

APPENDIX

- 1) QUESTIONNAIRE.
- 2) BIBLIOGRAPHY .

QUESTIONNAIRE

Basic Information :

1. Name and occupation of the workers
2. Male or female
3. Age
4. Educational Qualifications.

APPOINTMENT AND TRAINING

5. Appointment is very difficult, without corruption and influence. Do you agree
6. How did you get appointment in the mill ?
 1. On the basis of merit
 2. On the basis of influence of an other political leaders
 3. On any other basis
7. What wage do you get per month
8. Total deductions from your wages
 1. P.F.F.S.I.
 2. L.I.C.
 3. Other deduction
9. Did the management ever encouraged you in this direction
10. Are you interested in increasing your working efficiency and getting more knowledge of your Job ?
11. Have you under gone any training course ?
12. What did you get after the completion of training ?
 1. More efficiency in the work
 2. More salary
 3. Promotion

- 13 Training is very essential to every employee do you agree to it ?

TRANSFERS AND PROMOTION

- 14 Since how many years are you working in the present department ?
- 15 Did you feel any difficulty in your work in the present department ?
- 16 If so, to what department do you wish to get transferred ?
- 17 Does the management take your opinion while transferring you from one department to the another department
- 18 Since how many years are you working in the same cadre ?
- 19 Did you get any promotion previously ?
- 20 On what basis did you get the present promotion ?
1. On the basis of efficiency
 2. On the basis of length of service
 3. On the basis of influence
 4. On any other basis
- 21 Are you satisfied with the present promotion policy of the management.
- 22 If not mention the reasons ?

WORKING ENVIRONMENTS AND WELFARE MEASURES

- 23 How many hours do you work per day ?
- 24 How many hours rest do you get on every working day ?
- 25 Has the management provided rest room ?

- 26 Do you use the rest room ?
- 27 How many time do you work overtime every month ?
- 28 What wages do you get for the overtime ?
- 29 What facilities the management has provided for the safety measures of work ?
- 30 Do you feel any difficulty in your work due to following reasons :--
- 1) Dust
 - 2) Smoke
 - 3) Crowdeness
 - 4) Noise
 - 5) Any other reasons
- 31 Did the management provide the following facilities to the employees
- | | |
|-------------------------|-------------------|
| 1) Medical and Hospital | 2) Drinking water |
| 3) Rest room | 4) Canteen |
| 5) School | 6) Garden |
| 7) Play ground | 8) Swimming pool |
- 32 The house where in you dwell is :-
- 1) On house
 - 2) Rented house
 - 3) Quarter provided by the mill
- 33 What is the distance between your house and mill ?
- 34 How do you go to the mill ?
- 1) By Walk
 - 2) Bycycle
 - 3) By bus
- 35 Do you wish to get any more facilities from management ?
- 36 In case of accidental death of an employee does the management help his dependents ?

- 49 How do you behave with your superiors
- 1) Respectably
 - 2) Co-operatively
 - 3) Scorpfully
- 50 Does the behaviour of your superiors affect your peace of mind
- 51 How does the management treat the worker
- 1) As worker
 - 2) As part and parcel of the mill
 - 3) As human beings
- 52 How do you behave with the management
- 1) Co-operatively
 - 2) Scorpfully
 - 3) Mare worker
- 53 Do you wish to say anything regarding the administration of the mill ?

QUESTIONNAIRE
(for Management)

RECRUITMENT AND TRAINING

- 1 On what basis do you recruit the worker ?
 - 1) Directly
 - 2) On the basis of Interview
 - 3) On the basis of written test
- 2 Do you get any pressure or force from any persons while appointing the workers
 - 1) Political pressure
 - 2) Influence of Officers
- 3 Are there special officers in your mill for the appointment, training and welfare of the employees ?
- 4 What kind of training do you provide to your workers ?
- 5 Do you pay stipend to the employee during his training period ?
- 6 Do you feel that the training would enhance the production of the mill ?
- 7 Do you feel that the amount spent for the training is a waste ?

TRADE UNION AND MANAGEMENT

- 8 How many trade unions are there in your Mill ?
- 9 Do you encourage the development of such trade union ?
- 10 Does the trade union help to create good relationship between the employees and employers ?
- 11 Trade Unions affect the peace and harmony of the Industry Do you agree ?

- 12 How do you treat the trade union ?
- 1) Co-operatively
 - 2) Respectably
 - 3) Scorpfully
- 13 When you seek assistance of trade union ?
- 1) for appointment
 - 2) for training and promotion
 - 3) for payment of wages and bonus
 - 4) for production and sales
- 14 Trade Union are working only for the welfare of the employees - Do you agree ?

BONUS

- 15 Do you declare bonus every year as per Government order ?
- 16 Does payment of bonus affected the production of the Mill ?
- 17 On payment of bonus do you get more assistance and co-operation from the employees ?
- 18 Did you think of any new policy for the bonus ?

WORKER'S EFFICIENCY AND WELFARE MEASURES

- 19 What working and welfare measures did you provide for the employees
- 1) Canteen
 - 2) Rest house
 - 3) Garden
 - 4) Hospital
 - 4) Drinking water
 - 6) School
 - 7) Sports and recreation facilities
- 20 What policies did you adopt to utilise the total manpower resources

QUESTIONNAIRE

(For Trade Union Leaders)

- 1 Since how many years are you the leaders of Trade Union ?
- 2 Are the president, Secretary and Executive Members of the trade union elected by the employees ?
- 3 The main objectives of trade union are :--
 1. All round development of the employees
 2. To oppose the working of the management ?
 3. To relationship between the workers and management
 4. To create peace and happiness in the mill
- 4 Does the management encourage the activities of the Trade Union.
- 5 What measures do you adopt to solve the problems of the workers.
- 6 Does the trade union try to understand the difficulties of management.
- 7 One Industry, one Union - Do you Agree
- 8 Do you wish to say something about various activities of your trade union.