

• BIBLIOGRAPHY •

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11. NELLOTRA S.N. : Labour Problems in India.

SHETKARI SAHAKARI SAMH LTD; KOLHAPUR.

(A study of Remuneration Plan .)

// QUESTIONNAIRE //

PERSONAL INFORMATION :

- 1) Name :-
- 2) Age :-
- 3) Department :-
- 4) Sex:- Male/Female
- 5) Religion :-
- 6) Designation :-
- 7) Present Address :-
- 8) Number of Family member depending upon your income :-
- 9) Education :- Primary/Secondary/Higher/Technical.
- 10) Experience :-
- 11) Native Place :-
- 12) Distance from the Sangh :- Kilometers : -
- 13) Where do you stay at present ?
- 14) Type of work (job description) :
 - a) Operative : Unskilled/semiskilled/Skilled/
A/Skilled/B Skilled/ C Skilled/
Highly Skilled.
 - b) Clerical : 1/2/3/4/5/
 - c) Supervisory : A/B/C/

15. Mode of conveyance :- Bus/Cycle/Auto/on foot.

WAGE AND SALARIES :

1. How the work is rated ? by piece/by Time.
2. What is the basic pay and dearness allowance handed over at the end of month ?
3. a) Basic Pay Rs. : _____
 b) Fixed D.A. Rs. : _____
 c) Variable D.A. Rs. : _____
 d) Special Allowance Rs. : _____
 e) Other Rs. : _____
 f) Total amount received at the end of month Rs. : _____
3. Are there any deductions from your wage and salary?
 Yes/ No.
4. If yes, mark against the following.

a) Fine	i) Income Tax.
b) Absence from duty	j) C.T.D./L.D.
c) Damage/loss	k) R.D.
d) For recovery of loans	l) Bhishi
e) For recovery of Adv.	m) Order of Court
f) Insurance policy	n) provident fund
g) House rent	o) Loans from society
h) Medical care cost	p) Other if any.

5. Whether the wages/salaries are sufficient : Yes/No.
6. If not, how do you meet the family expenditure? Have you any other source of income :-
 - 1) Land
 - 2) House Property
 - 3) Side business
 - 4) Commission
 - 5) Private consultancy
 - 6) Lottery
 - 7) Other sources
7. Is there any other family members employed? : Yes/No.
8. Are you allowed to work overtime? : Yes/No.
9. Are your wages/salaries linked with cost of living/ Production made by you? : Cost of living production.
10. If it is not linked with the cost of living, why don't you demand from Government?
11. If they are based on Production : Yes/No.
12. Made by you, are they adequate.

- ALLOWANCES -

- a) What type of allowance do you get from the following list? (Tick Mark).
1. Dearness Allowance
 2. Conveyance Allowance
 3. Leave Travel concession
 4. Travelling Allowance
 5. Night shift Allowance
 6. Attendance Bonus Allowance.
 7. House rent allowance.
 8. Medical Allowance
 9. Special Allowance
 10. Other Allowance.

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b) Do you suggest any other type of allowance to provided?

- a) Allowance for child education.
- b) Festival Allowance
- c) House Rent Allowance.
- d)
- e)

- BONUS -

1. Do you get bonus every year? a Yes/No.

2. At what rate ? a

3. How do you utilise the bonus? a

- a) Festival
- b) Daily expenses
- c) Re-payment of debts.
- d) Banking savings.
- e) Investments
- f) Consumer durable goods
- g) Other purposes.

4. Please state the occasions on which you are required to borrow from our side ? (Tick Mark.)

- a) To meet monthly expenses.
- b) To meet medical expenses.
- c) To meet festival expenses.
- d) To meet educational expenses.
- e) To purchase durable goods.
- f) To purchase vehicle.
- g) To purchase property.
- h) To meet your unexpected expenses, sickness/Guest/Marriage.



5. State the sources from which you borrow :

- a) Friends/ Relatives
- b) Sahakar
- c) Co-op. Society.
- d) Money lenders
- e) Others.

- INCENTIVES -

1) Has the Sangh introduces scheme of incentive?

Yes/No.

2) If yes, does it apply you? : Yes/No.

3) If yes, is it : Monetary/Non Monetary/Both?

4) Fur against monetary and non monetary incentives received. (Tick Marks)-

A) Monetary.

B) Non Monetary.

i) Wages

i) Job security

ii) Salaries

ii) recognition

iii) Primum

iii) Participation

iv) Bonus

iv) Delegation of Authority.

v) Prizes

v) Training

vi) Return on investment

vi) Welfare.

- BENEFITS -

1. Do you get retirement benefits? : Yes/No.
2. If yes, what are they? :-
 - a) Pension
 - b) Gratuity
 - c) Provident fund.
 - d) employers Providents Fund.
 - e) Any others.

- LEAVE AND ACCIDENTS -

1. Do you get leave? Yes/No.
2. If yes, what type of leave do you get? :
 - a) Privilage Leave
 - b) Sick leave
 - c) Casual leave
 - d) Extreordinary leave (W.F.)
 - e) Monetary leave.
 - f) Other
3. Do you get facilities of encashment of privilege leave?
Yes/ No.
4. Do you have weekly holiday? : Yes/No.
5. What do you do on the day? :
6. Any other information is more welcomed you may suggest anything. :

Place :

Date :

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Signature.

PROGRESS CARD

Year	Kambara Class A	Class B	Share Cap.	Reserve Funds	Other Funds	Working Capital	Selling Transact.	Net Profit.	Dividend %
1972	16,342-610	7,552	19,96,650	29,01,224	42,30,626	2,93,30,914	19,57,00,103	630919	9
1974	17,042-682	7,557	21,42,925	32,98,074	61,94,511	4,05,43,924	29,41,31,851	1115614	9
1976	26,914-677	7,569	29,42,950	39,76,500	109,71,346	4,05,28,594	39,91,93,086	1220239	9+3
1978	41,195-1006	149	36,97,775	49,22,441	117,01,799	4,23,93,884	49,69,53,386	994610	9+3
1979	41,545-1008	9,293	38,66,759	53,54,598	122,05,433	4,69,64,143	21,44,51,185	924965	9+3
1980	41,519-1008	9,403	38,03,775	53,03,590	127,51,301	6,19,57,080	24,07,40,595	845569	9+3
1981	41,499-1006	9,735	39,10,950	61,94,442	123,23,619	7,05,04,776	34,97,34,487	1240499	9+3
1982	41,497-1010	9,836	40,31,350	64,83,917	136,03,442	7,63,72,610	35,39,64,939	777491	9+3
1983	41,466-1008	10,043	42,96,375	69,41,187	139,46,451	7,76,51,151	44,69,01,009	399159	9+3
1984	41,428-1006	10,115	44,10,250	70,37,795	143,06,783	9,35,20,220	44,40,38,655	624522	9+3
1985	41,396-1005	10,217	45,99,579	73,53,365	149,70,767	9,07,05,979	45,69,95,411	1060538	9+3
1986	41,354-1002	10,405	50,53,100	76,82,910	156,13,93410	75,76,870	52,29,35,131	1175687	12
1987	41,314-1002	10,660	51,27,800	81,04,955	164,92,40911	74,97,866	59,65,00,671	1209305	12

People-Soci.