46 (100.00)
		"Dis satisfied"	3 (6.52)	
3.	"Do you feel that your job is prestigious in the society?"	"Yes"	42 (91.30)	46 (100.00)
		"No"	4 (8.70)	

4. "Do you enjoy satisfaction derived from your office work?"

Response	Count	Percentage	Total
"Yes"	43	(93.48)	46 (100.00)
"No"	3	(6.52)	

5. "Do you think that the clerical work gives opportunity to develop your qualities and abilities?"

Response	Count	Percentage	Total
"Yes"	41	(89.13)	46 (100.00)
"No"	5	(10.87)	

6. "Do you feel your job is challenging?"

Response	Count	Percentage	Total
"Yes"	33	(71.74)	46 (100.00)
"No"	13	(28.26)	

7. "What is important from your point of view?"

Response	Count	Percentage	Total
"Salary"	3	(6.52)	
"Satisfaction derived from work"	6	(13.05)	46 (100.00)
"Both"	37	(80.43)	

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

"Office clerk"	29 (63.04)
"Skilled factory workers"	1 (2.17)
"A small independent farmer"	4 (8.69)
"Other than above three"	12 (26.10)
	46 (100.00)

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

"Office clerk"	31 (67.39)
"Skilled factory worker"	1 (2.17)
"A small independent farmer"	5 (10.87)
"other the both three"	9 (19.57)
	46 (100.00)

10. Following are the three jobs "Office clerk" 33 (71.74)
 having the same annual income, "Skilled factory 1 (2.17)
 which one of these you feel as worker"
 the most satisfactory? "A small independ- 5 (10.87) 46 (100.00)
 ent farmer"
 "Some other jobs" 7 (15.27)

11. Following are the three jobs "Office clerk" 8 (17.39)
 having the same annual income, "Skilled factory 20 (43.48) 46 (100.00)
 which one of these you feel worker"
 as the most tiresome? "A small independ- 18 (39.13)
 ent farmer"

12. If you loose the present "Yes" 26 (52.17) 46 (100.00)
 factory job, would you try "No" 20 (47.83)
 to get another job?

Some questions were asked to the respondents with an intention to elicit their responses which reveal various aspects of their attitude towards their job. Some of these questions have directly elicited their responses indicating their attitude towards the job while others have indirectly elicited attitudinal responses. The data is presented in table 4.15.

The table 4.15 is self explanatory. It shows that, majority of the respondents like their present job (43 or 93.48 per cent) are "fully satisfied" with their present job (39 or 84.78 per cent), feel that their job is prestigious (42 or 91.30 per cent), derive satisfaction from their work (41 or 89.13 per cent), and also feel it as challenging (33 or 71.74 per cent). Majority (24 or 52.17 per cent), of them however feel their routine work monotonous, and some (12 or 26.10 per cent) have reported that they do not feel new type of work (involving change in routine work) as monotonous as routine work. Again majority (37 or 80.43 per cent) of them give importance to both the "salary for the work" and "satisfaction derived from the work". Thus, the trend clearly suggests that, the respondents were having positive attitude towards their present job. The responses elicited by some other indirect questions also indicates the same. Majority of the respondents feel that of the three jobs(i.e.office clerk, skilled factory worker and a small independent farmer) job

as office clerk is most desirable (29 or 63.04 per cent), most respectable (31 or 67.39 per cent) and most satisfactory (33 or 71.74 per cent) though some of the respondents have given names of some other jobs (such as accountant, own business etc.) as most desirable, respectable, and satisfactory jobs. Again majority (20 or 43.48 per cent) of the respondents have indicated that, a job of skilled factory workers is most tiresome, followed by farmer's job (18 or 39.13 per cent), and office clerk (8 or 17.39 per cent).

The data of the present study thus indicates that the respondents were having positive attitude towards their job.

III. OFFICE WORKERS: VIEWS ABOUT TRADE UNIONISM AND UNION INVOLVEMENT:-

The first two sections of this chapter dealt with the personal and socio-economic background of the respondents, and attitude of the respondents towards their job. Against this background, the present section of this chapter is devoted to present respondents' views about trade unionism and their involvement in the unions..

Why workers join the unions ?

The respondents were asked the reasons for workers' joining the unions in order to understand workers'

motives for joining the unions. As the question was open-ended, it elicited variety of responses. Therefore, the responses were grouped under various categories and are presented in the table 4.16 below :-

TABLE 4.16
WHY WORKERS JOIN THE UNION ?.

<u>Response categories</u>	<u>No. of Responses</u>	<u>Percentages</u>
1. To protect workers' economic interest (for getting increased salary & bonus)	40	36.36
2. For security of employment	35	31.81
3. To protect workers' rights and to fight against exploitation	20	18.18
4. Understanding that the unity yields better results than individual efforts	10	9.10
5. To get facilities from the management	05	4.55
Total response	110	100.00

The above table clearly indicates that, in the opinion

of our respondents' workers join the unions mainly because they want to protect and promote their economic interest and to have job security. The responses indicate that, the economic and job related interests are the prominent motivational forces behind workers' joining the unions.

Why workers do not join the unions ?

An open ended question was also asked to the respondents to know why some workers do not join the unions ? The data on this aspect are presented in the table 4.17 below -

TABLE 4.17

WHY WORKERS DO NOT JOIN THE UNIONS ?

<u>Response categories</u>	<u>No.of Responses</u>	
1. If workers disagree with the policy of the union	10	23.25
2. Disputes between leaders and workers	07	16.27
3. Employers' pressure	11	25.99
4. Workers' better relations with the management	05	11.63
5. If union do not play their role well	04	9.30

Response categories	No. of Responses	
6. If management provides all the facilities	04	9.30
7. Due to personal opinion of the workers	02	4.66
Total Response	43	100.00

As the table 4.17 shows the respondents have pointed out various reasons for workers not joining the unions. As the frequency distribution indicates, 'workers disagreement with the union policy,' 'employers pressure' and 'disputes between leaders and workers' were the main reasons for workers' not joining the unions in the opinion of our respondents. However it can be said that the other reasons told by the respondents are also important in their own right.

ADVANTAGES OF THE TRADE UNION

A question was asked, 'in your opinion what are the advantages of the trade union?' As the question was opened elicited variety of responses. The responses are

presented in the table 4.18 below -

TABLE 4.18
ADVANTAGES OF THE TRADE UNION

Response categories	No. of Responses	
1. Protection and promotion of workers' interest	07	(14.90)
2. Security of the employment	20	(42.55)
3. Union helps to solve workers' collective and personal problems	05	(10.63)
4. Economic benefits	15	(31.92)
Total responses	47	(100.00)

The above table indicates that, the respondents have perceived various advantages of the trade union such as its role in assuring security of the employment, protecting and promoting economic and other interest of the workers and its usefulness for solving collective and individual problems

OFFICE WORKERS: UNION INVOLVEMENT:

An attempt was made in this study to examine the office workers' involvement in the union. It is surprising to note that office workers were not having their separate trade union in any of the 11 engineering industrial units covered under the present study, 7 units were having exclusively blue-collar workers' unions and 2 units had no union at all. In case of remaining 2 engineering establishments, the unions functioning the term recruited members from both the blue-collar and white-collar workers. Of the respondents interviewed from these 2 units, 16 clerks were members of the union functioning in their respective establishments. The data indicating extent of union involvement of these 16 members is presented in the table 4.19 below-

TABLE 4.19
OFFICE WORKERS: UNION INVOLVEMENT:

Question	Response	No. of Respondents	Total
1. Do you attend all the meetings of your union?	"Yes"	10(62.5)	16(100)
	"No"	06(37.5)	
2. Do you express your opinion in such meeting?	"Yes"	06(37.5)	16(100)
	"No"	10(62.5)	
3. Do you participate in union election?	"Yes"	10(62.5)	16(100)
	"No"	06(37.5)	
4. Have you ever participated in the strike?	"Yes"	06(37.5)	16(100)
	"No"	10(62.5)	

As the data presented in table 4.19 indicates, majority of the union members reported that they attended all the union meetings and they also participate in union elections (10 or 62.5 per cent). However, proportion of respondents who express their opinions in the union election was low (6 or 37.5 per cent)..

On the whole, the present study revealed that the office workers were not much interested in trade unionism. The office workers in engineering industrial establishments were not having their separate union in any of the units covered in the present study. In case of 7 units where blue-collar workers had their unions, office workers have not joined with them in the unions. It was observed that they were reluctant to do so. Again in the units where they had common union for both blue and white collar workers, office workers were not really interested in the trade union activities. This was observed during the field work. It is important to note that, except one, all other units were in private section. Therefore, the reasons for non-unionization and low interest in unions can be inferred from the respondents' answer to the question 'Why workers do not join the union?' (see table 4.17). In the opinion of the respondents' workers do not join the unions (as indicated by the frequency distribution) mainly because of 'employers' pressure', their dis-agreement with the union policy', 'disputes between union leaders and workers'

and 'workers' better relations with the management.' Thus, office workers' lack of unionization and low interest in trade unions can be partly explained in terms of the reasons just mentioned. However, the researcher on the basis of field observation feels that, office workers were themselves, lacking the motivation to organize themselves and to form the union and to participate whole-heartedly in the trade unions.

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