



CHAPTER -II

RESEARCH METHODOLOGY

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RESEARCH METHODOLOGY :

Research methodology is the base of every project report. The concept ' methodology' refers to systematic study of investigation.

1. Title of the Research study :

" A study of seasonal workers working in Shree Dudhaganga Vedaganga Sahakari Sakhar Karkhana Ltd. "

Meaning of the title :

In this research the attempt has been made to study the different aspects relating to seasonal workers. In sugar factory number of workers are working at different level, but the nature of the work of seasonal workers is such that they are appointed in the factory only during the season and factory discontinues them when the season is over. This goes on every year. Some of the workers are seasonal-permanent who are given a part of wages in off season, but a large number of seasonal workers are not given the wages by factory in off season, not only this, even there is no job security for them.

So in this research work attention is given to the seasonal workers only.

Seasonal employee means- an employee who is appointed in writing by the managing director to do the seasonal work mainly and/or also for the period necessary for the cleaning and overhauling either before and/or after the season.

2. Scope of the study :

Labour Problems are of many types. The magnitude of labour problems usually increases with the industrial activities in the country. But the scope of this research is restricted only to the seasonal workers working in sugar factory- special reference to Shree Dudhaganga Vedaganga Sahakari Sakhar Karkhana Ltd.

Sugar Industry occupies a pre-dominant position in Maharashtra and Maharashtra ranks second in having large number of sugar factories in India. Seasonal workers in sugar factory is a matter to think over seriously, as their position is delicate, so a researcher^{has} chosen this particular problem.

As mentioned above, there are number of sugar factories in Maharashtra, of course it is beyond the limit to take review of all of them in one project.

This particular factory namely shree Dudhaganga Vedaganga Sahakari Sakhar Karkhana Ltd. Mouninagar situated at Bidri, taluka Kagal, Dist. Kolhapur is chosen by

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The main reason of it is, this factory is within the range of the researcher. Secondly it is nearby the native place of the researcher. Researcher has observed the development and progress of this factory from her childhood. There is a feeling of affinity about this organisation in the mind of researcher.

There is possibility that researcher can get maximum co-operation and warm welcome from the persons working in that factory as many of them know her personally. So in short we can note, the scope of this research is limited to the seasonal workers, working in Shree Dudhaganga Wedaganga Sahakari Sakhar Karkhana Ltd.

3. Aims and objectives of the study :

Reasearcher has aimed to get information about the personal life of seasonal worker that means his

1. Name
2. Age
3. Caste
4. Marital status
5. Education
6. Indebtness
7. Family background etc.

As well as the attempt has been made to collect the information about the

1. Working conditions in which he works
2. The leave facilities made available to him
3. Welfare facilities provided to him by factory
4. Employment problems of the workers during the off season
5. The housing facilities, provident fund, bonus provided by factory.
6. Workers general opinion about the organisation in which he works.

4. Methodology :

Now the next thing is how the required data is collected and from whom ?

The required data is collected from the following sources.

A) Questionnaire :

The researcher has drafted the exhaustive questionnaire covering the various things(matters) such as

i) Personal information :

Name, sex, age, caste, marital status, wages, place of residence.

ii) Family Background :-

Number of family members, land owned if any, any other source of income

iii) Wages

iv) Welfare facilities and other facilities provided by Karkhana.

v) Trade Union- His attitude towards it.

vi) Working conditions.

vii) His personal opinion about the organisation.

B) Interviews :-

The researcher has personally visited the factory several times during the period of research. Researcher has taken the informal interviews of different officials.

- i. Seasonal workers
- ii. Workers working on daily wages
- iii. Labour Officer
- iv. Office Superintendent
- v. Worker's representative
- vi. Administrative Officer.

C) Observations :

Researcher has observed many things in her visits to the Karkhana. The appearance of workers, their way of talking, their attitude towards the work, the conversation among them. The work procedure and so on.

D) Annual Reports and other reports :

Researcher has gone through in deep, the annual reports of Shree Dudhaganga Vedaganga Sahakari Sakhar Karkhana Ltd. since 1959-60 to 1984-85. That means with the help of annual reports of last 25 years, researcher has collected the information about the expansion and progress of Karkhana.

Selection of samples :

There are different types of seasonal workers in the factory. For proper study of the universe, stratified random sampling is used. According to this method, selection assures each individual of that strata has an equal chance of being chose^d. In this factory there are 15 departments. So the researcher selected every department in which seasonal worker is working as per strata. And from every strata employees were selected for interview. In this factory actually 587 seasonal employees are needed but in the year 1984-85 - 279 and in the year 1985-86 276 seasonal employees were there because of court matters. So to get more exhaustive information researcher has choosen some Daily wages (in every season for last 5-6 years) in all 133 employees were selected.

A stratified random sampling is more suitable and sampling is more suitable and more homogenous for large groups. Moreover, there are other advantages of this method as follows :-

1. It is free from bias, therefore not defected by choice of the researcher.

5. Response and difficulties :-

Most of the seasonal workers are illiterate and unaware of the different things happening in the world. In the beginning they were hesitant to give information. Though many of them have taken the education upto secondary school, they made the researcher herself to write for them the answers of the Questionnaire as they have not daily practice of writing. Researcher has taken the help of workers representative and has become somewhat easy. Workers had doubt about the researcher. Researcher gave the assurance to the workers again and again that the information will be used only for the purpose of the study. In spite of the assurance given by researcher, workers hesitated to give information about various aspects.

So without using pencil and paper researcher has again taken the personal interview of many of them to understand their real views regarding many critical points. Researcher is interested in knowing more about the woman employees in that factory, but the number of woman employees is very few. Only 2 to 3 woman employees are working in cane development department.

Though researcher has to face number of difficulties and problems in data collection workers as well as officers gave a due respect and welcome to the researcher. Researcher has to visit the factory number of times for the research work, but every time the officers working there extend a full co-operation to her.

Though in the beginning workers were reluctant and baseful to talk freely about themselves, but when they got confidence in researcher, they began to talk openly and gave the required information.

6. Presentation of data :-

The data collected is presented in six chapters as follows :-

1. First chapter is of Introduction- in which information is given about history and progress of sugar industry.
2. Second chapter is of Research methodology- in which there is introduction of the subject of research and its presentation.
3. Third Chapter is-
History and development of Shree Dudhadganga
-Vedaganga Sahakari Sakhar Karkhana Ltd - in this
Chapter the history as well as progress in different

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aspects made by

4. Fourth chapter study.
5. Fifth chapter interpretation
The date collected
6. The sixth and last observations are