

---

CHAPTER - III

METHODOLOGY

- 3.1 Introduction
- 3.2 Importance of the study
- 3.3 Objectives of the study
- 3.4 Statement of the problem
- 3.5 Methodology

Preparation of the questionnaire

Samples

Primary data

Secondary data

- 3.6 Limitations of the Study

SUMMARY

\*\*\*

---



---

about the scope of the study. It means the study is confined to the trade union existing in the said companies only.

In order to study the participation and role of workers in union activities the trade union namely - Hindustan Karmikar Sangh, CITUC.

Hindustan workers Union - AITUC from Hindustan Latex Ltd. and from Walchand Industries Samanvaya Sangh.

Engineering workers union - HMS

& machinery manufacturing union - INTUC have been selected.

### 3.3 Objectives of the study

The present study is aimed at assessing the participation of workers in union activities.

The following were the objectives of the study

1. The main objective of the present study was to find out the participation of workers in trade union activities of the unit.  
i.e. Hindustan Latex Ltd. & Walchand Industries Ltd. taking for the present study.
2. To find out different trade unions in the selected organisation.
3. To find out the leadership aspect of different trade unions.
4. To find out whether the workers support to union activities or not.
5. To observe the relation between the union and management.
6. To find out attitude of workers.
7. To make appropriate suggestions.

....

---

### 3.4 Statement of the problem :

The present study attempts to analyse the workers participation in Union Activities. Trade Union is an important organisation which is helping the management as well as the workers to promote industrial relations.

It was necessary to study the trade union activities and the extent of participation of workers in them since, such as study would enable the researcher to offer appropriate suggestions to the industries concerned.

The statement of the present problem under consideration is "Extent of participation by workers in Trade Union activities in Hindustan Latex Ltd., Kanagala and Walchand Industries Ltd., Walchandnagar".

### 3.5 Methodology

The methodology adopted for the present study is based upon the case study in two units viz. Hindustan Latex Ltd. Kanagala and Walchand Industries Ltd., Walchandnagar.

#### i) Preparation of the questionnaire -

Keeping in view the object of the present study a questionnaire was prepared.

The first part questionnaire was prepared for the union leaders and the second part was for the workers.

There are 19 questions for union leaders and 15 questions for workers.

For Union leader and workers questionnaire the scoring pattern adopted comprised of clubbing the response of highly agreed, as an agreeable

---

---

response and disagreed and undecided as disagreeable response.

ii) Samples -

The samples were collected from Hindustan Latex Ltd. Kanagala, and Walchand Industries Ltd. Walchandnagar.

In Hindustan Latex Ltd. there are two unions - AITUC AND CITUC. In Walchand Industries there are five unions INTUC, HMS, BMS, Samanvaya Sangh and Datta Samant Union. But the referece is taken only for three unions. Considering the limitations upon the individual references it was decided to confine to a system of quota sampling.

Union Leaders -

In Hindustan Latex Ltd. both AITUC and CITUC Union Leaders have been contacted.

Union Members -

Out of 1100 members in Samanvaya Sangh 25 samples have been collected and out of 600 members in INTUC 25 samples have been collected and from 500 members in HMS 25 samples have been collected from Walchand Industries.

From Hindustan Latex out of 165 in AITUC and 105 members from CITUC 25 samples have been selected.

No doubt 25 samples are not sufficient one to get the information so far as area of study is concerned. With a view to collect more information and due to limited time period I select this particular procedure.

Secondary data

Mainly related to number of unions and membership has been collected from the company source.

---

### Limitations of the study -

The present study is not free from certain limitations. These are as follows :

1. The leadership instrument was originally developed to assess the leadership style of the union leaders. Same technique is adopted in the present study to assess the leadership style.
2. Practically it was very difficult to meet these personnel since most of them were on duty and not free. Hence a convenient sampling technique was adopted with the assumption that the researcher would get the relevant information on participation of workers.
3. Most of the respondent have different language, so it becomes difficult to translate their response in English language.

### Summary

The study is aimed at assessing the participation of workers in various union activities.

For collecting the data required for the study the researcher used the questionnaire for union leaders and workers.

Among the five categories of union of the related units the researcher has chosen 125 respondents for the study and also the leaders.

The present study is not free from the research limitations. It was very difficult for the researcher to meet employees because they were on duty. Hence the researcher has contacted them by adjusting time. The leaders were contacted in the Union Office.

\*\*\*

---