
(ii) QUESTIONNAIRE SCHEDULE

(ii) QUESTIONNAIRE SCHEDULE

GENERAL INFORMATION

1. Name in Full : _____
2. Permanent Address : - _____

3. Sex :- Male / Female.
4. Age :- Yrs and _____ months.
5. Marital status :- Married / Unmarried.
6. Religion and Caste : - _____
7. Educational Qualification :- _____
8. Designation :- _____
9. Nature of Employment : Temporary / Permanent.
10. Category of job : Unskilled / Semi-skilled /skilled.
11. Department :-
12. Experience : _____ yrs _____ months.
13. How many hours per day do you work ?
_____ Hours.
14. What is the duration of recess ? _____
15. Do you get the dairy product's at concessional rate as an employees? Yes / No.
16. If yes how much discount do you get generally?
_____ Percent.

17. Are you member of the dairy ? Yes / No.
If yes, how many shares do you have.

18. Have you worked anywhere before joining this dairy? Yes / No.
If yes, state the reasons of leaving the previous service ?

Wage - Structure

19. i) Scale of pay Rs. _____
ii) Present basic salary in the scale Rs. _____
iii) Other Allowances Rs. _____
iv) Total Emolument Rs. _____
20. Date of increament : _____
21. Amount of increament : Rs. _____ per year.
22. How many Scales (Pay grades) available to your cadre ?

Give Particulars : _____
23. How many years required to get next scale (pay grade) from first scale ?
Give particulars _____

24. Type of the House you dwell in ?
i) Own house ii) Rental house.
iii) Quarters provided by dairy.

25. How much House rent allowance do you get per month ? Rs. _____
26. Is amount of House rent allowance is satisfactory? Yes / No.

BONUS

27. Do you get Bonus every year ? Yes / No.
If not, state the reasons ? _____

28. Why do you get Bonus ?
i) To work more efficiently.
ii) To be present.
iii) To improve the financial status.
iv) Any other reason.
29. The present policy of Bonus is not production oriented. Do you agree? Yes / No.
30. If dairy suffers a loss is it just to get Bonus in that year ? Yes / No.

OVERTIME

31. Is there Provision for Overtime ? Yes / No.
If yes, State the reasons ? _____

32. How many times you have to do overtime during the month ? _____
33. What is the rate of overtime for an hour ?
Rs. _____ per hour.

34. How are the Overtime rates determined ?
- i) At a rate of basic hourly rate.
 - ii) At a double rate of basic hourly rate.
 - iii) With the help of Bye-laws.
 - iv) None of these.
35. Is there any limit on Overtime hours ? Yes/No.
If yes, how many hours ? _____

INCENTIVE-PLAN

36. Is there incentive plan in the dairy? Yes /No.
If yes, give particulars ? _____
37. What is your view about the incentive plan of dairy ?
- i) Good ii) Satisfactory
 - iii) Non-satisfactory.
38. Why incentive plan is essential ?
- i) For higher Productivity.
 - ii) For Creating democractic atmosphere.
 - iii) For avoiding disputes.

DEDUCTIONS

39. Which of the following are deductions from your wage / salaries ?
- i) Income tax.
 - ii) Contribution to Recognised Provident Fund
 - iii) Life Insurance Premium.
 - iv) Employees state insurance premium.

- v) Professional tax.
- vi) Other deductions, if any.
40. What is the amount deducted from your wages/ salaries on the following grounds ?
- i) Income tax Rs. _____ per month.
- ii) Contribution to Recognised Provident Fund
Rs. _____ per month.
- iii) Life Insurance Premium Rs. _____
per month.
- iv) Employees state insurance premium Rs. _____
(Monthly / Yearly)
- v) Professional tax Rs. _____ per month.
- vi) Other deductions, if any Rs. _____
(Monthly / Quarterly / Half Yearly / Yearly).

WAGE RATES AND RULES

41. Wage rates affects total cost of Production.
Do you Agree? Yes / No.
42. How do you fix the wage rates of a work ?
- i) On the basis of job-evaluation.
- ii) On the basis of merit rating.
- iii) On the basis of job evaluation and
merit rating.
- iv) None of these.
43. Collective Bargaining capacity also affects
rate of wages. Do you agree? Yes / No.
44. Do you employ workers on daily wages ? Yes/No.

45. How many workers are working on daily wages?

46. On which ground rates of wages of such workers are determined ? _____

47. Which of the following affects the wage rates?
i) Employer - employee relations.
ii) Ability to pay
iii) Quality of product.
48. Which method is followed for wage payment in the dairy ?
i) Time wage method ii) Piece Wage method
iii) Balance and debt method.
49. Do you get wages regularly ? Yes / No.
If not, state the reasons ? _____

50. What is time interval between your two wage-payments ?
i) One day ii) Seven days
iii) Fifteen days iv) Thirty days
51. Which of the following is the most useful point to solve employees wage problems) ?
i) Sound wage plan
ii) Non-monetary plan.
iii) Favouritism.
52. Which of the following is the basic purpose of wage and salary administration ?

- i) To provide Opportunity to new comers.
 - ii) To establish and maintain an equitable wage and salary structure.
 - iii) To avoid unnecessary expenditure related with wages.
 - iv) None of these.
53. What do you think about wage and salary administration ?
- i) It is concerned with Financial aspect.
 - ii) It is concerned with motivation.
 - iii) It is concerned with rewards.
 - iv) It is concerned with financial aspect, motivation and rewards.
54. Do you have any agency for controlling wage and salary administration ?
- i) Personnel department.
 - ii) General Organisation.
 - iii) Job executives.
 - iv) None of these.
55. In India, the determine the minimum wage rates is the responsibility of _____
- i) Central Government.
 - ii) State Government.
 - iii) Central and State Governments.
 - iv) None of these.
56. In the Sangh wage structures are based on information collecteed by _____

- i) Pakced Survey's available from research bodies.
 - ii) Employers association.
 - iii) Government Labour Bureaus.
 - iv) None of these.
57. Which is the best rule for wage administration?
- i) To consider length of service.
 - ii) To consider demands of workers.
 - iii) To consider views of employers.
 - iv) None of these.
58. Do you get certain amount on accounts of Advance?
Yes / No. If not, state the reasons ? _____

59. Who takes interest in controlling Labour cost?
i) Employer ii) Employee iii) Society
60. Which are the procedures adopted by the sangh for control of wage costs ?

61. Is there national wage policy for dairy industry?
Yes / No
a) If yes, who frames it ?
62. What is the result of higher wages ?
- i) Increase in production
 - ii) Decrease in production.
 - iii) Increase in disputes.

WAGE REVISION

63. When the wage rates were revised ?

64. What are the effects of wage revision ?

65. How the wage rates are revised ?

- i) Through collective bargaining.
- ii) Through individual bargaining.
- iii) Through management views.
- iv) Through state regulations.

STRIKE

66. Was there strike held previously in the Sangh?
Yes / No.

67. If yes, state the nature and reasons of the strike ?

SATISFACTION

68. Are you satisfied with present wage / salary?
Yes / No.

69. If not state the reasons ? _____

70. How is the relation of any employee and management?

- i) Good ii) Satisfactory
- iii) Non-co-operative iv) Master and Servant.

OPINIONS

71. Wage is the central point of many disputes.
Do you agree ? Yes / No.
72. If yes, to what extent ?
i) Strongly agree , ii) Agree, iii) Uncertain
73. Wage determination is purely on economic problem.
Do you agree ? Yes / No.
74. If yea, to what extent you support your opinion?
i) To some extent, ii) To Greater extent.
iii) Uncertain. iv) Strong agreement.
75. The wage plan must recognise the principle of
"equal pay for equal work" Do you agree? Yes/No.
76. If yes, to what extent you support your opinion?
i) To some extent ii) To Greater extent
iii) Uncertain iv) Strong agreement.
77. Adequate compensation is useful to attract
qualified persons. Do you agree ? Yes / No.
78. If yes, to what extent you support your opinion.
i) To some extent ii) To greater extent
iii) Uncertain iv) Strong agreement.
- 79) What do you think about a sound and rational
wage policy ?
i) It is essential for a country.
ii) It is essential for an employee.
iii) It is essential for the employer.
iv) None of these.

80. Why is minimum wage necessary ?
- i) To prevent the exploitation of sweated and unorganised labours.
 - ii) To reduce labour turnover.
 - iii) To reduce labour absenteeism.
 - iv) None of these.
