

CHAPTER - III.

METHODOLOGY

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CHAPTER- III.

METHODOLOGY .

The present chapter deals with the research methodology adopted for the present study.

I) THE REASON FOR SELECTION OF THE SUBJECT :

Retired employees are more in number in the population of aged in India and they have certain characteristics which differs them from other people. They are :

- i) The daily routine of the life changes after retirement.
- ii) They loose their control over economic activities immediately after retirement.
- iii) The alternative roles are played to avoid worklessness to bring a suitable change to protect them.

It is urged, therefore, to know and understand the adjustment problems of the retired textile mill workers in Solapur to enable the professional social workers to render their professional services effectively for helping the retired workers.

II) RESEARCH DESIGN :

1. Objectives of the study.
2. The hypothesis of the study
3. Locale of the study.

4. The Coverage of the study.
5. Method of sampling.
 - 5.1 The Selection of industries.
 - 5.2 The Selection of respondents.
6. Techniques of data Collection.
7. The Problems in data collection.
 - 7.1 Pilot Study
 - 7.2 Interviewing process.
8. Data processing.
9. Analysis and interpretation of data.
10. Report Writing.
11. Bibliography.

1. OBJECTIVES OF THE STUDY :

The major objectives of the present study were as under :

1. To study the nature and extent of the problem of retired textile mill workers,
2. To throw light on the Socio-economic, Socio-psycho, health and old age problems of the retired workers.
3. To understand the family adjustment, treatment, life after retirement and participation of the retired workers in decision making process in their respective families.

4. To know the Social Services rendered by the management for the retired workers who spent their whole life in their respective industries.
5. To find out the services of workers organisation for retired persons in Solapur.
6. To throw light on the attitude of the children towards the retired workers.
7. To understand the attitude of the retired workers towards the management and the Social Security Schemes in their respective organisations.

2. THE HYPOTHESIS OF THE STUDY :

1. Non-earning after retirement is the major cause of problems of the retired workers in family setting.
2. The changing attitude of the new generation and traditional approach of the old persons due to generation gap makes the retired persons to poor adjustment in the family.
3. The modern management in textile industry are least interested in humanitarian approach to render services for the retired workers who spend their whole life in their organisations.

4. The trade unions in Solapur are not having professional approach to render services for the retired members of their unions.
5. The Children of the retired workers have indifferent attitude towards the retired old aged parents due to changing family pattern.
6. The retired workers have indifferent attitude towards the management of their respective industrial organisations.

3. THE LOCALE OF THE STUDY :

The area selected for the present study of retired textile mill workers was :

Solapur, selected for the present study, is border district of Maharashtra State. Situated on the border of Karnataka and Maharashtra State. It is consisted of renowned industrial organisations famous for manufacturing cloths, Bed-sheets and yarn and the Handlooms famous for manufacturing Jecquard Chaddars wherein thousands of workers have been employed on permanent, Temporary and Badali basis. Therefore the city is known as Home of Textiles and labour. According to 1981 census the population of the city is 5,13,956. The majority of the population is labour class.

The reasons for selecting this city for studying the problems of retired mill workers were :

1. Solapur is known as a Home of Textile and labour wherein small scale, medium scale and large scale cotton textile mills have been established and thousands of workers have been employed.
2. There are two colleges of Social Work imparting training in social work specialization in labour welfare and personnel management and providing trained manpower for social work practice in the labour welfare field.
3. There are well organised labour organisations rendering services for the labour community inside and outside the industrial organisations in Solapur.
4. The labour welfare centres have been established in different areas of Solapur City and providing welfare facilities to the workers and their families.
5. The number of voluntary organisations are also rendering their services for the labour community.
6. The researcher hails from Solapur district working with Social Work institute since last seven years and well acquainted with the problems of workers of this area.

7. There are 22 approved Slums in the Solapur Municipal Corporation area wherein immigrated labour class is residing due to which they suffer from health problems.

4. THE COVERAGE OF THE STUDY :

The present study is restricted to only two large scale cotton textile industries located within the municipal corporation area of Solapur i.e. Narsing Giraji Mill Ltd., and Laxmi-Vishnu Mills Ltd., Solapur. The present study has covered a Government Sector Mill i.e. Narsing Giraji Mills and a Private Sector Mill i.e. Laxmi-Vishnu Mills Ltd., Solapur.

The study is also restricted to the workers retired from these mills in the year 1983 only. The reason for selecting the particular year i.e. 1983 was to know the impact of long period of retirement on their life after retirement.

5. METHOD OF SAMPLING

The total workers retired from the selected mills during the year 1983 were 240 only. However due to lack of time & money it was not possible for the researcher to interview all of them. Hence, the researcher decided to select the samples for this research.

The sampling of the present research first of all involves selection of the mills located in the selected place and secondly selection of the respondents for the sake of interviewing them to collect detail informations for the purpose of this study.

5.1 SELECTION OF THE INDUSTRIES :

In Solapur, three large scale cotton textile Mills and two Co-op. Spinning Mills have been established but the present study is restricted to only cotton textile mills. Hence, out of these three cotton textile mills two are private sector mills and one is Government Sector Mill. Of these three cotton textile mills one Private Sector Mill and one Government Sector Mill have been selected for the study. With the intention to throw light on the problems of retired workers in Private and Government organisations and their social services.

5.2 THE SELECTION OF THE RESPONDENTS: (RETIRED WORKERS)

To select the respondents for interviewing, a sampling frame was to be prepared. The lists of the retired workers from the selected Mills were collected which were readily available in the respective mills, the names of the workers were

written alphabetically for scientific selection. The workers retired during the year 1983 in said Mills were taken into consideration for selecting the respondents. The separate sampling frames were prepared. The sampling frames consisted a 60 workers (Government Mill) and 180 workers (Private Mill) respectively. There were total 240 workers retired in these mills during the year 1983.

Further, the respondents were sampled out with the help of simple, (random sampling method from the already prepared sampling frames for this study. 25 percent of the sample was thought enough to be manageable and feasible on readily available sources and small enough to be productive of statistical valid results. Every 4th retired worker was sampled out from the sampling frames i.e. 4th, 8th, 12th, 16th, etc.

Thus, total 60 retired worker respondents were sampled out for taking detail interviews.

6. TECHNIQUES OF DATA COLLECTION :

The different techniques of data collection were used for this study.

They are :

1) INTERVIEW TECHNIQUE :

Considering the subject, area of study, level of literacy and age of the respondents it was thought that interview technique would be the most fruitful amongst all the tools of data collection for this kind of study, Hence interview technique was selected to collect informations. In order to interview the respondents interview Schedule was prepared keeping in view the general objectives and specific hypothesis outlined earlier for the study. The interview schedule was devided into 12 parts and each part of the schedule was carefully designed and properly worded. The interview schedule consisted of 81 questions 10 items on personal information.

ii) SCIENTIFIC OBSERVATION :

The non-participant observation technique was also used for the present study to know and understand the retired life and attitude of the new generation towards aged persons and responsibilities of the organisations for the retired workers.

111) PERSONAL DISCUSSION :

It was thought that personal discussion with the concerned persons would help to get additional information to portrait the picture of retired workers. So the researcher held discussion with personnel officers, labour officers of the industrial organisations where the workers had spent their entire valuable life for their respective organisations. Besides, the discussions were also held with the other family members of the respondents and few social workers who are interested in the retired people.

7. THE PROBLEMS IN DATA COLLECTION :

The researcher had to face a lot of difficulties while collecting data from the retired workers. They were :

- i) The health of the retired workers due to old age, the researcher had to wait for a long for their consent and it consumed a lot of time of the researcher.
- ii) Few respondents had gone out of the city for rest and the researcher had to wait for their

arrival. After their arrival these sampled respondents only, it was possible to interview them and this took more time of the researcher.

- iii) Few respondents had shifted their families after retirement. The researcher had to search out their whereabouts and this process also consumed a lot of time. The researcher took efforts to trace out the location and interviewed the sampled respondents only.
- iv) Few sampled respondents had expired and it took time to find it out. The researcher was helpless to take the immediate next number person from the sampling frame and again it took a long time to trace out the location and interviewed them for the purpose.

7.1 PILOT STUDY :

In order to know and understand the responses of the respondents regarding the questions set in the schedule, a pilot study was conducted.

The interview schedule was framed keeping in view the objectives and hypothesis of the study but before finalizing it, interviews of the few sampled respondents were taken to know whether the questions set in the schedule are meaningful,

clear, and properly worded. This pilot study helped to delete few ambiguous words and few unnecessary questions. Accordingly the schedule was restructured for seeking the desired and expected responses from the respondents.

The restructured interview schedule was shown to the research guide for his final approval. He checked this schedule carefully and offered his valuable suggestions and modified and finally approved for interviewing the respondents and asked the researcher to get them cyclostyled and also granted permission to take the interview of the selected sampled respondents.

7.2 INTERVIEWING PROCESS :

The researcher had time limitation for completing this study. Hence the field work was completed in six months i.e. from May 1990 to Oct. 1990.

The interviews of these selected respondents were conducted in their dwelling homes only, that too in a privacy when the respondents were alone.

Few sampled selected respondents were out of Station for their rest after retirement. However,

the researcher awaited for them till they come back for the purpose interviewing them. Few respondents were sick due to old age but the researcher awaited till they were recovered fully for the purpose of interviewing them. Few respondents had expired so the researcher had to take the interview of immediate next number person from sampling frame and researcher had to spend sufficient time for its. The researcher spent sufficient time to meet these respondents to establish his rapport and to create confidence in their mind by removing misunderstandings from their minds. For this the researcher had to pay visits to their dwelling houses twice or thrice. The rapport was established and a favourable atmosphere was created and then the interviews were conducted in privacy that too in a very free and frank manner. The relevant research questions were asked to the respondents when they gave response and asked for the questions on their own. The question were asked in their mother tongue only. The responses were properly recorded on the schedules for further process. The average time spent for each interview was more than one hour.

8. DATA PROCESSING :

As the data was to be processed on computer for which code book was to be prepared and code sheet was to be filled in and table plan was to be done for the purpose of processing data. Accordingly the filled in schedules were checked very carefully and edited properly. The code book was prepared as required for processing the data on computer and submitted to the "MANISHA COMPUTERS," Solapur along with the raw tables for further processing. The data was processed and the raw tables were filled in.

9. ANALYSIS AND INTERPRETATION :

The tables prepared on computer were interpreted on the basis of factual informations and findings and logical conclusion were drawn and practical suggestions are recorded for its implementation for social work practice in the labour welfare field.

10. REPORT WRITING :

The report was classified as under and written accordingly :

1. TEXTILE INDUSTRY.
2. REVIEW OF RESEARCH.

3. METHODOLOGY.
4. PROFILE OF SOLAPUR.
5. RETIREMENT
6. SOCIAL WORK IN INDUSTRY.
7. SUMMARY, CONCLUSION AND SUGGESTIONS.

11. BIBLIOGRAPHY :

The researcher referred the research articles, research books, reports, and quoted the definitions and explained with the help of the literature available and the references of these authors have been given at the end of the chapters.

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