

## A P P E N D I X

1. WAGE BILL.
2. DEDUCTIONS OF THE PROCESS HOUSE.
3. MODEL QUESTIONNAIRE.
4. BIBLIOGRAPHY.

THE LAXMI CO-OPERATIVE PROCESSORS LTD., ICHALKARANJI.

WAGE BILL FROM 1-7-1984 to 30-6-1985.

Sr.No.	Month		Basic Pay	D.A.	Total
1.	July,	1984	33,574.65	66,727.50	1,00,302.15
2.	August	1984	33,526.65	71,814.00	1,05,340.65
3.	September	1984	33,547.05	67,323.15	1,00,870.20
4.	October	1984	34,210.15	69,344.45	1,03,554.60
5.	November	1984	33,661.80	68,010.55	1,01,672.35
6.	December	1984	33,810.35	69,119.95	1,02,930.30
7.	January	1985	35,420.75	73,893.05	1,09,313.80
8.	February	1985	34,513.50	66,433.90	1,00,947.40
9.	March	1985	26,187.00	89,185.30	1,15,372.30
10.	April	1985	24,626.35	83,148.00	1,07,774.35
11.	May	1985	25,162.20	86,934.90	1,12,097.10
12.	June	1985	25,379.00	86,813.60	1,12,192.60
Total			3,73,619.45	8,98,748.35	12,72,367.80

LABOUR REMUNERATION

QUESTIONNAIRE

1) PERSONAL DATA :

1. Name :
2. Age :
3. Sex : Male/Female.
4. Education : Primary/Secondary/Higher/Technical.
5. Department :
6. Designation :
7. Experience in this company :
8. Total experience in years :
9. Native place Village/Taluka/District:
10. Where do you stay at present?
11. Distance from the company : in kilometers.
12. Type of work ( Job-description) :
13. Mode of Conveyance : Bus/Cycle/Auto/On Foot.

2) LABOUR REMUNERATION :

- 1) How's the work rated? : By piece/By time
- 2) How much wages/salaries do you get : Rs. p.m.
- 3) Are any deductions made from wage/salary? Yes/No.
- 4) If yes ( ) against the following deductions :
  1. Fines
  2. Absence from duty
  3. Damage or Loss-
  4. For service rendered
  5. For recovery of advance
  6. For recovery of loans.
  7. For payment of co-op.society.
  8. Insurance scheme
  9. Income Tax.
  10. Order of court.
  11. Provident Fund.

(2)

5. Whether the take home wages/salaries is sufficient to meet your family needs? : Yes/No.
6. If not, then how do you meet family exp.? Have you any other source of income? : 1.Land  
2.Side business.  
3.House property.  
4.Other source.
7. Whether there is any other family member employed : Yes/No.
8. Are you allowed to do overtime work : Yes/No.
9. Whether the wages should be linked with cost of living/production made by you? : Cost of living/  
Production made by you.
10. If it is linked with cost of living then why not demand from the govt. :
11. If it is production made by you then do not you think it is inadequate? :

3) ALLOWANCES :

1) State ( ) the allowances you get from the list :-

1. Dearness allowance.
2. Conveyance allowance.
3. Leave Travel Concession.
4. Travelling allowance.
5. Medical allowance.
6. Night shift allowance.
7. Attendance Bonus allowance.
8. House Rent allowance.
9. Special allowance.
10. Other allowance.

(3)

- 2) Do you suggest any other type of allowance to be provided?
1. Allowance for the children of education.
  2. Ad-hoc Festival allowance.
  3. House Rent Allowance.
  4. City Compensatory allowance.
  5. Other allowances.
- 4) B O N U S :
1. Do you get yearly bonus : Yes/No
  2. If yes, state at what rate :
  3. How do you spend bonus amount :
    1. Festival
    2. Daily Expenses
    3. Repayment of debts.
    4. Bank savings/ Investment.
    5. Consumer durable goods
    6. Other purposes.
  4. State the occasions on which you are required to borrow from outside source? :
    1. To meet monthly expenses.
    2. To meet medical expenses
    3. To meet festival expenses.
    4. To meet Educational exp.
    5. To purchase consumer durable goods.
    6. To purchase vehicle.
    7. To purchase immovable properties.
  5. State the sources from which you borrow. :
    - 1) Friends/ relatives.
    - 2) Co-op. society
    - 3) Bank.
    - 4) Money lenders.
    - 5) Others.
- 5) I N C E N T I V E S :
1. Has the company introduced incentive scheme? : Yes/No.
  2. If yes, does it apply you? : Yes/No.

(4)

3. If yes, is it? - Monetary/Non monetary/Both.
4. Put ( ) against monetary and non monetary incentives provided.

A) MONETARY

B) NON-MONETARY

- |                         |                                 |
|-------------------------|---------------------------------|
| 1. Wages                | 1. Job Security.                |
| 2. Salaries             | 2. Recognition.                 |
| 3. Premium              | 3. Participation.               |
| 4. Bonus                | 4. Delegation of Responsibility |
| 5. Prizes.              | 5. Training.                    |
| 6. Return on Investment | 6. Welfare.                     |

5. Do you think, it is necessary to provide non monetary incentives alongwith monetary incentives with the employees to make the ~~xxx~~ ~~xxx~~ ~~xxx~~ & labour remuneration effective? : Yes/No

6. If yes -

a) Does your company provide welfare facilities under the Factories Act 1984 : Yes/No.

b) Do you participate in management? : Yes/No.

If yes, ( ) against at what level and in which form.

- 1) Co-partnership
- 2) Suggestion scheme
- 3) Works committee
- 4) Joint management council.
- 5) Shop council/Inant council
- 6) Employees representative on board of directors.

c) Does the company provide training and development facilities? : Yes/ No.

If yes, whether the training should be : pre-employment/  
post-employment.

6) BENEFITS :

1. Do you get retirement benefits : Yes/No.
2. If yes, what are they? : Pension  
Gratuity  
Provident fund  
Employees P.F.  
Any other.

7) LEAVE AND ACCIDENTS :

1. Do you get leave? Yes/No
2. If yes, what type of leave do you get : 1. Privilege leave  
2. Sick leave.  
3. Casual leave.  
4. Extra ordinary leave
3. Can you commit your half pay leave in to full pay leave? : Yes/No.
4. Whether you get privilege of en encashment of leave : Yes/No
5. Were you involve in any accidents during the course of your employment in the company. : Yes/No
6. What type of accident in which you involved : Minor / Major
7. Did you get compensation under the Act?: Yes/No.
8. If, yes, state the nature of compensation : 1. Leave.  
2. Cash (M.A.)  
3. Special leave.  
4. other benefits.
9. Do you have a weekly Holiday? : Yes/No.
10. What do you do on that day? :

Place :

Date:

SIGNATURE.