

CHAPTER-VI

**A) OPINION AND ATTITUDES OF WORKERS
TOWARDS SUPERVIORS AND MANAGEMENT**

CHAPTER VIOPINIONS AND ATTITUDES OF WORKERS TOWARDS SUPERIORS
AND MANAGEMENT -

The productivity and progress can be achieved only by a human relation approach. Most of the managements have failed to understand that an employee is a human being having his own hopes, aspirations, social prestige, pride for his job. It is only with the aid of the human relation approach that the talk of accelerating productivity of labour can be achieved and this is the need of hour.

During the course of study the researcher has tried his level best to point out the heart beatings (feelings) of workers towards superiors and management. In questionnaire, some indirect questions were passed as :-

Q.1) How does an officer behave with you ?

- a) Friendly
- b) Sympathetically
- d) Savageously

A.2) How do you behave with your superiors ?

- a) Respectfully
- b) Co-operatively
- c) Scornfully

Q.3) Does the behaviour of your supervisors affect your
peace of mind ?

But non of worker has given his frank openion and real
feelings .Almost all the workers concealed their real feelings.
The follwing tables give the respective responses.

TABLE VI : 1 : RELATIONSHIP BETWEEN WORKER AND THE SUPERIORS .

Respondents 50 workers

Question	Friendly	Sympathetically	savageously
How does an officer behave with you ?	19	29	2

TABLE VI;2: RELATIONSHIP BETWEEN WORKERS AND OFFICERS

Respondents 50 workers

Question	Respectfully	Co-oprative	Scornfully
How do you behave with you superiors	41	9	Nil

TABLE VI:3;

Respondents 50 workers

Question	Yes	No
Does the behaviour of your supervisors affect your place of mind	9	41

Table VI: : 1,2 and 3 indicate the relationship between the workers and the officers of the mill. In table VI-1, 19 workers express their opinions that the officers behave friendly with them 29 workers say that the officers behave sympathetically with them. 2 workers say that the officers behave savagously with them.

Table VI;2: Shows that 41 workers behave respectfully. 9 co-operatively and none scornfully with the higher officers of the mill.

Table VI;3: In table 3, 9 workers say that the peace of mind is disturbed by the behaviour of the officers and 41 workers say that their peace of mind i.e. not disturbed by the behaviour of the officers with them.

By observing minutely the opinion and attitude of workers, the researcher has classified them in three groups.

- 1) Neither obedient nor arrogant attitude towards superiors. Work is their main target.
- 2) Silent and obedient workers working without interference in the activities of the management and are loyal to their superiors and management .
- 3) Some workers are least bothered about work, and their behaviour is worst as they overtake their superiors especially jobbers and supervisors.

The attitudes of workers towards management is neither harmful nor scornful. Most of the workers are of the view that the body of the management is temporary as its members come and go it is a routine matter of the mill.

The researcher has tried to get the information by dissertation feelings of workers towards management by asking indirect question.

**TABLE VI: 4 : RELATIONSHIP BETWEEN WORKERS AND THE
MANAGEMENT -**

Respondents 50 workers

Question	As worker	As part and parcel of the mill	As human being
How does the Management treat you	4	14	32

TABLE VI: 5 :

Respondents 50 workers

Question	co-operatively	Scornfully	Mere workers
How do you behave with the management	46	-	4

TABLE VI:6:

Respondents 50 workers

Question	Yes	No
Do you wish to say anything regarding the administration of the Mill	2	48

Out of the 50 workers hardly 5 % have expressed their real feelings. The management has not provided necessary working facilities. (Uniforms, Medical Aid, Canteen facilities) and fulfilled the demands of the workers. So most of the workers have unsatisfactory and unhappy attitude towards the management. Some of the workers are neither happy nor unhappy with the management.

In table VI:4: 4 workers said that the management treats them as workers, 14 workers say that the management treats them as part and parcel of the mill and workers say that the management treat. 32 them as human beings. This indicates the healthy relationship between workers and managements.

It is observed from table VI: 5 that 46 workers behave co-operatively, 4 as mere workers and non scornfully with the management.

Table VI:6: indicates that most of the workers have good opinion about the behaviour of the management.