

## CHAPTER - III.

### RESEARCH METHODOLOGY.

- 1) INTRODUCTION.
- 2) IMPORTANCE OF THE STUDY.
- 3) OBJECTIVES OF THE STUDY.
- 4) RESEARCH DESIGN.
- 5) DETAILS ABOUT THE FACTORY.
- 6) SUBJECT.
- 7) TOOLS OF DATA COLLECTION.
- 8) DEFINITIONS OF THE KEY (TERMS).
- 9) LIMITATIONS OF THE STUDY.
- 10) CHARACTERIZATIONS.

( W. >  
r.c

RESEARCH METHODOLOGY

INTRODUCTION

In this research study an attempt has been made to study the various aspects relating to working conditions in Menon Pistons Pvt Ltd., Kolhapur. In any Iron and steel factory or in any other type of industrial establishment a number of workers will be working in different departments, but we can't say that every factory will have provided all necessary working conditions in the factory.

As compared to ancient days, now a days industries are growing very fastly. The two main groups present in all industries are the employer and employees. The employer wants mainly profit, but the labourers want more wages and other facilities at the work spot. Among these are of the main facilities, they need is good working conditions.

So, if the management has to plan for getting, more profit for its production, it has to satisfy the workers demand or needs. Other wise they will never succeed in their business. In other words the management has to play a very vital role in providing good working conditions to their workers. It also means that the relationship between the management and workers will have to be smooth balanced and harmonious in which case automatically production of the factory goes up. In addition to that as different workers are working in different department and some in places which often, cause accidents, injuries and health problems etc., it is necessary to protect the

workers as per factory Act, 1948. There fore, every management has to provide good and sufficient working conditions to workers at the work place.

Some of the importance provisions of working conditions as per the Factory Act, 1948 pertain to :

- 1) Cleanliness.
- 2) Disposal of waste and effluents
- 3) Ventilation
- 4) Temperature regulation
- 5) Humidification
- 6) Lighting
- 7) Rest rooms
- 8) Drinking water facility
- 9) First - Aid appliances
- 10) Latrines and Urinals
- 11) Spitting boxes.

As per the Factory Act, 1948 if the management provides all those provisions of working conditions to the workers then worker will get feel happy thereby contributing to increase in production.

2) IMPORTANCE OF THE STUDY :

In the modern days, lot of importance is being given for providing proper working conditions to the workers in all types of factories. After the attainment of independence, in India too, the Government has given sufficient attention for providing nurturing environment

to all types of labourers. Working conditions here refer to both physical conditions e.g. lighting, ventilation, cleanliness, neatness etc., and social environment i.e. proper conductive relationship between the workers and the management. It is well recognized that when workers are satisfied with their working conditions, they will put their heart, mind, and soul in work, resulting in higher quantities of production and better quality of production. Not only that the workers will contribute towards better profitability of their owners, and themselves but that is how they gradually start liking the work. If workers are not happy with the working conditions they get dissatisfied, get upset, and probably they are not in a position to concentrate on work. Hence, it is very much necessary that providing satisfactory working conditions from the point of the view of both the workers and the management is of very vital importance and that is why this study has been taken up in the Memon Pistons Pvt Ltd., Kolhapur specifically to see how far satisfactory working conditions are provided in the Memon Pistons Pvt Ltd., Kolhapur.

**3) AIMS AND OBJECTIVES OF THE STUDY :**

- 1) To study the working conditions prevalent in the factory.
- 2) To analyse the opinions of workers towards the existing working conditions like, cleanliness, ventilation, lighting, safety Measures etc.
- 3) To review the wage system and allowances provided to the workers.
- 4) To suggest suitable measures to develop and

improve the existing working conditions.

#### 4) RESEARCH DESIGN :

Social research has been defined by PV young in the following words.

"Social research is the systematic method of discovering of new facts and verifying old facts, their sequences interrelationships, causal explanations and the nature's laws which govern them".

The researcher has undertaken descriptive type of research study. The study is a survey of the existing working conditions in the Menon Pistons Pvt Ltd., and the workers opinion about working conditions provided by the management. As the study is purely descriptive and survey type no hypotheses were formed. Since the idea of the study is to get exact and reliable information from both the management and workers. Data collection were carefully done.

#### 5) DETAILS ABOUT THE FACTORY :

Menon Pistons Pvt Ltd., is one of the leading and most efficiently managed industries in the Kolhapur industrial area. It was established in the year of 1972.

In 1978 Menon Piston went into foreign collaboration with Nippon Piston Ring Co, Japan, an internationally acclaimed gain in Piston Ring Manufacturing. This Prestigious collaboration enabled the factory broaden its technology

and implement the latest and most sophisticated know how available and also compete in the international market.

The manufacturing plants are situated in Kolhapur and sangli. Menon Pistons Pvt Ltd., manufactures pistons, Piston Pins, Piston Rings, Gaden Pins, Cylinder liners etc.

Today there are only 4 to 5 factories in India, manufacturing Pistons and Piston Rings, which have been recognised as standard ones by the Government of India.

Following are recognised as standard factories by the Indian government.

- (1) Escorts Ltd.,
- (2) India Pistons Ltd.,
- (3) Auto Pistons Pvt Ltd.,
- (4) Shriram Pistons Ltd.,
- (5) Menon Pistons Pvt Ltd.,

Menon Pistons was the first to produce AL FIN PISTON in India. Today it is one of the largest factory of aluminium pistons in the country. Over the last 5 years the factory has achieved an average growth of over 50% per year in sales.

Now it has been exporting its production to foreign countries like - Russia, Japan etc. It exported 3 lakh pistons to Russia in the year of 1986-87. It has gained this chance in the international market competition. In this way Menon Piston has been progressing in Kolhapur H.I.D.C.

6) SUBJECT :

The study has carried out in Menon Pistons Pvt Ltd., Kolhapur. The workers capacity in the concern is 250. The investigator has used interview schedule for collecting the information as related to different working conditions. The investigator has used this method because it could help him to know the real facts about the working conditions of the Menon Pistons.

As the number of workers was very small, all the 250 workers were interviewed for this study. Thus it is a census study, in which no sampling is done.

7) METHODS OF DATA COLLECTION :

To conduct the study proper, the investigator used three different tools / techniques of data collection. The various tools/techniques adopted by the investigator are as follows.

- 1) The primary data were collected by interviewing workers with the help of interview schedule.
- 2) The secondary data were collected from the printed materials, like-records, annual reports, booklets etc.
- 3) And lastly discussions which were held with the personnel Manager and with the persons from various departments also helped in collecting relevant data.

: INTERVIEW :

Interviews were conducted with the help of an interview schedule, prepared for the study. Interviews

were held separately for every worker as per their convenience. This gave the researcher a chance to sense the feelings of the workers and to correctly understand their views, opinions, and criticisms. Before start the interview, the researcher encouraged the respondents to give fair and frank responses and he also assured them of not making their names public. Interviews were conducted during the rest hours. Each interview lasted for about half an hour.

Further, interviews were also conducted with the office staff and head of the each departments. The schedule covered items on all areas of working conditions.

The interview schedule was so prepared that it should elicit necessary and vital information regarding the total picture of the working conditions of Menon Pistons Pvt Ltd., Kolhapur.

: DEFINITIONS OF THE KEY CONCEPTS :

1) FACTORY :

According to Factory Act, 1948 sec-2 (m) "a factory is a premises where ten or more persons are engaged, if power is used or twenty or more persons are engaged, if power is not used in a manufacturing process."

2) EMPLOYER :

Employer means, in relation to an establishment which is a factory, the owner or occupier of the factory, including the agent of such owner or occupier, the legal representative of a deceased owner or occupier and where a person has been named as a manager of the factory under



sec. y(1)(f) of the factories Act, 1948.

3) PERSONNEL MANAGER :

A Personnel Manager is a one who exercises authority and leadership over other personnel, the president of a firm is certainly a manager, and so also is the department head or supervisor. On the other hand, an operative is one who has no authority over others but has been given a specific task or duty to perform under managerial supervision.

4) EMPLOYEE :

According to (se-2(1)) of "The Minimum wage Act, 1948, "Employee means any person who is employed for hire or reward to do any task. Skilled or unskilled, manual or clerical, in a schedule employment in respect of which minimum rates of wages has been fixed.

5) PERMANENT :

Permanent means an employee who has been engaged on a permanent basis and whose appointment has been confirmed in writing by the employer and includes the employee who has completed a satisfactory probation of 6 or 12 months.

6) TEMPORARY :

According to E.S.I. Act, 1948, temporary means, whose services are temporarily lent or let on hire to the principal employer by the person with whom the person

whose services are so lent or let on hire has entered into contract or service.

7) PROBATIONER :

Probationer means an employer who is provisionally employed to fill a permanent vacancy or post and who has not completed 6 or 12 months of service in the aggregate in the past.

8) CASUAL :

A casual worker is an employee whose employment is of occasional or casual nature either on monthly salary or on daily basis.

: LIMITATIONS OF THE STUDY :

The scope of the study is limited only to the Menon Pistons Pvt Ltd., Kolhapur, and the results are not applicable to other branches of Menon Pistons Pvt., Ltd.,

: CHARACTERIZATION :

: CHAPTERIZATION :

The whole study is divided into five chapters given below.

- I) INTRODUCTION.
- II) REVIEW OF THE LITERATURE.
- III) RESEARCH METHODOLOGY.
- IV) ANALYSIS AND INTERPRETATION.
- V) CONCLUSIONS.
- SUGGESTIONS.

APPENDIX : INTERVIEW  
SCHEDULE  
BIBLIOGRAPHY.