

A P P E N D I C E S

1. QUESTIONNAIRE.

2. BIBLIOGRAPHY.

A P P E N D I X : IQUESTIONNAIRE.

Chhatrapati Shahu Central Institute of
Business Education & Research, Kolhapur

Questionnaire for M.Phil. Dissertation 1985-86

" A critical study of Labour Absenteeism in
Narsinggirji Mills, Solapur, since 1983 to 1985".
(A Unit of M.S.T.C.Ltd.)

- 1) Name of Research Student : Vithal S. Dhekale
2) Name of Research Guide. : Dr.V. V. Khanzode.

I) Personal Information of Labour.

- 1) Name
2) Age
3) Education : Illiterate/Primary/Secondary/HSC/
Graduate.
4) Servicing since :
5) Native Place :
6) Department in which working :

II) WORKING CONDITIONS :

- 1) Are you satisfied with following working conditions in your Mill ?
- a) Ventilation Yes/No
- b) Humidity Yes/No
- c) Illumination Yes/No
- d) Sanitation Yes/No
- 2) Working hours per day 9 hrs/8 hrs.
- 3) Do you feel exhaustive after the work ? Yes/No
- 4) Whether shift system of work is proper? Yes/ No

III) WAGE POLICY :

- 1) What is the mode of wage payment : Piece Rate/
Time Rate.
- 2) Whether it is good method ? Yes/No
- 3) How much do you get monthly? Rs. _____
- 4) Is it sufficient to satisfy your family needs ? Yes/No
- 5) Do you get bonus ? Yes/No
- 6) Do you have to borrow? Yes/No
- 7) Present debts if any Rs. _____
- 8) Source of such borrowings : Bank/Coop.Society/Relatives/
Friends/money lenders etc.
- 9) How do you repay the loan : Cash/deduction from salary.

IV) FAMILY BACKGROUND :

- 1) How many persons are there in your family ?
- 2) How many earners from them ?
- 3) Dependents on you ?
- 4) Do you have other source of income - Yes/No
- 5) State sources :

There is a weekly off

V) LEAVE/HOLIDAYS :

- 1) Do you have holiday every week ? - Yes/No
- 2) How do you spend your holiday ? : Rest/domestic work/
agril. work/part-time
job/other small
business.
- 3) Do you get leave with pay ? Yes/No
- 4) Attitude towards leave facility : Good/Not good.
- 5) Attitude towards sick leave : Good/Not good.

There is very inadequate leave if not good

VI) WELFARE FACILITIES.

- 1) Are you satisfied with the following facilities in the mill ?
 - a) Drinking water Yes/No
 - b) Laterines & Urinals Yes/No
 - c) Canteen Yes/No
 - d) Rest room Yes/No
 - e) Grain shop Yes/No
 - f) Subsidised meal Yes/No
- 2) Sport facilities during holiday/short races: Yes/No



- 3) Medical facility if any.
- 4) Are you provided with Housing Loan from the mill Yes/No
- 5) Are there facilities like water light, latrines etc. Yes/No

VII) TRADE UNION

- 1) Do you have a trade union? Yes/No
- 2) Are you a member ? Yes/No
- 3) Is it recognised one? Yes/No
- 4) Does it fight for you? Yes/No — 9 0
- 5) Why do you join trade union?

VIII) ABSENTEEISM DUE TO

- 1) Unpleasant working conditions
- 2) Frequency of accidents and lack of safety
- 3) Shift working & Long working hours.
- 4) Inadequate pay - no incentives.
- 5) Unsuitable work
- 6) Overburden of work
- 7) No suitable conveyance
- 8) Other part-time job
- 9) Household problems, festivals, social ceremony, agricultural work, marriages, and any other reason .
- A) Whether you are treated good or not by the supervisors. Yes/No

How can the respondent give you such information?

More money necessary

- 2) Whether the relationship between management and workers' Union is good or not.? Yes/No
- 3) Do you find job satisfaction ? Yes/No
- 4) Do you feel that management of Mill is good ? Yes/No
- 5) Having considered everything would you say that your mill is better than other mills ? Yes/No