

CONTENTS

| Chapter | Title | Page |
|------------------------|---|------|
| ACKNOWLEDGEMENT | | |
| 1 | NERLA VILLAGE AND THE FACTORY | |
| 1.1 | Introduction | 1 |
| 1.2 | About the village : Nerla | 1 |
| 1.3 | Establishment of the Factory | 4 |
| 1.4 | Factory as Khadi Gramodyog Undertaking | 5 |
| 1.5 | Membership of the factory | 5 |
| 1.6 | Production and Financial position of the factory | 5 |
| 1.7 | New tube plant of the factory | 7 |
| 1.8 | Employment situation in the factory | 8 |
| 1.9 | Nerla Udyog Samuh | 9 |
| 1.10 | Problems of the factory | 9 |
| 1.11 | Future plans of the factory | 10 |
| 2 | REVIEW OF LITERATURE | |
| 2.1 | Introduction | 13 |
| 2.2 | Concept of commitment | 13 |
| 2.3 | Commitment of Indian industrial worker | 14 |
| 2.4 | Review of literature | 14 |
| 3 | METHODOLOGY OF THE STUDY | |
| 3.1 | Introduction | 21 |
| 3.2 | Objectives of the study | 21 |
| 3.3 | Unit of the study | 22 |
| 3.4 | Selection of respondents | 22 |
| 3.5 | Interview schedule for data collection | 23 |
| 3.6 | Data collection | 23 |

| Chapter | Title | Page |
|----------------|---|-------------|
| 3.7 | Attitude of the worker's towards the researcher | 24 |
| 3.8 | Analysis and presentation of data | 24 |
| 4 | SOCIO-ECONOMIC BACKGROUND OF WORKERS | |
| 4.1 | Introduction | 25 |
| 4.2 | Sex and education | 25 |
| 4.3 | Age and marital status | 26 |
| 4.4 | Place of birth and residence | 28 |
| 4.5 | Level of skill | 29 |
| 4.6 | Nature of employes's service and monthly salary | 30 |
| 4.7 | Type of family and size of family | 30 |
| 4.8 | Religion and mother-tongue | 32 |
| 4.9 | Religion and number of children | 32 |
| 4.10 | Caste/Religion and land | 34 |
| 4.11 | Occupation background of two earlier generations | 36 |
| 4.12 | Ownership of house | 38 |
| 5 | COMMITMENT OF THE WORKERS | |
| 5.1 | Introduction | 40 |
| 5.2 | Place of birth and choice of place of work | 40 |
| 5.3 | Place of residence and choice of place of work | 41 |
| 5.4 | Level of commitment | 42 |
| 5.5 | Comparative preferences for different jobs | 44 |
| 5.6 | Sex and the most desirable job | 44 |
| 5.7 | Sex and the most respectable job | 46 |
| 5.8 | Sex and the most necessary job | 47 |

| Chapter | Title | | Page |
|----------------|---|-----|-------------|
| 5.9 | Sex and the most tiresome job | ... | 48 |
| 5.10 | Sex and the most satisfactory job | ... | 49 |
| 5.11 | Sex and level of satisfaction | ... | 50 |
| 5.12 | Nature of employee's service and another factory job | ... | 51 |
| 5.13 | Land and another factory job | ... | 52 |
| 5.14 | Alternative jobs other than factory work | ... | 53 |
| 6 | RECRUITMENT AND INDUSTRIAL WORK | | |
| 6.1 | Introduction | ... | 55 |
| 6.2 | Type of help rendered by acquaintance | ... | 55 |
| 6.3 | Worker's views regarding attributes in recruitment in general | ... | 56 |
| 6.4 | Factors helpful for recruitment in Nerla bulb factory | ... | 57 |
| 6.5 | Sex and job before coming to this factory | ... | 57 |
| 6.6 | Reasons for leaving past job | ... | 59 |
| 6.7 | Reasons for taking up industrial work | ... | 60 |
| 6.8 | Age and range of total industrial experience | ... | 60 |
| 6.9 | Age and experience in the present factory | ... | 62 |
| 6.10 | Reasons for leave taken | ... | 62 |
| 7 | FACTORY AS A PLACE OF WORK | | |
| 7.1 | Introduction | ... | 65 |
| 7.2 | Adequacy of wages | ... | 65 |
| 7.3 | Attitude towards co-workers | ... | 66 |
| 7.4 | Promotion | ... | 66 |

| Chapter | Title | Page |
|----------------|--|-------------|
| 7.5 | Worker's satisfaction with the welfare facilities | 67 |
| 7.6 | Advantages of the work in co-operative sector | 67 |
| 7.7 | Reasons for feeling of security | 68 |
| 7.8 | Worker's desire to leave the factory | 68 |
| 7.9 | Sex and reasons for not moving to other places | 69 |
| 7.10 | Attitude towards the present job | 71 |
| 7.11 | Assessment of the factory by workers | 71 |
| 8 | TRADE UNION | |
| 8.1 | Introduction | 73 |
| 8.2 | Membership of the union | 73 |
| 8.3 | Nature of employee's service and membership of union | 74 |
| 8.4 | Attendance at the union meetings | 74 |
| 8.5 | Expressing opinions in union meetings | 75 |
| 8.6 | Involvement in the union elections | 75 |
| 8.7 | Participation in strike | 76 |
| 8.8 | Worker's views on function of union | 76 |
| 8.9 | Advantages of the union | 77 |
| 8.10 | Disadvantages from the union | 78 |
| 9 | CONCLUSIONS | |
| 9.1 | Introduction | 80 |
| 9.2 | Nerla village and the factory | 80 |
| 9.3 | Review of literature | 82 |
| 9.4 | Methodology of the study | 83 |

| Chapter | Title | Page |
|--------------------|--|-------------|
| 9.5 | Socio-economic background of the workers | 84 |
| 9.6 | Commitment of the workers | 86 |
| 9.7 | Recruitment and industrial work | 89 |
| 9.8 | Factory as a place of work | 91 |
| 9.9 | Trade union | 92 |
| 9.10 | Overview of the commitment of workers in Maharashtra Vidyut Upakarane Utpadak Audyogik Sahakari Society Ltd., Nerla | 94 |
| APPENDIX-I | INTERVIEW SCHEDULE | 101 |
| APPENDIX-II | BIBLIOGRAPHY | 112 |