

CHAPTER - II

- (1) Title of the Research Project
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TITLE OF RESEARCH PROJECT :

The name of the title of the Research Study is  
as under -

"An Inquiry into the activities of 'Trade Union'  
in some selected major industries of Kolhapur  
city."

### AIMS AND OBJECTIVES :

The above title is choosed, to see and to find out, the outcome of the trade union activity, arising out of, within the area of, Kolhapur city. Obviously, it is almost clear that the trade unions came into existance for the purpose of, to protect the interests of their members i.e. workers.

At the same time, they must fulfil their, original responsibility as a worker or an 'employee' i.e. to give maximum returns to their employer in exchange of 'price' of their 'services' or 'labour' i.e. 'wages' or 'salaries'.

When there is a contract, between employer and employee, it creates a different relation between them. Both are generally engaged to get maximum benefit i.e. 'maximum production' and 'maximum wages and salaries and welfare facilities'.

Naturally, it results into the existence of the disputes, therefore, employer and employee relations are generally found under constant strain, it leads to break out of 'Industrial peace'.

The aims and objectives behind this study are as follows :-

- 1) To see, the actual period of existence of Trade union activities in Kolhapur City and their position.
- 2) To find out, the actual number of trade unions in Kolhapur city.

- 3) To observe, the consequences of, political interference in trade unions.
- 4) To observe, whether the social welfare activities have been undertaken by the trade unions or not.
- 5) To find out the plans, before the trade union leaders, to improve the productivity of the labour i.e. workers.
- 6) To see, the contribution of the trade unions towards the society at large.
- 7) To see, the attitude of the workers, in different works organisations, towards the trade union.
- 8) To observe the relations between union and management.
- 9) To observe whether the workers' organisations are ready to change their attitude, with the changing atmosphere of industries and political situations.

SCOPE OF THE STUDY AND LIMITATIONS :

The scope of the problem, itself, is limited and it can be further limited in its physical <sup>or</sup>boundries, considering the time, cost and facilities and personel limitations.

So far as time limit for the completion of project report is concerned, it is very short, and therefore, it is but natural or we may say essential to fix up the limits of the study, to collect the actual information required therein.

The title 'An inquiry into the activities of 'Trade Union' in some selected major industries of Kolhapur city', itself gives an idea about the scope and limitations of the study. That means the study is restricted with in the boundries of Kolhapur city.

The industries have been situated mainly in the area of M.I.D.C. in Kolhapur city. Therefore, I concentrate there only-

To observe the activities of the trade union, I have selected only three industries, namely, Kolhapur steel limited, Menon Pistons Privated Limited, The Maschinen Fabrik Polygraph Limited (India) only because above industries are major industries of M.I.D.C. area.

## RESEARCH METHODOLOGY :

There are three main strategies of research :

- (1) Historical
- (2) Descriptive or survey
- (3) Experimental.

So far as nature of the problem, or the study is concerned, I have chosen Historical Method of research. History is a complete, accurate and meaningful record of Man's achievement. It is not merely a list of dates and chronological events but an integrated account of past events representing a critical search for the truth. It is an account in which persons and events are examined in relation to a particular time and place. Historical research is the application of the scientific method of inquiry to historical problem. It is an attempt to establish facts and arrive at conclusions concerning past events.

For collecting the relevant information, I choose primary source, which consist of referring original books and documents and other books written by the various authors relating to the 'Trade Union Activities', which enable me to put past information about the activities, while studying the problem. For the purpose I also <sup>have</sup> adopt<sup>ed</sup> the method to collect data by Secondary source.

Descriptive Research describes and interprets what is. It is concerned with conditions or relations that exist, <sup>practices</sup> that prevail, beliefs, points of view, or attitude that are held, that are going on, effects that

are being, felt, or trends that are developing. So far as to find out, the attitude of the workers as well as attitude of the owners or managements towards each other, an effect of political interference in trade union activity, new trends in working of the union etc. So as to collect all above information I choose this particular method alongwith the other.

TEST PROCEDURE :

Test procedures of attacking the actual problems with an objective of testing the hypothesis.

SAMPLING PROCEDURE :

Quota sampling procedure is selected. I took 120 cases under quota sampling method, so as to give equal weightage to each and every case. No doubt 120 cases are not sufficient one, to get the information so far as area of study is concerned. Due to limited time period and with a view to collect more information I select this particular sampling procedure.

T O O L S :

- (1) Questionnaire
- (2) Direct observation
- (3) Interview

PHYSICAL FORM OF QUESTIONNAIRE :

- 1) The questions, which are prepared, have a direct bearing on the problem itself.

- 2) Questions whose answers can be secured are prepared more accurately and effectively.
- 3) The selection of the questions have been done with an eye on the tabulation plan.
- 4) A care is taken while asking personal questions or those which may embarrass the respondent.
- 5) Questions which involves too much work on the part of the informant is avoided.
- 6) Most of the questions <sup>are</sup> based upon yes or no system.
- 7) It is made simple to understand and to clear idea so as to get correct answers.