

CHAPTER - II

AIMS AND OBJECTIVES

FOR

SELECTION OF TOPIC

AND

RESEARCH DESIGN

AND

METHODOLOGY

2.1 : AIMS AND OBJECTIVES FOR SELECTION TOPIC :

Since Independence, there has been an inevitable and desirable change in the field of education. In Third Five Year Plan, it has now been realised that "Education is the most important single factor in achieving rapid economic development and technological progress and in creating social order founded on the value of freedom, social justice and equal opportunity".

Before Independence, education was almost synonymous with the acquisition of knowledge, without any consideration about its utility to the individual or to the nation. Now in a country dedicated to ~~democracy~~ and socialism, education has to play its role in training the younger generation in matters of urgent and topical importance. If democracy is to succeed, people who practise it must be aware of their rights and responsibilities.

One of the most important measures of economic and social development in the country has been "rapid and balanced industrialisation". With the growth of such industrialisation, Labour problems become complex and demand an intelligent solution. The present labour unrest both public and private sectors - suggests that a proper approach was not been made labour-management relations.

The necessity of Labour Welfare work is now beyond the stage of debate and is recognized as an integral part of industrial management.in all countries.

As regards the necessity and importance of Labour Welfare, as far as Indian Industries are concerned can easily to realise, if we look at the conditions of working classes. The industrial workers in India, today, constitute functionally a very significant and vulnerable element of the countries's population. They also contribute substantially to the nation's economy. This working group faces certain unique problems in their work life like long hours of work, unhealthy surrounding, poor working and living conditions, rural attachment, uncongenial factory environment etc.

In India, industrial workers are almost migrated from rural areas. They fall an easy prey to various evils such as indeptedness, alcoholism, gambling and other vices which naturally demoralize them and sometimes completely ruin their family life. The high rate of labour absenteeims in Indian Industries, is indicative of the lack of commitment on the part of the workers. Absenteeism can be reduced to a great extent by provision of good housing, health and family care, canteens, educational and training facilities, provision of welfare amenities enables. The workers to live of richer and more satisfactory life and contributes to the productivity of labour and efficiency of the enterprise and helps in maintaining industrial peace.

Indian Industrial Workers regard industrial employment as a necessary evils and always keep contact with their villages rural communities. Under these circumstances, the possibility of the stable and efficient labour force is nil, so long as improvement is conditions of industrial centres.

Therefore, the above situation has drawn the attention of the researcher as human being, to study and to understand the welfare accommodations provided to labourers. Moreover, certain other additional objectives also are kept before as outlined below :-

- 1) To understand the relationship between framed labour welfare facilities and attitude of the parties towards these labour welfare policies.
- 2) To know thoroughly difference between the theory and applicability of labour welfare policies and facilities in the particular unit, i.e. to understand the present position of these policies.
- 3) To find out adequacy of statutory welfare facilities and what more welfare facilities are to be provided.
- 4) To know that the extent of awareness of the workers regarding knowing the welfare facilities themselves provided by the Management and Trade Union.
- 5) To understand and study, how far the welfare amenities are successful in getting the identification, involvement with and improvement in productivity.

- 6) To understand the degree and type of correlation between the labour welfare facilities and labour problems in industry.
- 7) To understand whether voluntary welfare work is carried out by the industry.

2.2: RESEARCH DESIGN AND METHODOLOGY :

Research design is the most crucial part of the research, it lays down manner in which the Researcher will manipulate, the situation to study desirable effects. During the research process, I, as a researcher, have followed the below given steps -

I have been planned research design and methodology as mentioned below :-

- I) Selection of the **Subject/Topic**.
- II) Selection of the Unit/Industry.
- III) Scope of the Research Study.
- IV) Library Work.
- V) Forming up an Interview Schedule.
- VI) Data Collection :
 - Introduction to Head of Department.
 - **Sampling method** - adoption.
 - Interviews.
 - Discussions.
 - Records and Files.

VII) Processing the Collected Data :

- Discussion with the Guide.
- Processing and Scrutiny.
- Code Book.
- Master Sheet.
- Tabulation.
- Interpretation.

VIII) Conclusions.

IX) Report Writing.

I) Selection of the Research Topic :

As, I am interested in the Study of Labour Well-being Facilities. I proposed to take a Research Topic under study i.e. "Facilities for Well-being of Labour". In order to have an comprehensive understand of the topic, I held a series of discussions with my Research Guide. Moreover, from time to time, I went to the Library to refer the books suggested by the Guide. Thus I have made attempts to make the concepts very very clear and finalised the topic under study and to turned to the next step.

II) Selection of the Unit/Industry :

Secondly, to understand the practicability of my topic, I contacted to Labour Welfare Officer of "Shetakari Sahakari Sakhar Karkhana Ltd., Sangli", and requested to him to give necessary permission to extend his co-operation in

this regard. Because Sugar Industries are playing an important role in Maharashtra. And the Shetakari Sahakari Sakhar Karkhana Ltd., Sangli, a Co-operative Sugar Factory, is one of the successful units and well working units in the State of Maharashtra. Therefore, it is worth while to know the awareness and attitudes of the workers of this factory regarding the provisions of Welfare Facilities provided, so far as a student of Labour Welfare and Personnel Management is concerned.

III) Scope of the Research Study :-

The scope of the Research Study is confined to Shetakari Sahakari Sakhar Karkhana Ltd., Sangli in particular and sugar industries in general.

IV) Library Work :-

As the Research inevitably involves the use of the books, pamphlets, periodicals, and documentary materials in library. I gone through number of books and periodicals, to the topic covered and prepared a Bibliography.

V) Froming up an Interview Schedule :

Under the guidance of my Research Guide and Professors Staff, I prepared an Interview Schedule with special reference to Shetakari Sahakari Sakhar Karkhana Ltd., Sangli. To improve viability of the Schedule, I conducted a few pilot studies and held discussion with factory experts and the Research Guide. Then, I got it

cyclostyled in 200 copies. At this stage, I discussed with the Guide, the ways and sources of Data Collection, interview methods and code of conduct on the part of the Researcher. Because I supposed to work to be an ambessader of the Institute

VI) Data Collection :-

I proceeded to the industry for the purpose of collecting data on 1st day of November, 1983. I have reported to the Labour Welfare Officer, Managing Director that I have been there, for data collection. ~~Thaa~~ within two days, I was introduced with all Heads of Departments and I also informed, them that I have come for data collection regarding Labour Welfare Facilities and I requested to them to convey your subordinate for and giving co-operation to me. I have taken round of factory.

V Moreover, I took the list of permanent workers from Time Officer and I decided to select 200 samples of the workers including clerical staff for my study.

2) Adoption of Sampling Method :

When a small group is selected as representative of the whole mass, it is known as sampling method. For collecting the data in industry, I adopted stratified random sampling method keeping in mind the nature and composition of the factory. Random sampling is the form applied when the method of selection assures each individual or element in

universe an equal chance of being chosen. Therefore, I, selected the samples accordingly from every stratum. I have selected this method because, it combines the advantages of two methods viz; Random Sampling and Stratified Sampling Method.

3) Interviews :

After holding discussion with Labour Welfare Officer, I have fixed the time i.e. 8.00 a.m. to 12.00 p.m. and 1.00 p.m. to 5.00 p.m. and fixed place also then, I have taken 10 interviews per day. As decided by me, I worked out plan and I have finished interviews within 20 days I have taken 200 interviews of workers.

4) Office Records and Files :

With the help of office records and files also, I had collected some information related to my subject of research concerned within three days. I have also collected some prescribed forms under various Labour Legislations used in the factory.

5) Discussion :

I held discussion with the Labour Welfare Officer, Head of the Department, Manager of the Co-operative Society, General Secretary of the Representative Trade Union, i.e. INTUC and Registered Trade Union i.e. Shetakari Sahakari Sakhar Kamgar Sanghatana, Sangli.

6) Observation :

This study is also carried out by way of observation of the Welfare Facilities which are presently provided in the factory. It reflects the information about what the workers feel about the welfare facilities provided presently and the Management's view-point in this matter.

In this way, I have collected the sufficient information from the workers, official staff, library section, clerks and also from respondents side. The workers extended good co-operation. I have also gathered other printed material i.e. Co-operative Societies Annual Report, Annual Report and Short Notes(containing silent features) 26th Annual Report 1981-82, 27th Annual Report 1982-83.

VII) Processing The Collected Data :1) Varification :

I have varified the data at first and then submitted to my Research Guide. Then, I have processed the collected data and scrutinised the information. I have code numbers to the Interview Schedule.

2) Code Book :

In this process the next step is codification, under the guidance of my Research Guide I prepared the code book and approved it.

3) Master Sheet :

After codifying the whole data, I prepared Master-Sheet. Master sheet is nothing but only the way of representation of the whole data or managing the whole collected data tactfully i.e. in a systematic manner. I presented the real picture of two hundred interview at a time. It includes columns and sub-columns. Master sheet is a chart which gives a clear cut picture of the work done and the information collected by the researcher at a glance.

4) Tabulation :

Then with the help of Master Sheet, Code book and under the guidance of my Research Guide, I framed statistical tables relevant to the research topic.

5) Interpretation :

Moreover, I started working on interpretation of the tables after discussing with the Research Guide. This process is very important from the view point of Research completion to arrive at valid conclusions. I have interpreted statistical tables which have been drawn.

6) Conclusions (Generalization) :

After interpreting the statistical tables, I arrived at certain valid conclusions and with the help of those valid conclusions I tried to make some suggestions.

VIII) Report Writing :

The Report writing is the final stage of the research; and its purpose is to convey to interested persons the wholesome result of the study with sufficient details and so arranged as to enable each reader to comprehend the data and to determine for himself the validity of the conclusions.

IX) The Chapter Scheme :

It was planned and accordingly I started writing the dissertation report.

The dissertation report study was divided into following Chapters:

- CHAPTER I : Historical Back Ground of Labour Welfare.
- CHAPTER II : Aims and Objectives for Selection of Topic and Research Design and Methodology.
- CHAPTER III : History of Sugar Industry in India (In General).
- CHAPTER IV : History and Development of Shetkari Sahakari Sakhar Karkhana Ltd., Sangli.
- CHAPTER V : Labour Welfare Facilities given by Shetkari Sahakari Sakhar Karkhana Ltd., Sangli.
- CHAPTER VI : Observation, Conclusions and Suggestions.