
APPENDIX

INTERVIEW SCHEDULE (Management)

- 1 Name of the factory
- 2 Name of the establisher
 - Designation Name Age Caste Education Occu-
pation
 - A) Chairman
 - B) Managing Director
 - C) Director
- 1 How did you get the idea of establishing the factory and what was the source of inspiration ?
- 2 Why did you fix the location of the factory at this place specify reasons -
- 3 Were the conditions favourable while collecting the shares for the factory. If not what were the difficulties?
- 4 While ordering the machines did you face any difficulties? If yes, give details.
- 5 Did you face any difficulties in the installation of machines ? If yes, give details.
- 6 In the construction of the factory building did you face any difficulties. If yes, give details.
- 7 Did you get any help from the Government in the establishment of factory ?
- 8 After establishment of factory, did the Government put any conditions or did you get any concessions from the Government ?

- 9 Do you face any difficulty in the transportation of raw materials-state 'Yes' or 'No' in detail.
- 10 Do you have any Schemes for share-holders;state in details.
- 11 Do you have any Schemes for cane-growers;specify in details.
- 12 What welfare Plans have you undertaken for the workers in the factory-mention in detail.
- 13 Is factory facing any problems at present-mention in detail.
- 14 Do you have good market for your factory products - mention in detail
- 15 What are your future plans about factory ? mention in detail.

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INTERVIEW SCHEDULE (Employees)

- 1 Name of the Worker interviewed
- 2 Educational Qualification
- 3 Designation
- 4 Length of service in the present factory
- 5 Caste
- 6 Department
- 7 A) How did you get employed
B) Nature of appointment - permanent/temporary/seasonal
- 8 Did you experience any difficulty in getting your job
- 9 Are you satisfied with the job in the factory? Yes/No
- 10 Have you got any promotion so far ? If yes, to which post.
- 11 On what basis you were promoted seniority/merit/any other
- 12 Do you feel promotions are unbiased
- 13 Do you feel you are paid adequately Yes/No
If not give reasons
- 14 Are there facilities for workers, if so give details
- 15 What are your retirement benefits
a) Pension b) E S I c) P.F. d) Gratuity
e) Family Pension
- 16 Are you member of workers' Union Yes/No. If not why ?
- 17 Has the Union worked for the welfare of its members
Yes/No
- 18 Are there any problems unsolved by the Union? Yes/No
If yes, what are those.
- 19 What is the attitude of the Management towards workers?
Sympathetic/Not sympathetic.

- 20 How is the attitude of the Management towards the Union ? Sympathetic/Not sympathetic.
- 21 How are the relations between the Management and the workers ? Harmonious/Not harmonious.
- 22 Any provision for contacts with management by way of periodical meetings
- 23 Any provision for gatherings, festivals, cultural activities and the like.
- 24 Conditions of work inside the factory satisfactory/Not satisfactory.
- 25 Is there any workers participation in the management of the factory Yes/No. If yes give details.
- 26 Has the factory undertaken labour welfare measures Yes/No. If yes give details
- a) Medical aid b) Housing c) Accident Relief
d) Facilities for workers' children e) Any other
- 27 Has the working of factory helped in improving the living standards of the workers of this factory ? Yes/No. If yes, in what way.
- 28 Has the factory helped in improving living standards of the common men of this area ? Yes/No. If yes, in what way.
- 29 Your general impression about the factory