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**A P P E N D I C E S :**

- I) INTERVIEW SCHEDULE
- II) ORGANISATION CHART

**B I B L I O G R A P H Y**

**: A P P E N D I X - I :**

**Chh. Shahu Central Institute of Business Education  
and Research, Kolhapur.**

**( M. Phil. Comm. )**

**: INTERVIEW SCHEDULE :**

**Topic :- A study of seasonal workers working in  
Ashok Sahakari Sakhar Karkhana, Ltd.,  
Ashoknagar, Taluka: Shrirampur.  
Dist: Ahmednagar.**

**I)**

**Personal Data :-**

- a) Name :
- b) Sex : Male/Female
- c) Caste
- d) Age
- e) Trade
- f) Marital Status : Married/Unmarried.
- g) Education : Primary/Secondary/Higher  
Secondary/Technical/Under-graduate/  
Graduate/Illiterate.
- h) Periof of serive :
- i) Natve place :
- j) Distance from place of work .....K.M.
- k) Mode of conveyance :
  - a) on foot,
  - b) by bicycle

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c) by bus,

d) by train.

- i) From last how many season are you working?
- m) Department in which working presently?
- n) Whether seasonal permanent/seasonal/  
temporary?
- o) Total salaries Basic Rs.....D.A. Rs...Total Rs...

II) Family Background :

- 1) How many persons are there in your family:
- 2) Land holdings :
  - A) Total land :
  - B) Irrigated land :
  - C) Non-irrigated :
- 3) Cropping pattern :  
Crops :        Jawar :        Bajara :  
                    Wheat :        Pulses :  
                    Sugarcane :        Cotton/others etc.
- 4) Whether food produced in farm is sufficient  
for family for year:                      Yes/No
- 5) Do you have any other subsidiary source  
or income ? .....                      Yes/No

III) Wage Structure :

- 1) How is the work rate in your factory?
  - a) By piece rate
  - b) By time rate
  - c) By incentive plan.

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2) Do you think that this is a good method :  
..... Yes/No

3) Nature of salary :

- a) Daily wages
- b) Weekly wages
- c) Monthly wages.

IV) Working conditions :

a) Are you satisfied with working conditions :

- 1) Temperature .....Yes/No
- 2) Air-movement ..... Yes/No
- 3) Humidity ..... Yes/No
- 4) Illumination ..... Yes/No
- 5) Sanitation ..... Yes/No
- 6) Ventilation ..... Yes/No

b) For how many hours a day are you required to  
work? -----hours.

c) Do you get all sanctioned holidays during  
your employment?

- a) Weekly off
- b) Optional leave(privilege leave)
- c) Sick leave.

- d) i) In which shift do you work?
  - ii) Is the working in that shift convenient to you?
- e) i) Do you remain absent from work without permission? ..... Yes/No  
If yes how many times in a months?
  - ii) What is the cause of such ~~an~~ an absence sickness/accident/social and religions functions/others.

V) Welfare facilities :

- 1) Do you get the following welfare facilities like permanent or regular employee?
  - a) Washing and bathing facilities. Yes/No
  - b) Sitting facilities ..... Yes/No
  - c) Canteen facilities ..... Yes/No  
Are you satisfied about canteen Yes/No
  - d) Rest-room facilities ..... Yes/No
  - e) Medical facilities ..... Yes/No  
If not why?  
If yes are you paid any fees for medical facilities ..... Yes/No
  - f) Recreational facilities ... Yes/No
  - g) Educational facilities .... Yes/No.
  - h) Grain shop and concessional rate sugar from factory ..... Yes/No

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1) Housing facilities ..... Yes/No

If no why?

If yes state the house

a) Bamboo mat house

b) Permanent type quarters.

2) Do you get advantages of :

a) Provident fund

b) State Insurance

c) Bonus

d) Family pension.

VI) Trade Union :

1) Do you have trade union?.... Yes/No

2) Are you a member of it? ..... Yes/No

3) It is recognised? ..... Yes/No/ No known

4) Was ever your ~~is~~ complaint made up by  
trade union? ..... Yes/No

5) Was it successful? ..... Yes/No

VII) Off Season :

1) What you do after discontinuation ~~at~~ of  
service?

a) Work ~~at~~ at some other place

b) remain unemployed

c) work in agriculture

d) run any business.

2) Whether you get any salary during the period  
of discontinuation from Factory? Yes/No .

If yes how much amount you get from factory?

3) Wages are sufficient for the needs of  
your family? ..... Yes/No

4) Do you have to borrow? ..... Yes/No

If yes, from whom do you borrow?

a) Friends

b) Relatives

c) Co-operative Credit Society

d) Bank

e) Money Lender/any other source.

5) Do you get any advance or loan from factory?  
----- Yes/No

If yes, how much?

VIII) Are you satisfied about recruitment method of  
factory? ..... Yes/No

IX) Do you get any promotion in your service?  
----- Yes/No

If yes, how many times?

X) Are you transferred from one department to other  
department in your employment period? ..Yes/No

XI) Do you get any training for your service?  
----- Yes/No

If yes,

a) On the job ~~train~~ training

b) Off the job training

c) Induction training.

XII) Personal opinion of worker:

- 1) What is your opinion regarding your service?
- 2) What is your opinion about factory administration?
- 3) Do you have any problems about service?
- 4) Do you have any suggestions?

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