

CHAPTER - III**METHODOLOGY**

Methodology is a scientific concept used as a technique or method for undertaking any research study. This concept is coined by the social scientists with a view to furnish systematic, scientific plan and method to take any research work.

The first and important step in Research Study is the selection of subject, so the beginning of this research study was also started from the selection of problem. The problem selected by the researcher for study is "A STUDY OF RECRUITMENT PROBLEM OF WORKERS IN A TEXTILE MILL" (i.e. KATARE SPINNING MILLS LIMITED, Tamalwadi, Dist. Osmanabad).

Firstly, I have focussed my attention towards the recruitment sources and procedure followed and method of research i.e. preparation of schedules, sampling, collection of data etc. After making a thorough study of relevant literature, documents and references, the research design was prepared. The Research Design contains the following aspects :

- a) Introduction to the Problem;
- b) Objectives of the Study;
- c) Coverage;
- d) Scope of the Study;
- e) Hypothesis;
- f) Method of data collection;
- g) Sampling Method;
- h) Pilot Study; and
- i) Analysis and Interpretation.

STATEMENT OF THE PROBLEM :

The idea of the present study is to study the practical difficulties faced by the employer at the time of Recruitment of Workers and the relevant aspects relating to Recruitment which form part of recruitment problem of workers in Katara Spinning Mills Ltd. Tamalwadi, Dist. Osmanabad. The statement of present investigation is "A STUDY OF RECRUITMENT PROBLEM OF WORKERS IN A TEXTILE MILL."

Recruitment is the first step in the employment of labour and therefore, the methods and organisation by means of which labour is brought into the industry has a lot to do with the ultimate success or failure of such employment. If a labourer is not recruited properly he may prove unfit and inefficient for the job and production will suffer. The

problem of recruitment of operative class employees are serious and re-occurring than that of other type of employment.

The major recruitment problem of workers is the higher rate of labour turnover and labour absenteeism and low level of literacy from the worker, and where the old system of recruitment i.e. through labour contractors, jobbers continues they are also borned by the peculiar problems.

As compared to Bombay, Surat, Ahmedabad, Ichalkaranji etc. Solapur is a smaller textile/industrial centre. It is a developing industrial centre. As compared to these cities, no special efforts have been made for training and development of operatives class employees. Solapur city has only one Technical Institute which only trains Weavers and Spinning, but the output from this institute is in short supply. Hence Solapur City faces the problem of skilled workers.

As regards Katare Spinning Mills Ltd., the mill usually faces problems such as lack of skilled workers (though available in Solapur City in short supply) as the workers themselves are unwilling to work, as the mill is situated in a remote area. To overcome this problem the mill recruits 'Learners' from the nearby villages as well as Solapur city, but the mill sees that there is lack of proper relationship

between the village workers and the workers from the Solapur City.

OBJECTIVE OF THE STUDY :

The rationale of the present study is to assess the recruitment problem of workers in textile mill.

The main objectives of the present study are -

1. To study the manpower planning policy followed, factors considered, features of a plan, steps in manpower planning and the benefits derived therefrom.
2. To study the sources and procedure of recruitment selection followed by the mill.
3. To study the training and development programmes.
4. To study the transfer and promotion procedure followed by the company, as a source of recruitment.
5. To study the practical difficulties faced in the recruitment of suitable workers.

COVERAGE :

The present study is confined to the responses from the Managerial and Supervisory staff and workers. Total 13 samples were from Managerial and Supervisory Staff which is 100% of Managerial and Supervisory staff and 50 samples were taken from permanent workers.

The present study is aimed at the assessment of the practical difficulties faced in recruitment of suitable workers. In other words, it means to study the Recruitment Problem of Workers.

For the present study the following concepts have been considered -

- Manpower Planning;
- Workers' Participation in Manpower Planning;
- Unions' Approach in Manpower Planning;
- Recruitment & Selection;
- Placement & Training;
- Transfer, Promotion and Induction.

AN EXPLANATORY NOTE ON EACH DIMENSION OF ASPECT RELATING TO RECRUITMENT :

Manpower Planning :

Manpower Planning is the process by which a management determines how an organisation should move from its current manpower position to its desired manpower position. Through planning a management strives to have the right number and the right kind of people at the right place, at the right time to do things which result in both the organisation and the individual receiving the maximum long range benefit. The process through whom the workers' participate in manpower planning and how the unions' approach is also studied.

Recruitment and Selection :

Recruitment makes possible to acquire the number and type of people necessary to ensure the continued operation of the organisation. Whereas selection is the process of discovering the most suitable and promising candidate to fill up the position vacant. Recruitment is the positive process as it stimulates people to apply for jobs to increase the hiring ratio, whereas Selection is the negative process as it rejects a good number of those who apply, leaving only the best to be hired.

Placement and Training :

Placement is a process where a proper person is placed for a proper job. Training attempts to improve their performance on the current job or prepare them for an intended job. In organisational terms, it is intended to equip persons to earn promotion and hold greater responsibilities.

Transfer :

Transfer is a movement of an employee from one job to another, where he may get greater job satisfaction and contribute their best efforts to the organisation.

Promotion :

Promotion is an advancement for a better job, better in terms of greater responsibilities, more prestige or status, greater skill and specially increase rate of pay or salary.

Induction :

Induction is the act of introducing a new employee to the business of the enterprise. The purpose of induction is to educate the employee and provide orientation on company history products, process, company policies, company rules and regulations etc.

SCOPE OF THE STUDY :

The scope of the study is limited to the city of Solapur and to be more specific with 'Katara Spinning Mills Ltd.'. The recruitment problem of operative class employees are serious and re-occurring then that of other type of employees. Majority of the workers working in mill are less educated and majority of them are illiterate also.

HYPOTHESIS :

Hypothesis has been defined as a tentative solution posed on a cursory observation of known available data and adopted provisionally to explain certain events and to guide in the investigation. It is in fact a possible solution to the problem.

A Hypothesis is, therefore, essentially tentative likely to be modified during the investigation. The researcher wishes to test a few hypothesis in connection with the problem of recruitment problem of workers in a textile mill.

The present study aims at evaluating the practical difficulties faced in Recruitment of Workers.

The researcher wishes to test the set of following hypothesis :

1. The researcher has taken the study of Recruitment Problem of Workers in a textile mill, Katara Spinning Mills Ltd. which is situated at Tamalwadi, Dist. Osmanabad. As the said mill is situated 19 kms. away from Solapur District, the skilled workers are unwilling to work.
2. To overcome the problem of skilled workers, the mill usually recruits 'Learners' and train them.
3. As majority of the workers are recruited from village (i.e. rural area), many of them own a piece of land. It is seen that the rate of labour absenteeism is high during the harvest season. The rate of labour absenteeism is also high during the marriage season.
4. Low wages and lack of welfare facilities result in high rate of labour turnover. The labour turnover is high usually due to 'Quits.'

METHOD OF DATA COLLECTION :

A formal introductory letter from the Principal, H.N. College of Commerce, Solapur, was taken explaining the purpose of the research and to help the Researcher in seeking the information needed. With this letter, the Researcher approached the Executive Director of KATARE SPINNING MILLS LTD. and got the permission. With that the Researcher approached the staff & workers of mill.

The data was collected with the help of two different interview schedule, one for managerial and supervisory staff and other for the shop floor workers. The data was collected by way of interview. The interviews were taken during the working hours of the factory as per the convenience of the respondents. Primary data was collected by way of responses at the time of interview and secondary data was collected from the Company.

SAMPLING METHOD :

Total 63 samples were taken for the purpose of the study which are divided into 2 groups :

- 1) 13 samples from Managerial and Supervisory Staff;
- 2) 50 samples from Shop Floor Workers.

As the organisation is small, only 13 Managerial and Supervisory staff are employed, hence all the Managerial and Supervisory staff were interviewed.

Out of the shop floor workers, 50 samples were taken from the main productive departments only. The mill has in all 8 main productive departments having 400 permanent workers out of which only 50 workers are selected as samples which is 12.5% of the total workers. The data collected is based on 'Simple Random Sampling Method' with a view that the selected sampling unit will give correct representation of all the available universe at large.

PILOT STUDY :

The purpose of the pilot study was to establish the validity of the final version of the Recruitment Problem Interview Schedule. The final version of the interview schedule consists of two section, one for Managerial and Supervisory staff which consisted of 8 components and other for shop floor workers consisting of 6 components. Some of the questions were open-end and some were closed.

The interview schedule was administered to 13 Managerial and Supervisory staff and 50 shop floor workers and the schedules were finalised for further data collection through personal interviews of Managerial and Supervisory staff as well as permanent sampled workers.

ANALYSIS AND INTERPRETATION :

After collection of the data, elementary classification of schedule according to various categories is done. For

testing the hypothesis frequency tabulation in percentage was adopted on each response category.

SUMMARY :

The object of the present study is to assess the recruitment problem of worker in textile mill, KATARE SPINNING MILLS LTD. situated at Tamalwadi, Taluka - Tuljapur, District Osmanabad.

The study covered various aspects relating to recruitment such as manpower planning, recruitment & selection, placement & training, transfer, promotion and induction. The study also covers aspect such as Unions' approach in manpower planning and workers' participation in manpower planning.

For collecting data, the researcher used interview schedule covering all the above aspects.

Among the two categories of respondents, the researcher has chosen 63 respondents for the study.

The researcher has lastly adopted frequency tabulation for interpreting the collected data.
