

**CHAPTER - 3**  
**METHODOLOGY OF THE STUDY**

**3.1 INTRODUCTION :**

As noted in the review of literature, the studies on commitment of industrial workers in India have been conducted at the urban centers. But the studies have not been done in the industries set-up in rural areas. As noted in the Chapter II, as far as the commitment to industrial work is concerned, the stress is that, when a person takes industrial employment on the background of agricultural or other occupations and then if he tries to have acceptance and adjustment to industrial way of life both with overt actions and norms, then the person is said to be committed. Here the person internalises the norms of the organization and social system of industry. On this background, the present study of commitment has been done in the industry which is situated in the rural set-up. The study has been undertaken to see the level of commitment of industrial workers on the background of agricultural occupation in rural set-up. The present chapter deals with the methodology adopted for the present study.

**3.2 OBJECTIVES OF THE STUDY :**

The present study has been conducted at the Maharashtra Vidyut Upakarane Utpadak Audyogik Sahakari Society Ltd., Nerla factory with the general objective to study the level of commitment of industrial workers. The specific objectives of the study were as follows :

1. To analyse the relation between socio-economic background of workers and level of commitment.
2. To find out worker commitment to industrial work and the comparative preference for industrial work in relation to other occupation.
3. To discuss to the commitment of worker to the present factory as a place of work.

### 3.3 UNIT OF THE STUDY :

The present study was conducted at Maharashtra Vidyut Upakarane Utpadak Audyogik Sahakari Society Ltd., Nerla. This is the only factory which is engaged in manufacturing of bulbs. This unit is undertaking of Maharashtra Rajya Khadi Gramodyog Mandal, Bombay. The factory was established on 30th December, 1966 with 15 workers. The factory started its production on 27th July, 1973. There were 25 workers in 1977. At present there are 92 workers. As noted earlier the main focus of the study was to analyse the level of commitment of industrial workers in rural set-up. The present factory is the only unit where the study is undertaken.

### 3.4 SELECTION OF RESPONDENTS :

As noted earlier, there were only 92 workers. Since this number was a small one, it was decided to make a census study rather than sample study out of the universe of 92. It was assumed that by covering each and every worker in the factory, the whole picture about the commitment of workers in the bulb factory will be available.

### **3.5 INTERVIEW SCHEDULE FOR DATA COLLECTION :**

For the present study, the interview schedule was prepared for collection of data. The interview schedule was prepared keeping in view the objectives of the study and the relevant data regarding workers' socio-economic background of respondents, commitment index, recruitment and commitment to industrial work, commitment to factory as a place of work, motivational commitment to job, workers union were collected. The data were collected from the respondents in the factory with personal interviews and the informations about the workers under study were obtained. The interview schedule was prepared in Marathi and English version of the same has been given in the appendix.

### **3.6 DATA COLLECTION :**

The data collection work was started on 22nd October 1992 and it was completed on 29th December 1992. The researcher met Chairman of the factory Mr. Vilasraoji Patil and requested for the permission of data collection. The Chairman granted the permission and instructed Mr. D.R. Patil, Secretary and Mr. S.B. Shelake, store-keeper to assist to collect data from the workers. These officials handed over the list of workers in the factory to the researcher and also intimated the Mukadam or Head of the Section for giving necessary co-operation to the researcher. After this the researcher personally made the contact with the workers and interviews were conducted. All the interviews were taken in the separate cabin of the factory. On an average the interview used to last for half an hour and with some cases it took more than half an hour.

The management allowed the workers for interview and they used to come to the cabin during the shift hour.

### **3.7 ATTITUDE OF THE WORKERS TOWARDS THE RESEARCHER :**

The workers were co-operative towards the researcher while doing data-collection as they read the letter of the researcher's purpose of collecting the information. Some of them pointed out that the study of industrial workers in cities are being made, but nobody studies the industrial workers in villages. They praised the attempt of researcher for taking their factory for the study and expressed the opinion that the study will throw light on their socio-economic conditions.

### **3.8 ANALYSIS AND PRESENTATION OF DATA :**

The data were sent for processing to the E.D.P. Unit of the Tata Institute of Social Sciences Bombay. The data have been analysed with the assistance of statistical techniques and by references on the commitment of Indian industrial workers.

The data are presented in the following chapters :

1. Socio-economic background of workers.
2. Commitment of the workers.
3. Recruitment and industrial work.
4. Factory as a place of work.
5. Trade union.
6. Conclusions.