



8. Employment status : a) Seasonal  
b) Temporary  
c) Probation  
d) Permanent
9. Designation : a) Peon  
b) Watchman  
c) Worker  
d) Clerk  
e) Typist  
f) Accountant  
g) Supervisor  
h) Officer
10. Emoluments per month : a) Below Rs.500/-  
b) Rs. 501 to Rs.1000/-  
c) Rs. 1001 to Rs. 1500/-  
d) Rs. 1501 to Rs.2000/-  
e) Rs. 2000 & more
11. Trained or untrained :
12. Nature of the Job : a) Office  
b) Workshop

**Section B**

13. Which of the following, motivate you most to work.

(give preference)

**A) Economical means**

- 1) Salary
- 2) Dearness Allowance
- 3) Bonus
- 4) Pension
- 5) Increment
- 6) Provident fund
- 7) Gratuity
- 8) Housing Rent Allowance
- 9) Housing
- 10) Education Allowance

**B) Non-Economical means -**

- 1) Responsibility
- 2) Participation in management
- 3) Creating a sense of achievement
- 4) Granting Recognition
- 5) Promotional avenues
- 6) Job security
- 7) Working conditions
- 8) Medical facility
- 9) Leave
- 10) Training

11) Good behavior By management

12) Safety

14. How for your salary is satisfactory in comparison with the salary in other industries ?

a) Less

b) More

c) Equal

15. Is your salary commensurate with the workload ?

a) Yes

b) No

16. Is your salary paid in time ?

a) Yes

b) No

17. Is there proper change in your salary after a fixed period ?

a) Yes

b) No

c) Sometime

18. Do you get loan facility from the workers co-operative society in your factory?

a) Yes

b) No

19. Do you get advances against your salary when you are in difficulty ?
- a) Sometimes
  - b) Always
  - c) Not at all
20. What is the method of refund of advance ?
- a) In one Instalment
  - b) Convenient Instalment
21. Do you get advance for festivals ?
- a) Yes
  - b) No
  - c) Sometimes
22. Is the salary certificate, refund - letter and guarantee certificate issued to you ?
- a) Yes
  - b) No
23. Do you get compensation on account of an accident when on duty ?
- a) Yes
  - b) No
24. If compensation is paid on account of an accident what is the mode of it ?
- a) Fixed amount
  - b) Expenditure made on medical aid

25. Are you fined / punished , if you make mistakes when on duty ?

a) Yes

b) No

26. If you are fined / punished who decides the rules about it?

a) Management

b) Supervisors

c) Consensus of the workers

27. Can you get remuneration on account of the leave not enjoyed by you ?

a) Yes

b) No

28. If such facility is available, how the rules about it are framed ?

a) According to Law

b) By the management

c) After discussion with the workers

29. Are the holidays suffixed with the festival days ?

a) Yes

b) No

30. Is the workload evenly distributed in your factory ?

a) Yes

b) No

31.. Are hygienic factors considered when work is distributed?

a) Yes

b) No

32. Do you get co-operation from your co-workers in the actual discharge of your duties.

a) Always

b) Sometimes

c) Not at all

33. Do you get co-operation from your supervisor ?

a) Always

b) Sometimes

c) Not at all

34. How are you treated by your supervisor ?

a) Good

b) Fair

c) Bad

35. Do you get fair treatment in your factory?

a) Yes

b) No

36. What to you do when injustice is inflicted upon you ?

a) Communicate with the officer

b) Silently bear the injustice

c) Behave maliciously with that officers.

37. Are precautionary measures provided to avoid accidents when work is in progress ?

- a) Yes
- b) No

38. Does the management consider for your active participation ?

- a) Yes
- b) No

39. When such participation is solicited ?

- a) Meeting
- b) Programme
- c) In case of problem
- d) In new enterprises.

40. Does the management take cognizance of your good performance?

- a) Always
- b) Some times
- c) Not at all

41. If such cognizance is taken, what is the mode of it

- a) Financial
- b) Non-financial

42. Does the management or the supervisor make attempts to increase your morale ?

- a) Not so particular
- b) Not at all
- c) Yes



43. Are you entrusted with other duties in addition to your normal duties ?
- a) Yes - Sometimes
  - Always
  - b) Not at all
44. Are you at liberty to finish the work entrusted to you?
- a) Yes
  - b) No
45. Does the management make attempts to have unity among the workers ?
- a) Yes
  - b) No
46. How do you feel when you come to attend your duties ?
- a) Enthusiastic
  - b) Un-Enthusiastic
  - c) Tiredness
  - d) Sometimes enthusiastic
47. If some problem is concerned with the whole group how do you try to solve it ?
- a) Through the court
  - b) After discussion with the management
  - c) By threatening the management

48. Does the management accept any new idea sponsored by you ?

- a) Sometime accepted
- b) Always accepted
- c) Not at all considered

49. If any new project is installed what is your reaction ?

- a) Accept it as if it is your own
- b) Accept it as your duty as a worker
- c) Accept it because there is no other alternative

50. What is your opinion about the future of the company during the next five years ?

- a) Hopeful
- b) Hopeless
- c) Fair
- d) As it is

51. Are you satisfied with the work that you do ?

- a) Extremely satisfied
- b) Moderately satisfied
- c) Dissatisfied

Date :

(Signature of the Respondent)

