

CHAPTER - II

RESEARCH METHODOLOGY

Research Methodology is very important in every research study. Research Methodology helps the systematic study of researcher. So that every researcher use the research Methodology.

Selection of this Topic :-

There are 400 Sugar Factories in India. Out of these 102 Sugar Factories are in Maharashtra State.

In these Sugar Factories, many workers are seasonal. Seasonal worker is the heart of every Sugar Industry. In this research work, the attempt has been made to study the seasonal workers, the employment of those seasonal worker is terminated every season. The Factory is discontinued them when the season is over. The Seasonal permanent workers given the wages in off season but the Seasonal temporary worker is not given the wages in off season. This wages is not paid full in off season but given a part of wages. Seasonal temporary worker is not given any security.

In this research work, a research is presented of the Seasonal workers and their survey and problems. They are appointed only 6 or 7 months in Crushing season.

This research work is done regarding the Seasonal workers wage, structure, recruitment, training, working conditions, welfare facilities, problem of bonus, Provident fund and also problem in their employment.

Title of the Research Study :-

"Socio-economic Survey of Seasonal Worker in Sangamner Bhag Sahakari Sakhar Bakhana Ltd., Sangamner".

Meaning :-

In this research study the problem of Seasonal workers take many side. The large part of the worker is a Seasonal and few part is permanent. The Seasonal worker is of two types :- (1) Seasonal permanent (2) Seasonal Temporary. The Seasonal permanent workers take the retention allowance but not receive any monetary assistance and the temporary worker not receive any retention allowance and monetary assistance from the factory. So in this research work attention is given to the Seasonal worker only.

(2) Coverage and Location of the Study :-

Labour problem is different in every industry and every workers. The labour problem of the industry is increased day to day. Labour is different types and their problems are of different types. But this research work attends the problems of Seasonal workers working in Sugar Factory. Special reference to Sangamner Bhag

Sahakari Sakhar Karkhana Ltd., Sangamner.

A number of Sugar Factories in Maharashtra, of course, it is beyond the limit to take review of all of them - a one factory or few factories in one project.

This particular factory namely Sangamner Bhag Sahakari Sakhar Karkhana Ltd., Sangamner situated at Amrutnagar, Tal. Sangamner, Dist. Ahmednagar is chosen because this Factory is within the range of the researcher, situated near the native place of the researcher and researcher has observed the development and progress of this Factory from her childhood. There is possibility of getting maximum co-operation. For this research work 107 Seasonal Workers out of 270 population of Seasonal workers.

(3) Definition of Season :- "Season means the period or periods each year during which Sugarcane is crushed and sugar manufactured and 'off season' means the period of each year other than the Season".

SEASONAL WORKERS :

Here the Researcher presents the Survey of Seasonal workers of the Sugar Industry. It is one of the aspects of the Socio-economic conditions of workers'.

CONDITIONS OF WORKERS :

In the production, the four factors are more important namely, - labour, land, capital and enterprises. Without neglecting the importance of other factors, we have to accept the fact, that labour as a living being is more important than other factors. The proper utilisation of other factors depend on the quality and quantity of labor.

What is meant by labour? In this research work the word worker is used instead of labour as it is comparatively more common, but the term labour, labourer workmen, workers, employee are synonymous.

Labour means " any work whether manual or mental which is undertaken for a monetary consideration is called a Labour".

Labour may be defined as " Worker who do not have any other source of livelihood except the sale of other labour power (i.e. capacity to work other physically or mentally).

In Sugar Industry, number of workers are working at different levels.

Some workers are permanent workers, but large number of workers are seasonal workers, they are appointed only during the Season and when season ends, they are discontinued

Definition of Seasonal employee or Worker :-

" 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 cleaning the other overhauling either before and/or after the season. Provided that the period of cleaning and overhauling is not more than one month before or after the Season".

" A Seasonal Worker is a person who for more than half of the total number of days on which he actually work during the year, worker a Seasonal Worker".

(4) Aims and Objectives of the Study :-

Researcher has aimed to get information about the personal life of Seasonal workers that means as :- his :

- (1) Name
- (2) Age
- (3) Caste
- (4) Marital Status
- (5) Education
- (6) Indebtedness
- (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 the Factory.
- (4) Employment problems of the worker during the Off season.
- (5) The housing facilities, provident Fund, Bonus, provided by the Factory.
- (6) Workers general opinion about the Organisation in which he works.

(5) METHODOLOGY :-

The following methodology is adopted for collecting the data and information :-

(1) Personal Information :-

Name, Sex, Age, Caste, Marital Status, Wages, Place of residence.

(2) Family Background :-

A number of family members, land owned if any, any other source of income.

(3) Wages

(4) Welfare facilities and other facilities provided by Karkhana.

(5) Trade Union- His attitude towards it.

(6) Working conditions.

(7) His personal opinion about the Organisation.

(B) Interview :-

The Researcher has personally visited the Factory for several times during the period of research, Researcher has

taken the informal interview of different Officials.

(C) Observation :-

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 amongst them. The procedure and so on.

(D) Annual Reports and Other Reports :-

Researcher has gone through in deep, the annual reports of Sangamner Bhag Sahakari Sakhar Karkhana Ltd., since 1966-67 to 1986-87.

(E) Problem of Data Collection :-

Most of the Seasonal workers are illiterate and unaware of the changes taking place in their surroundings. In the beginning they were reluctant to give information. Most of them are not taken the education and most of them have taken the Secondary School education. They made the researcher themselves to write for them the answers of the questions- questionnaire as they have not daily practice in writing. Many of them did not give the information. So the researcher assured them for many times that this information will not be disclosed but will be used for the purpose of study only.

The Researcher was helped by the workers representatives and Labour Officer and other Officers in his work. The researcher's personal interview with the Seasonal workers revealed many aspects of their work. The researcher during her research work visited the factory many times and the Officers and other Staff of the Factory who gave the full co-operation.

(7) Analysis and Interpretation :-

The Researcher collected the data from the above mentioned factory. Analysed the data in this process. Many statistical tables were prepared to interpret the analysis. Then the researcher reached to the final conclusion.

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 a Research Methodology - in which there is introduction of the subject of research and its presentation.
- (3) Third Chapter is - History and Development of Sangamner Bhag Sahakari Sakhar Karkhana Ltd., in this Chapter the history as well as progress in different types.
- (4) Theoretical background of the study.
- (5) Detailed analysis and interpretation of collected data.
- (6) Conclusions, and Suggestions.

selection of Samples :-

The researcher has selected a sample as per their availability.