

CHAPTER - II - A : INTRODUCTION TO THE ORGANIZATIONS :
(HISTORICAL BACKGROUND OF THE INDUSTRIES)

- I) The Laxmi - Vishnu Textile Mills Limited, Solapur.
- II) The Narsing Giriji Mills, (MSTC UNIT), Solapur.
- III) The Yeshwant Sahakari Soot Girni Niyamit, Solapur.
- IV) The Solapur Soot Sahakari Girini Niyamit, Solapur.
- V) The Shivaji Works Limited, Shivashahi.
- VI) The Maharashtra State Electricity Board, Solapur.
- VII) The Chetan Foundries Limited, Solapur.

B : RESEARCH METHODOLOGY :

- 1. SELECTION OF TOPIC
- 2. TITLE
- 3. AIMS AND OBJECTIVES OF THE STUDY
- 4. COVERAGE
- 5. HYPOTHESES
- 6. METHODS OF DATA COLLECTION
- 7. DURATION
- 8. REPORT WRITING

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- II) The Narsing Girini Mills, (MSTC UNIT),
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- IV) The Solapur Soot Sahakari Girini
Niyamit, Solapur.
- V) The Shivaji Works Limited, Shivashahi.
- VI) The Maharashtra State Electricity
Board, Solapur.
- VII) The Chetan Foundries Limited, Solapur.

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CHAPTER - II-A.

INTRODUCTION TO THE ORGANISATIONS

(HISTORICAL BACKGROUND OF THE INDUSTRIES)

An attempt has been made in the present chapter is to trace the Historical background of the organisations in Solapur.

Solapur is wellknown city in Maharashtra State, it is a corporation city. The total population of the city is 3,50,000 approximately according to 1981 Census. Solapur and surrounding region is wellknown for manufacturing cloth, chadders, bedsheets etc. etc.: a major product of this region and a majority of the businessman from this region relates to above mention production. Due to availability of cotton yarn, cheap labour, textile and handloom industries came into existence on their own in this region.

The following organisations are covered for the present study :

- I) The Laxmi - Vishnu Textile Mills Limited, Solapur.
- II) The Narsingh Giriji Mills, (MSTC UNIT), Solapur.
- III) The Yeshwant Sahakari Soot Girni Niyamit, Solapur.
- IV) The Solapur Soot Sahakari Girni Niyamit, Solapur.
- V) The Shivaji Works Limited, Shivashahi.
- VI) The Maharashtra State Electricity Board, Solapur.
- VII) The Chetan Foundries Limited, Solapur.

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A brief history of each one of these industries has been presented herewith, which will throw some light on the nature of industries in Solapur city.

I) THE LAXMI-VISHNU TEXTILE MILLS LIMITED, SOLAPUR.

This textile mill was established in the year 1896 by M/s Lakkhamidas and Company and then transferred it to the Bombay Company Limited in the year 1901. The Bombay Company limited, ceased to act as managing agents of the Laxmi-Cotton Manufacturers Company Limited since 14th January 1957 and of the Vishnu Mills Limited since 15th August 1960. Both these mills are managed since these dates by the Board of Directors of respective Mills. The house of Visanjis brought these two mills under them by acquiring a controlling interest in the year 1960-61 and took active part in the managing these mills upto 1969. Both these mills were amalgamated into one unit from 1st January 1969 under the name and style of "The Laxmi-Vishnu Cotton Mills Ltd.,".

These Mills again changed hands on 19th September 1969 and are being managed by Apte Concern, since then. The name of the mills has been changed and business started under the name and style of "The Laxmi-Vishnu Textile Mills Limited from 26-8-1971". These mills again changed hands on the issued and paidup capital of the amalgamated unit of Rs. 1,21,26,500/-. The companies two units situated at Solapur. The Laxmi Unit specialized in the manufacture of

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fine and superfine and superior, higher medium varieties of Bleached, Dyed, Printed cloth and syathesis fabrics.

The Vishnu Unit now confines the production of medium and coarse cloth and canvas for industrial use.

The mills were established with the object of manufacturing of yarn and cloth from cotton and other fibers and to sell them after bleaching, dying, printing & finishing. These objectives have already been achieved. The Mills are endeavouring to give better type of yarn and fabrics to the customers with the help of modern type of machinery and improved techniques of production. There has been no deviation from basic objectives so far.

The initial spindles were 32,230, in 1903 further 10,500 spindles were added alongwith adequate book process machinery. The present spindlege is 50,276 totally.

EMPLOYMENT :

There are 12,000 workers including all the badali, casual, temporary workers. Average daily employment of workers is 6,000 to 7,000 depending upon production. There are 395 clerks in all categories, 185 technicians and 70 officers in the mill.

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WELFARE FACILITIES :

All statutory welfare facilities and allied activities have been provided by the management to the workers according to the factories Act 1948. Canteen run by management only within the premises.

Non-statutory facilities are provided like housing is provided to officers and staff of the mill of whose services are required at emergency. Lack of transport facility, recreational hall, sports club etc. Grain shop for workers and co-operative credit society such welfare facilities are provided.

WORKING CONDITIONS :i) Lighting arrangements :

The Laxmi-vishnu mill is a composite mill. There are certain new and old machines fixed. In spinning and weaving electricity is used. Moreover steam is used in weaving section. The natural and artificial lighting in various departments is satisfactorily.

ii) Ventilation :

Except in some exceptional cases, all the departments, specially workers who are handling machines are provided with artificial and natural means of ventilation. Artificial means of ventilation includes the windows, exhaustive fans,

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ventilators, cylinders etc. Terene section is air-conditioned.

iii) Humidity and temperature :

In this mill, hydrometer is kept wherever it is essential. In carding, drawing and combing section two hydrometers are kept, one to chek the humidity and temperature, the other is kept in doubling and sizing department.

ORGANIZATIONAL SETUP :

As it is a private sector mill the whole mill functions under the General Manager and following officers are directly working under him.

The factory manager is responsible for the implementation of the factory rules under the ~~factories~~ Act 1948 and he is also incharge of production Departments. Therefore he is designated as spinning Master cum Factory Manager. He is assisted by Deputy Spinning Master.

The Labour Officer is responsible for handling personnel matters of the mill and is incharge of Labour Welfare Department.

The Welfare Officer is incharge of time office and is responsible for welfare adminstration.

The total production of the mill is approximately 18,00,000 meters cloth per month and 2,00,00,000 meter per annum.

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II) THE NARSING GIRJI MILLS, SOLAPUR :

(A unit of Maharashtra State Textile Corporation)

This textile mill was established in the year 1898 under the private management. It was owned and managed by the famous businessman Shri A.M. Warad; it was first famous for manufacturing of fine and superfine cloth. The capital of Rs. 20,00,000/- was distributed among 2000 shareholders.

The Mill was, known as "Warad Mill" and was managed upto 1935 by the same management. But by 1935 it was brought under control by Shri Raja Dhanaraj Giriji and paid up capital was raised to Rs. 40,00,000/- and the management increased the capacity of the mill in certain department namely dying, bleaching, finishing etc.

Due to the increasing rate of production, lack of changes in machinery and the production stand still, the mill suffered heavy loss. Wrong policies of the management and slack market, reduced number of spindles and looms and closed some sections of the mill. In next 3-4- years the situation became worst and finally it had gone under the total liquidation by the end of 1957.

When the mill was forced to stop the production due to the decision of the liquidation, all the equipments and machinery was sealed and the workers were left the their lots. This created chaos in the industrial working class. During this time, the political atmosphere was distrubed, the people of the state were in the mood of negotiations for reorganization

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and creation of separate State of Maharashtra. Besides this, the proceedings from the liquidators office were already started and the mills property was sealed, the workers were in confusion and difficulties. According to the impression of the leftist leaders the Government was performing the role of an ey witness.

But the conditions changed due to favour of Shri Shri (Late) Y. B. Chavan, the Chief Minister of State of the constant efforts on the part of eminent socialist leader Shri S.M. Joshi. The State Government ultimately came to the conclusion to its willingness to control the property, committments and finally proposed the change over the management.

The State Government of Maharashtra determined to manage this mill on experimental basis under the "Employment Relief Scheme" and took possession on 24th January 1958, from the offical liquidator High Court, Bombay. Getting its arrangements for the management of the mill on lease and licence basis, were detailed in the G.R. Number I.D.2-6757 dated 29th January 1959. Originally the lease was granted for eleven months only, but it extended from time to time. To increase the production the Government had many plans but could not implement it, as the mill was on lease and licence basis. Finally it was decided to purchase the mill from the Official liquidators and the proposal was materialized.

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Lastly the mill was purchased by the Government of Maharashtra in 1966 for Rs. 50,00,000/-. At that time the machinery was old, outdated and the Government has started with rationalization. The modernization plan was approved by the Government, new machinaries and other essential things were installed causing expenses of Rs. 4 to 5 crores.

PRODUCTS :

However there is a gradual increase in all manufacturing process, it is a composite mill - near about 55,264 spindles producing yarn cloth for dying, bleaching, processing of various nature.

EMPLOYMENT :

The total number of male and female workers is 4139 and 231 respectively.

WORKING CONDITIONS :

i) Lighting :

Artificial and natural lighting is provided adequately and suitably in each department.

ii) Ventilation :

Sufficient windows and exhaust fans are provided.

iii) Humidity :

With artificial fans the necessary humidity in this mill is properly kept.

iv) Cleanliness :

The management has appointed sweepers, cleaners & service boys for removing dust & dirt.

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v) Safety :

Generally in each department "Fire Buckets & cylinders" are kept. Necessary boards are hanging in the respective departments.

WELFARE FACILITIES :

All statutory facilities are provided according to the Factories Act 1948. Management runs the canteen.

Nonstatutory welfare facilities :

i) Housing :

At very low rent housing is provided to the workers. These are known as Warad Chawls, (N.G. Mills Chawls)

ii) Dispensary & Medical treatment :

The E.S.I. Act as applicable to the mill, so no dispensary facility is there.

Even a unit of Maharashtra State Textile Corporation it lacks in encouraging for recreation and sports facilities. Transport facility is not provided.

ORGANISATIONAL SETUP :

As the mill is undertaken by State Government it is working under General Manager and following officers are directly working under him. *

Factory manager is responsible for implementation of factory rules under the Factories Act 1948 & incharge of production department.

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Labour Officer :

Handling personnel matters of the mill and
incharge of Labour Welfare department.

Welfare Officer :

Incharge of time office and responsible for
welfare administration.

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III) THE YESHWANT SOOT SAHAKARI GIRNI NYAMIT, SOLAPUR :

It is a co-operative spinning mill and has been registered under the Maharashtra Co-operative Societies Act 1960 on 10-4-1967 and actual production on trial basis was started from November 1970. The full fledged Commercial production in all 3 shifts was started from 24th June 1972. The mill has functioned for maximum number of days, i.e. 361 days in a year and 7 days in a week, the mill has got only 4 holidays :- 15th August, 26th January, Dasara & Diwali.

Handloom weavers' co-operative societies in the Solapur District have organized this mill mainly with the aim of meeting their requirements of yarn. There are about 30,500 registered handlooms in Solapur District and most of the looms have been enrolled in 177 handlooms weavers Co-operative societies in the district, it is sponsored by All India Handloom Board. Loan was sanctioned for the purpose of shares of the mill. The Yeshwant Sahakari Soot Mill is preparing 2/20 counts of cotton yarn which is required for the profession type of products. Rebate is given to the members in the selling price.

WORKING CONDITIONS AND WELFARE FACILITIES :

The conditions under which a person works exerts a deep influence upon his health, efficiency and quality of work which he is involved. The Factories Act, 1948 compels each and every industry to provide or maintain

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good working conditions consisting of cleanliness, sufficient lighting, ventilation, humidity etc.

According to provisions of this Act, the management of this Mill has taken adequate precautions in this matter and the management is keen in providing the facilities such as creche, canteen (which is run by contractor), drinking water, latrin, urinals and the good working conditions to its employee.

Non statutory welfare amenities :

Management is trying to provide housing to workers and officers also, grain shop, co-operative society etc is existing in the organisation.

ORGANIZATIONAL SETUP :

The mill is working under co-operative sector managed by the Board of Directors, headed by the elected Chairman and controlled by the following officers.

General Manager works directly under the Chairman, Chief executive of the mill and the whole mill functions under the General Manager and following officers are directly working under him;

Factory Manager - incharge of production department and is responsible for implementation of factory rules according to the Factories Act 1948.

Under Personnel Officer the Labour Officer and Welfare Officer are working.

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EMPLOYMENT :

At present there are 3600 workers including the staff & officers.

PRODUCTION :

The total production of mill is average 14.22 Kilo-grams yarn per annum.

TRADE UNION :

There are two trade unions i.e. -

- i) Yeshwant Soot Girni Kamagar Union (AITUC) and
- ii) Rashtriya Girni Kamgar Sangh (INTUC)

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IV) THE SOLAPUR SAHAKARI SOOT GIRNI NIAMIT, SOLAPUR :

It has been established in 1964 with the main object of supplying quality yarn of fine and superfine counts at reasonable rates to the age old and famous handloom industry of Solapur.

The work of erection of plant and machinery was started in the year 1965 and was completed within 18 months. The production of licenced capacity of 12,000 spindles was started in the month of July 1967.

This mill has organized by "Handloom Weavers' Co-operative Societies in Solapur District". Till Sept. 1974 the working was very smooth and financial position of member handloom weavers' co-operative societies was also satisfactory. Due to prolonged depression spread from September 1974, this mill has faced financial difficulties, but with the loan from Maharashtra State Co-operative Bank Limited, Bombay; The Government of Maharashtra and National Co-operative Development Corporation, it has overcome and since 1978 the position of the mill improved gradually in finance and technical performance.

In 1972 additional 13,000 spindles were added, recently the mill has taken up further expansion of 15,000 spindles.

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ORGANISATIONAL SETUP :

The mill is working under co-operative sector managed by the Board of Directors, headed by the elected Chairman and helped by the following officers :

The Chief executive = General Manager works under chairman and whole mill functions under General Manager and the following officers are directly working under him :-

Factory Manager is responsible in implementing rules under the Factories Act 1948. Incharge of production department is designated as Spinning Master cum factory manager. He is assisted by Deputy Spinning Master, who in turn is assisted by supervisors, jobbers and workers. Labour officer being incharge of Labour Welfare Department and is responsible for handling the personnel matters of the mill.

Welfare officer is responsible for welfare administration and is incharge of Time office.

1) Welfare facilities :

The mill has provided all the statutory welfare facilities as stated in the Factories Act 1948; canteen is run by Labour co-operative society.

The mill has also provided non-statutory welfare facilities like housing to some extent to workers of whose services are required at emergency, co-operative society, credit society etc.

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ii) Trade Union :

There are 2 trade unions i.e. :

- a) Solapur Soot Girni Kamgar Union (AITUC) and
- b) Rashtriya Girni Kamgar Union (INTUC)

iii) Employment :

At present there are 1600 workers, 60 staff members & 22 officers.

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V) THE SHIVAJI WORKS LIMITED, SHIVASHAHI :

This organization is situated 8 Kilometers away from Solapur city near Tikekarwadi, this industry producing "Grey Casting", occupies nearabout 50 hector land.

This metal works actually opened in Solapur city on 4-4-1900, a small scale industry producing home used articles like candle stand, tiffin boxes etc. It was registered under the name of "Shivaji Metal Works Limited, Solapur".

In 1917 it was transferred near Tikekarwadi where 120 workers were employed. In 1928 it was registered under the name of "Shivaji Works Limited", producing metal furnitures like chairs, benches etc., water boilers, drainage fittings etc. etc. Nearabout 30 to 32 years, factory was slowly progressing.

The Personnel Department of the company relates to following functions i.e. selection, employment, promotion, demotion, induction and all other interviews for proper man for proper job.

Shivaji Works management is always trying to fulfill all welfare facilities. A residential colony of small bungalows is provided to the officers and executives. The management has provided canteen, co-operative credit society, ambulance room, ventilation, lighting, humidity and temperature, drinking water facility particularly in summer season seems to be good working condition for the

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employees. Management has provided the adequate latrines and urinal facilities to the workers.

Housing to workers is not at all provided, lack of transport facility, circulation library is there but lack in adequate books regarding technical know-how.

Factory manager cum personnel manager is responsible for handling personnel matters of the company and incharge of the Labour Welfare Department.

Welfare officer is incharge of time office and responsible for welfare administration.

Employment :

At present there are 1600 workers, 39 staff members and 13 officers in the factory.

Production :

The factory produces the Break drums for Mahindra & Mahindra jeep company, some small scale parts for Bajaj Vespa scooters and for Rajdoot Motor Cycle, and needed and demanded spare parts for Kirloskar Oil Engines Limited, Pune.

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VI) MAHARASHTRA STATE ELECTRICITY BOARD, SOLAPUR :

Before Independence the generation and distribution of the electricity in Maharashtra & elsewhere were governed by the Indian Electricity Act 1910, under which licences were granted by Provincial Government to private undertakings to generate and distribute electricity in specified areas. But operation of those undertakings was confined to urban areas and very little attention was paid to the extension of electricity to the rural areas, as urban electricity was beneficial from commercial point of view.

After independence, more attention was paid towards the development of generation and distribution of the electricity in National Integrated Planning Programme. The Electricity Act 1948 was passed by the Parliament for rationalization of the generation and distribution of the electricity throughout the country and the Central Electricity Boards were established in each state.

One deals with the participation of Public Sector in large scale power development programme and the constitution of the Central Electricity Authority and autonomous Electricity Board in each State for such activities. The other relates to control on financial working of Private Power supply companies including their power supply tariff.

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HISTORY & DEVELOPMENT :

Due to rising demands of electricity supply in the State as well as in districts, 3 major substations were created in the year 1965 in Solapur district i.e. Solapur, Pandharpur & Barsi.

The first personnel head of the first Division (which was formed in April 1965) in Solapur District was late Shri Burade, from whom, Executive Engineer Shri K.M.Kini took over the charge of the Division.

From 1965 to 1968 the total villages electrified were 147 and the total number of pumps connected was 1720. For this work the total expenditure incurred was Rs. 150/- Lakhs. This target was achieved only after forming the first division in Solapur District.

Labour Welfare Officer is responsible for the recruitment, promotion, transfer and welfare of the employees.

LABOUR WELFARE FACILITIES :

Maharashtra State Electricity Board, Solapur has provided maximum welfare facilities to the workers and they are as follows :

i) Canteen :

A well equipped canteen is provided by the M.S.E.B. to the employees. Where employees can get eatables at cheaper rate, it is run by contractor. The M.S.E.B. has formed a canteen committee to solve day to day grievances.

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ii) The management has provided sufficient number of urinals and laterines and they are kept very clean.

iii) Every day fresh and purified water is supplied to all employees.

NONSTATUTORY WELFARE FACILITIES :

i) Co-operative Credit Society -

It is for the benefits of the workers and run under the name of "M.S.E.B. workers co-operative credit society, Solapur."

ii) Lunch Room & Rest Room :

A well furnished lunch room and rest room for the employees is provided by the management. It is adequately lighted, ventilated and kept clean.

iii) First aid boxes :

With trained employees the management has provided sufficient first-aid-boxes in the organization.

EMPLOYMENT :

The total strength of Maharashtra State Electricity Board in 3 Divisions is as follows :-

Solapur Rural Division	-	511 Employees
Solapur Urban Division	-	294 Employees
Pandharpur Division	-	483 Employees.

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VII) THE CHETAN FOUNDRIES LIMITED, SOLAPUR :

Chetan group is one of the fast developing industrial group in Solapur city. It was started by Mr. Subhash R. Shah and Mr. Vimalkumar R. Shah, situated in Industrial Area, Hotagi Road, Solapur.

It has its head office at Bombay and sister concern in Chandigarh, and within shortest period they are going to start foundry in Chandigarh. Chetan group is divided into 3 large units which are as follows :-

- i) Chetan Industrial Corporation
- ii) Chetan Foundries
- iii) Chetan Fettle N'clean

I) Chetan Industrial Corporation : (CIC)

In the year 1964 M r. Subhash and Vimalkumar R. Shah with lot of efforts started this industry, there were only 3 machines and 4 workers in the workshop, simple work was being done and orders were received from Hindustan Machinery Tools Company and Escorts Company, supply of parts of tractors to both the companies as per their requirements, moulded castings of Shivaji Works were utilized and only machining was done in CIC. But later on Mr. S.R. & Mr. V.R. Shah decided in perform complicated work and decided to start their own foundry.

Now CIC supplies material to industries such as Escorts, H.M.T., Bajaj, Mahindra & Mahindra & Cooper etc. CIC is a well developed company possessing machines such as

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Boaring Machine, Milling Machine, Drilling Machine, Shaping, S.P.M. and lathe Machines and 3 to 4 new machines are yet to be imported.

C.I.C. is now in a position to perform any complicated and challenging job; it has well educated and experienced staff.

Following are the Key positions in CIC :-

- i) Production Engineer - 1
- ii) Development Engineer - 1
- iii) Quality Control Engineer - 1
- iv) Maintenance Engineer - 1

And under these 4 job inspectors are working.

CIC has the following manpower :-

Office Staff : 12, Technical:16, Workers : 97

Above figure includes man power of 3 shifts.

II) Chetan Foundry (CF) :

Mr. S.R. Shah & Mr. V.R. Shah took a lot of efforts in fulfilling the demand of the customers by giving material at right time and of good quality. As a result of it, they received tremendous orders from their customers and problem of availability of casting arose here. As a need of foundry Mr. S.R. & V.R. Shah started this Chetan Foundry in 1970; at the beginning with a moulding machine and 20 workers maximum of 25 tonnes of casting was produced. As originally CIC was purchasing castings from Shivaji Works Ltd., (one of the biggest foundries in Solapur, famous for Grey casting),

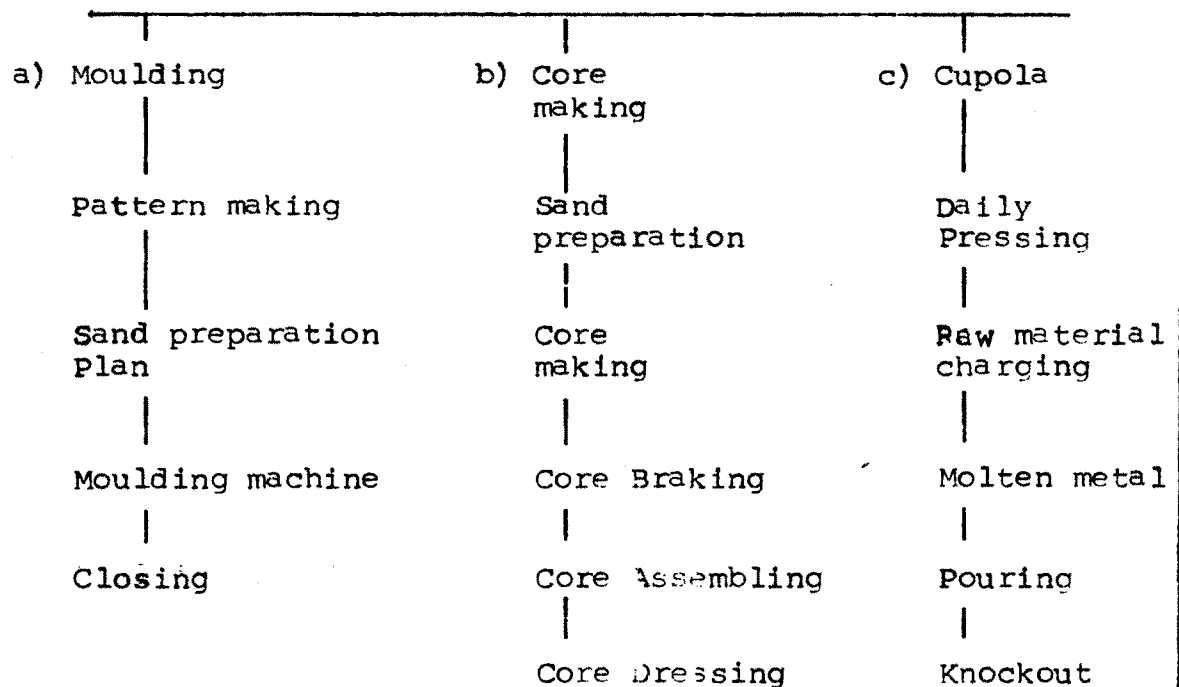
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but after starting foundry, castings produced in their own foundry.

After 5 years i.e. in 1975-76 Chetan Group purchased 3 moulding machines and workers strength was 85 and was producing 125 tonnes of good castings per month.

Now Chetan Foundry has well-equipped and well developed pattern - shop. This Factory can produce any type of pattern and it is the heart of the foundry, as without pattern shop castings production is impossible. This pattern shop is handed by skilled staff of Chetan Foundry and have 3 divisions which are operating as follows:-



Now it has been decided to use advanced technology with maximum machinery and minimum manpower. They have instituted "sand plant" at this stage for production of

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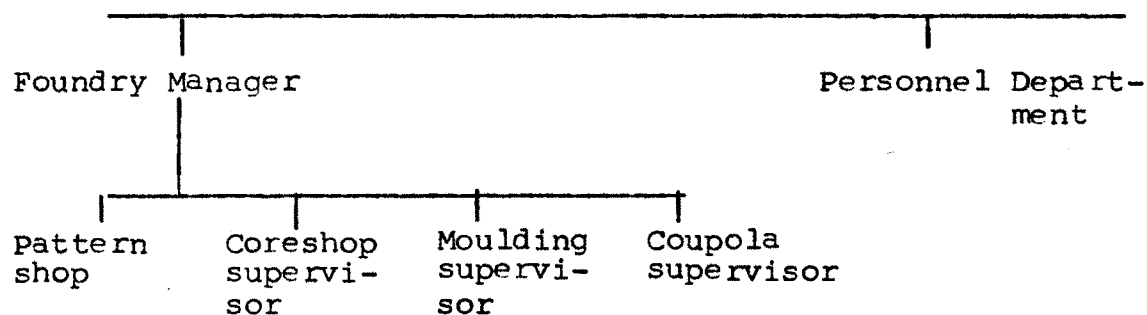
300 tonnes of good castings.

STRENGTH OF FOUNDRY :

- i) Manager - 1
- ii) Pattern shop incharge - 1
- iii) Maintenance Engineer - 1
- iv) Office staff - 18
- v) Technical staff - 16
- vi) Electrical Engineer - 1
- vii) Workers - 114

ORGANIZATIONAL CHART
OF
CHETAN FOUNDRY

Managing Director



iii) Chetan Fettle 'N' Clean (CFNC) :

"Fettling" means to remove the sand and other material which is adhered to castings.

Previously in CFNC fettling was done with the help of manpower, but now CFNC has imported machines for fettling purpose.

"Chipping" means to cut out excess material which is not necessary, this is also done in this department.

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Chetan Fettle 'N' Clean department was started in 1981. Previously this task was done in Chetan Foundry.

Following is the proven fettling :

Knock out to fettling

(short blasting is done)

Chipping

Grinding

Pneumatic Chipping

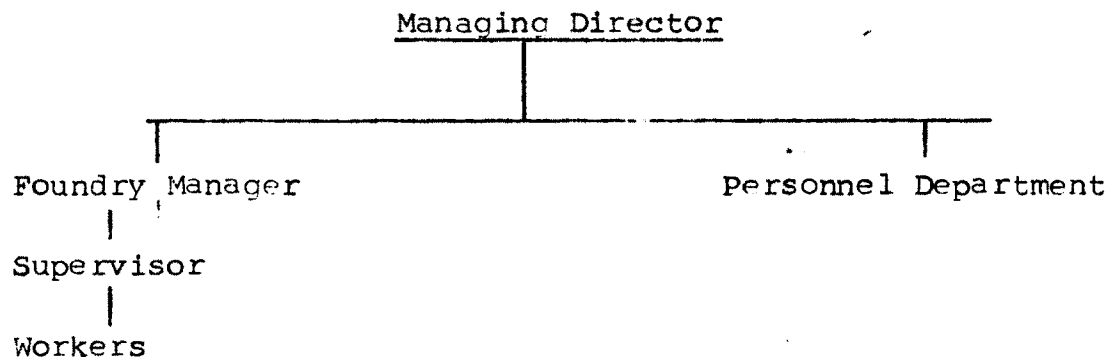
Painting

Strength of CFNC : Office Staff - 3

Technical Staff - 3

Workers - 19

ORGANIZATIONAL CHART OF CFNC



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As far as possible the statutory welfare facilities according to the Factories Act 1948 are provided such as facility of drinking water, rest rooms, shelters, adequate number of urinals, latrines, spittoons etc. canteen is run by contractor.

Non statutory facilities :

Lack of housing, transport, recreational hall, library etc.

SHARE CAPITAL OF CHETAN INDUSTRY :

The main firm is in the partnership form. The capital is contributed by 9 partners totaling of Rs.6.50 lakhs

SALES :

The yearly turnover of the company is nearly about Rs. 3.5 crores and profit of the firm is nearly about Rs. 2/- lakhs per annum.

CUSTOMERS :

Company is producing grey iron castings for tractors and automobiles spares as per specifications and requirements of customers. The supply is to Escorts India Limited, Faridabad; Hindustan Machine Tools Ltd., Chandigarh; Ceekay Automotive, Aurangabad; Bajaj Tempo Limited, Pune, Mahindra & Mahindra Bombay, and Premier Automobiles, Bombay.

CHAPTER - II - B : RESEARCH METHODOLOGY :

1. SELECTION OF TOPIC.
2. TITLE.
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CHAPTER - II B - RESEARCH METHODOLOGY :

The aim of the dissertation is to understand the role and the position of "the welfare officers in the Industries of Solapur city, which is a corporation city".

Researcher has selected the topic for his dissertation "The Role of Welfare officer in the Industries of Solapur City".

After studying of relevant literature thoroughly such as documents, texts, reference books etc., the research design was prepared.

Also the researcher has prepared two interview schedules for collection of data, i) for welfare officers and ii) for workers, to cross check the information supplied by officers.

Research design serves the purpose of guideline to the researcher and broadly consists the following points:-

1. Selection of the topic
2. Title
3. Aims & objectives of the study
4. Coverage
5. Hypotheses
6. Methods of Data Collection
7. Duration
8. Report Writing.

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1) SELECTION OF THE TOPIC :

The topic selected is "The Role of Welfare in Industries of Solapur City". The role of welfare officers in industries is both significant and important. Especially, in a industrial city like Solapur the role of Welfare Officers assumes special importance from the point of view of maintaining and preserving industrial relations.

To improve the conditions and general well-being of workers, Government of India has adopted various policies and has passed various new enactments. Welfare Officer plays a vital role in maintaining sound, cordial, industrial relations which will prove to be a boon. Under the Factories Act 1948 it is now statutory wherein 500 or more workers are employed in a factory, appointment of a welfare officer is compulsory. If one will go through the functions of Welfare officer one will come to notice the duties are particularly related to Labour Welfare only.

2) TITLE :

"The Role of Welfare Officer in the Industries of Solapur City".

3) AIMS AND OBJECTIVES OF THE STUDY :

The main objectives of the study are as follows :

- a) To study and findout the role of welfare officers in maintaining harmonious relations between the management and employees.

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- b) To study and findout whether the Welfare Officer is working as a middleman or not
- c) To study and findout whether Welfare Officer is advising the management on various Labour policies or not.
- d) To study and findout the role of the Welfare officer during the Strike and Lockout period.

4) COVERAGE :

First objective only ?

This dissertation deals with, "The Role played by the Welfare Officers" for maintaining harmonious industrial relations in the following industries of Solapur City.

- i) The Laxmi-Vishnu Texttile Mills Limited, Solapur.
- ii) The Narsing Girji Mills, Solapur (MSTC Unit)
(A Unit of Maharashtra State Textile Corporation)
- iii) The Yeshwant Soot Sahakari Girni Niyamit, Solapur.
- iv) The Solapur Soot Sahakari Girni Niyamit, Solapur.
- v) The Maharashtra State Electricity Board, Solapur.
- vi) The Shivaji Works Limited, Shivashai.
- vii) The Chetan Foundries Limited, Hotgi Road, Solapur.

9. 5) THE HYPOTHESES OF THE STUDY :

No hypotheses were taken as the sample taken is judgement sample and this sample cannot serve as base for any statistical testing of hypotheses. It may at best point to certain hypotheses. Thus, this study is mainly exploratory of formative.

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6) METHODS OF DATA COLLECTION :a) Sampling Method :

The present study deals with, "The Role of Welfare officer in the Industries of Solapur City". The Seven industries mentioned in coverage were selected as representative ones. In selecting the industries for study the judgement sample was used; i.e. the "typical Units" were used as representative of the whole population. All the welfare officers within these industries were contacted, by Census method.

At the same time from the above mentioned industries

① Then how do you get the sample size from all the industries?
② Did you decide a quota from each industry?

One hundred workers were selected by accidental sampling method. In accidental sampling researcher simply reaches out and picks up the cases that fall to hand continuing the process till such time as the sample reaches the designated size. The researcher had decided 100, as size of sample at this stage. The sample was selected from all 7 industries.

b) Interview Schedule :

It is the most important tool generally used in social surveys. It is a form containing some questions, blank tables, which are to be filled by the researcher, after getting information from the respondents. The purpose of the interview schedule is to maintain uniformity and order and to attain objectivity. It facilitates the work of classification, tabulation and analysis.

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For the present study a format of 60 such questions with eight or ten subsections was formed. The questions dealt with the day-to-day working of Welfare Officer, his role in strike and lockouts, his attitude towards workers, his participation in framing Labour policies, his advice towards implementation of statutory and non-statutory Welfare facilities for workers etc. The workers' opinion about Welfare Officer, formation and participation of the employees, so also does the Welfare officer help in solving problems of workers? All these questions were framed into 2 questionnaires and a person to person contact was established in order to fill in each such interview schedule, one for Welfare officer and another for workers/employees.

c) Narrative Interview Method :

The researcher personally interviewed the Welfare Officers and workers also to get required information. It is certain that the data collected is reliable and dependable. It was possible to trust on the attitude of the person concerned. Due to this method it was possible to ask probe questions and findout the facts related to respondents and finally proper inferences could be easily drawn.

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7) DURATION :

The initial period of 6 months was spent in reading as much as possible the available material on the topic of dissertation. Various texts reference books, documents and other relevant literature was thoroughly studied and then on this base a rough schedule was prepared, which was used for pilot study and from time to time relevant and necessary changes were made after discussion and consultation with the respondents and it helped to formalate the main schedules for data collection.

The next 4 months were spent in visiting the industries and conducting interviews, holding discussions with the respondents, tackling paper sources available in the industries and observation were also made side by side. A total of 15 Welfare Officers and 100 workers/employees were interviewed.

After collection of data, it was tabulated and analysed and various findings and observations were made. The last 6 months were devoted in compiling of the whole research work.

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8) REPORT WRITING :

Report writing is an important and fundamental stage of research work. The present report is arranged in chapter system/Scheme as noted below :-

Chapter I - Introduction to the subject.

Chapter II - A) Introduction to the organizations
(Historical background of the

Industries)
- B) Research Methodology.

Chapter III - Statistical tables, Analysis and
Interpretation.

Chapter IV - Findings, conclusions, & suggestions.

