

CHAPTER - IV

RESEARCH DESIGN

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4.1 INTRODUCTION:

Indian Economy is primarily an agricultural economy. With the rapid growth in population, the major problem that has cropped up is the problem of unemployment. The present system of production in India cannot provide employment to all job-seekers. Sugar industry is an agro-based industry and its development has a direct bearing on the agriculture as well as on the employment in India. It has the great potentiality of providing employment, both direct and indirect.

There are 105 sugar factories in Maharashtra, out of which 95 are working. As per the Report of the Third Central Wage Board for Sugar Industry (January, 1989), the distribution of workers as seasonal and non-seasonal at all India level is 55.1% and 44.9%. It means that the proportion of the seasonal workers is higher. It also means that experienced workers in the factory are less in percentage than the unexperienced workers. Under such circumstances, it affects badly on the quality and quantity of the production.

Taking into account the higher participation of seasonal workers in the sugar factory, it is necessary to provide better working conditions and labour welfare amenities, including

better wages to increase the skills and efficiency of these workers.

The present study is an attempt to study the problems and difficulties of seasonal workers in the sugar factories related with recruitment, training, wage-structure, working conditions and problems of employment during the off-season. The problem will be stated as the problems of seasonal workers working in Shri Chh.Rajaram Sahakari Sakhar Karkhana Limited, Kasba-Bawada, Taluka Karveer, District Kolhapur.

4.2 TITLE OF THE STUDY:

The problems of the seasonal workers in the sugar factory with special reference to Shri Chh.Rajaram Sahakari Sakhar Karkhana Limited, Kasba-Bawada, Taluka Karveer, District Kolhapur. ↪

4.3 DEFINITION OF A SEASONAL WORKER:

A Seasonal Worker means a worker who is appointed in writing by the Managing Director, to do seasonal work mainly and/or also for the period necessary for cleaning and other routine work, either before and/or after the season.²

4.4 OBJECTIVES OF THE STUDY:

The objectives of the present study are as follows:

1. To study the working conditions in which the seasonal workers are working;
2. To study the educational background of the seasonal workers;
3. To know the wage structure and the nature of salary paid to the seasonal workers;
4. To study the family background of the seasonal workers;
5. To study the problems of seasonal workers while on work;
6. To know the problems of residence and other facilities of the seasonal workers;
7. To study the problems of employment during the off season;
8. To study the problems of indebtedness of the seasonal workers;
9. To know the position related with the use of the utensils;
10. To know the relations of the seasonal workers with their friends and relatives;
11. To know the facilities available in and outside the residence;
12. To study the recreational facilities available to them;
13. To study the attitude of the seasonal workers towards the factory, management, trade union and cooperativisation.

4.5 SCOPE OF THE STUDY:

The study has been undertaken in the area of Shri Chh.

Rajaram Sahakari Sakhar Karkhana Limited, Kasba-Bawada, Taluka Karveer, District Kolhapur. As it was not possible to study the problems of all the 364 seasonal workers working in different departments of the factory, 1/3rd of the total seasonal workers, being 38.46%, are selected for the purpose of the study.

4.6 HYPOTHESES:

Based on the objectives of the study, the following have been framed as the hypotheses of the study:

- (1) The development of the sugar cooperatives has led to the emergence of the class of seasonal workers in the rural area;
- (2) The development of sugar cooperatives and the problems of the seasonal workers are inter-related.

4.7 METHODS OF DATA COLLECTION:

In order to collect the required data and other material, following methods have been used.

- (1) Direct Method: Under this method, in order to collect the necessary primary data, contact with respondents was established. On the basis of the interview schedule already prepared and printed, questions were asked to the respondents and their answers were noted. It helped a lot relating to their family background, socio-economic conditions.

(2) Indirect Method: Indirect method is related with collecting the needed information without contacting the labourer personally. Under this method, observation of workers at the time of their work, their movements and use of machinery and other equipments by them, and informal discussions with the group of workers during their rest time or after their work is over are included. It helped in knowing the views of the workers about the working conditions, length of service, managerial policies about the workers and conditions before cooperativization in the factory.

(A) Observation Method: In order to collect the additional information from the seasonal workers, the observation method is used. The selected respondents are observed at the time of their actual work.

(B) Personal Discussions: Personal discussions were held with the labour officer and the factory manager and other senior staff members to collect the necessary information related with the study.

(C) Group Discussions: In order to study the common views of the seasonal workers about their problems, group discussions were held.

SAMPLING METHOD:

As the seasonal workers are working in the various departments of the sugar factory, "Proportional Stratified

Sampling" is used. In all, 364 seasonal workers were employed in the factory during the crushing season 1990-91. Of these total seasonal workers working in different departments, were mainly engineering (81), Manufacturing (133), Garage (6), Watch & Ward (6), Civil Sanitation (5), Store (5), Account (1), Agricultural (1), Caneyard (48) and Circles (78). Of these departments, except Circles, all were adjacent to the factory and the workers employed in different villages coming under the command area of the factory, engaged to look after the work of canecutting and its transportation to the sugar factory. Of the total seasonal workers, 32 from Engineering, 50 from Manufacturing, 2 each from Garage, Watch & Ward, Civil-Sanitation and Store, 1 each from Accounts and Agriculture, 21 from Caneyard and 27 from Circle, coming to a total of 140 seasonal workers for the purpose of the study, they readily answered the questions.

Even the senior officers were reluctant to give the necessary information about the position of the seasonal workers and to interview the respondents with the written permission of the Managing Director, after giving the assurance in writing to keep the information confidential and that it would be used for the purpose of the study only, then it became possible to interview the respondents.

4.8 ANALYSIS AND INTERPRETATION:

The data related with studying the problems of the seasonal workers working in Shri Chh.Rajaram Sahakari Sakhar Karkhana Limited, Kasba-Bawada, Taluka Karveer, District Kolhapur, and was collected between the months of December, 1991 and February, 1992. During these three months, there were 40 visits made to the Circle Offices of the Agricultural Department, situated at Dhamod, Rui, Kabnur, Balinga, Jadhavwadi, Kasba-Bawada and Vadanage. After the completion of data collection process and the necessary material for the purpose of the study, with the kind instructions from the Research Guide, a master-sheet was prepared in which an attempt was made to club the data in a tabular form, so as to make its interpretation easy and intelligible.

4.9 REPORT WRITING:

The next stage of the study was related with the report writing of the research work. The Chapters in the study are arranged in the following order:

- (1) Growth of Sugar Industry in India;
- (2) Development of Shri Chh.Rajaram Cooperative Sugar Factory Limited, Kolhapur;
- (3) Theoretical Background of the Study;
- (4) Research Design;
- (5) Statistical Tables, Analysis and Interpretation;
- (6) Conclusions, Observations and Suggestions.