

CHAPTER - I

-:-

RESEARCH DESIGN AND METHODOLOGY

-:-

- A) Statement of the problem
- B) Objectives of the study
- C) Methodology adopted
- D) Sample size
- E) Scope and limitations of the study
- F) Scheme of the study

=====
=====

A) STATEMENT OF THE PROBLEM :

" Role of Trade Unions in M.S.R.T.C. : A Case Study of Kolhapur Division."

M.S.R.T.C. is not an exception to the trade unionism. Right from the nationalisation, trade unions are working in M.S.R.T.C. The passenger transport services provided by M.S.R.T.C. is a delicate issue which is directly related to public. It is necessary to provide efficient services to the public. It is possible only when workers are happy with the salary and other facilities provided to them. Management provides facilities and attractive salary only in presence of the strong union. In other words the salary given and facilities provided to the workers is the outcome of the efforts of the trade unions.

Besides, trade unions also provide welfare facilities at their own. They undertake various measures to increase the productivity of the workers. It is necessary to find out how unions play the role in wage determination, in labour welfare and in increasing the productivity of worker. In the present study, an attempt is made to diagnose, the role played by the trade unions in wage determination, labour welfare and productivity and suggest some measures to improve their working as per the requirements of workers and management.

B) OBJECTIVES OF THE STUDY :

- 1) To find out the actual number of trade unions in M.S.R.T.C. Kolhapur Division, their basic aims and objectives.

- 2) To analyse the role of trade unions in wage determination, labour welfare and productivity.
- 3) To know the attitude of workers towards their unions.
- 4) To find out the welfare facilities provided to workers by M.S.R.T.C.
- 5) To know the relationship between the union and management.
- 6) To suggest some measures to improve the working of trade unions and management.

C) METHODOLOGY ADOPTED :

In order to accomplish the above mentioned objectives it was necessary to collect the required data from various sources. The primary data is collected through informal discussions, personal interviews, observation and questionnaire. The secondary data was readily available through published and unpublished materials.

a) Secondary Data :

Regarding the theoretical background of trade union movement in India, role of trade unions, secondary sources were made use of. For this purpose the libraries of - i) Chhatrapati Shahu Central Institute of Business Education and Research, Kolhapur, ii) Shivaji University, Kolhapur, iii) Rajarshi Chh. Shahu College, Kolhapur, iv) Pandharpur college, Pandharpur, were consulted. For theoretical background of M.S.R.T.C. the S.T. library was used.

b) Primary Data :

Primary data was collected through following way's -

i) Discussions and Interviews :

The detailed discussions, with the persons directly or indirectly related with trade unions were arranged. These persons are President and Gen.Secretary of S.T.Kamgar Sanghatana, S.T.Employees Union (INTUC) M.M.K.Fed; Rajya Pariwahan Castribe Karmachari Sanghatana, Chalak-Wahak, Yantriki Sanghatana, Divisional Personnel Officer, Divisional Traffic Superintendent (Defaults), Divisional Statistician, Divisional Security Officer, Labour Officer, Depot Managers of Kagal, Kurundwad, Ichalkaranji, Divisional Stores Officer, Divisional Stores Supervisor, Mechanical and Civil Engineers of M.S.R.T.C., Kolhapur Division, and 200 workers working in Kolhapur Division. These responsible persons provided useful information and data for the report.

ii) Record :

The researcher has collected the data from published record of M.S.R.T.C. It includes - Administration reports, Diaries of M.S.R.T.C. and Phamplets showing the mode of recognition of unions in M.S.R.T.C.

iii) Questionnaire :

Three questionnaires were prepared for the present study -
(i) Questionnaire for workers (ii) Questionnaire for union leaders
(iii) Questionnaire for management and necessary information was

collected (Questionnaires are given in Appendix - I, II and III.

D) SAMPLE SIZE :

Basically the data was collected from a sample size of 200 workers, 12 managerial persons and all union leaders, by personally visiting them and administering the questionnaire as well as adopting observation and unstructured interview technique.

This sample was selected on simple random basis representing the employees of various designations, such as, A.T.S., T.C., Driver, Conductor, Art 'A', Art 'C' Clerk, Cashier, Typist, Jr. Assist, Helper, Peon, Sweeper etc.

Similarly Managerial persons were also selected.

E) SCOPE AND LIMITATIONS OF THE STUDY :

M.S.R.T.C. provides transport services to passengers which is very delicate issue. It is necessary to provide prompt and efficient services to the passengers. It is only possible when workers are happy with the salary and other facilities provided to them.

Besides, the efficiency of workers also depends upon protection they get from their unions in certain circumstances. Further, they may happy if trade unions are playing an important role in wage determination, labour welfare and productivity.

Summing-up, combine efforts by management and trade unions are essential in order to maintain high morale of the workers and

for survival and growth of M.S.R.T.C. The study of such a crucial aspect is important.

So far as dissertation is concerned, population is trade unions in M.S.R.T.C., Kolhapur Division only.

There are some limiting factors for this research work i.e. area of Kolhapur Division, time limit, cost limit and personal limitations. The researcher could not achieve sufficient information about labour productivity. However, this research is enable to interpret factual information which is concerned with this study.

F) SCHEME OF THE STUDY :

A brief outline of the chapters in which the present study is divided is as follows :-

Chapter I : Research Design and Methodology

In this chapter a detailed note on the research design, general methodology adopted to collect data and information is explained.

Chapter II : Role of Trade Unions

This chapter deals with the introduction, technical terms, history of trade unions and role of trade unions in wage determination, labour welfare and productivity.

Chapter III : Trade unionism in M.S.R.T.C.

This chapter deals with the historical background of M.S. R.T.C. and trade unionism in M.S.R.T.C.

Chapter IV : Trade Unions in Kolhapur Division

In this chapter views of Late Chh. Shahu Maharaj about the organisation of workers, features of Kolhapur Division, trade unions, their aims and objects are explained. An attempt is also made for comparative study of the three main unions in Kolhapur Division.

**Chapter V : Role of Trade Unions in M.S.R.T.C.,
Kolhapur Division**

This chapter deals with the role of trade unions in M.S.R.T.C., Kolhapur Division, in wage determination, labour welfare and productivity.

Chapter VI : Analysis and Interpretation of Data

This chapter presents statistical tables, their analysis and interpretation.

Chapter VII: Conclusions and suggestions

In the light of the major findings of the work and conclusions reached, an attempt is made to suggest some remedial measures for efficient and ideal working of trade unions as well as management.