
QUESTIONNAIRE

WARANA SAHAKARI SAKHAR KARKHANA LTD., WARANANAGAR.

(A Study of Labour Remuneration)

Name of Student :

QUESTIONNAIRE

1) PERSONAL DATA :

- 1) Name :
- 2) Age :
- 3) Sex : Male / Female
- 4) Education : Primary / Secondary / Higher / Technical
- 5) Department :
- 6) Designation:
- 7) Experience in this sugar factory :
- 8) Present Address :
- 9) Number of family members depending upon your income :
- 10) Native Place : Village / Taluka / District
- 11) Where do you stay at present :
- 12) Distance from the factory : Kilometers
- 13) Type of work : (Job description)
 - a) Operative : Unskilled/Semiskilled/Skilled A/
Skilled B/Skilled C/Highly skilled
 - b) Clerical :
 - c) Supervisory :
- 14) Mode of conveyance : Bus/Cycle/Auto/On foot.

2) LABOUR REMUNERATION :

- 1) How the work is rated ? by piece/by time.
- 2) How much wages/salaries do you get : Rs. PM
- 3) Are any deduction made from wage/salary : Yes/No

- 4) If yes () against the following deductions.
- | | |
|-----------------------------|------------------------|
| (a) Fine | (i) Medical care cost |
| (b) Absence from duty | (j) Income tax |
| (c) Damage or loss | (k) C.T.D. |
| (d) For service rendered | (l) Bhishi |
| (e) For recovery of advance | (m) Order to court |
| (f) For recovery of loans | (n) Provident fund |
| (g) Insurance policy | (o) Loans from society |
| (h) House rent | (p) Other if any |
- 5) Whether the wages/salaries are sufficient : Yes / No
- 6) If not, how do you meet the family expenses ?
How you any other source of income ?
- | | | |
|----------------|-------------------------|--------------------|
| (a) Land | (b) Private consultancy | (c) House property |
| (d) Lottery | (e) Side business | (f) Other source |
| (g) Commission | | |
- 7) Whether there is any other family member employed :
Yes / No
- 8) Are you allowed to do overtime work : Yes / No
- 9) Whether the wages should be linked with cost of living/production made by you ?
- 10) If it is linked with cost of living then why not demand from the Govt.
- 11) If a they are based on production made by you, are they adequate ? : Yes / No
- 3) ALLOWANCE :
- 1) what type of allowance do you get from the following list (Tick mark) ?
- | | |
|--------------------------------|---------------------------|
| (a) Dearness Allowance | (b) Conveyance Allowance |
| (c) Leave Travel Concession | (d) Travelling Allowance |
| (e) Medical Allowance | (f) Night Shift Allowance |
| (g) Attendance Bonus Allowance | (h) House Rent Allowance |
| (i) Special Allowance | (j) Other Allowance |

2) Do you suggest any other type of allowance to be provided ?

- (a) Allowance for the education of children
- (b) Ad-hoc festival allowance
- (c) House rent allowance
- (d) City compensatory allowance
- (e) Other Allowance

4) BONUS :

1) Do you get yearly Bonus ? : Yes / No

2) If Yes, state at what rate :

3) How do you spend bonus amount ?

- (a) Festival
- (b) Daily expenses
- (c) Repayment of debts
- (d) Bank savings/Investment
- (e) Consumer durable goods
- (f) Other purposes

4) State the occasions on which you are required to borrow from outside source ?

- (a) To meet monthly exps.
- (b) To meet medical exps.
- (c) To meet festival exps.
- (d) To meet education exps.
- (e) To purchase consumer durable goods.
- (f) To purchase vehicle.
- (g) To purchase immovable properties.

5) State the source from which you borrow :

- (a) Friends/Relatives
- (b) Co-operative Society
- (b) Bank
- (d) Money lenders
- (e) Others.

5) INCENTIVES :

- 1) Has the factory introduces incentives schemes : Yes/No
- 2) If yes, does it apply you ? Yes / No
- 3) If Yes, Is it ? Monetary / Non-monetary / Both
- 4) Put () against monetary and non-monetary incentives provided :

(A) MONETARY

- 1) Wages
- 2) Salaries
- 3) Premium
- 4) Bonus
- 5) Prizes
- 6) Return on investment

(B) NON MONETARY

- 1) Job security
- 2) Recognition
- 3) Participation
- 4) Delegation of authority
- 5) Training
- 6) Welfare

- 5) Do you thin, it is necessary to provide non-monetary incentives along with monetary incentives with the employees to make the wage and salary administration effective ? Yes / No

-: BENEFITS :-

- 1) Do you get retirement benefits. ? Yes / No
- 2) If yes, what are they ?

(a) Pension	(b) Gratuity
(c) Provident fund	(d) Employers providents fund
(e) Any other.	

-: LEAVE AND ACCIDENTS :-

- 1) Do you get leave ? Yes / No

- 2) If Yes, what type of leave do you get ?
 - (a) Privilage leave
 - (b) Casual leave
 - (c) Extra-ordinary leave (W.P.)
 - (d) Monetary leave
 - (e) Other

- 3) Do you get facilities of encashment of privilage leave ?
Yes / No

- 4) Do you have weekly holiday ? : Yes / No

- 5) What do you do on the day ?

- 6) Any other information is more welcomed you may suggest anything.

Place :

Date :

Signature