

C H A P T E R II: METHODOLOGY OF STUDY :INTRODUCTION:

In the present chapter describes the different aspects of methodology with reference to inter relationship between Management and workers.

2.1 THE SCOPE OF RESEARCH:

The scope of research project is confined to only one organization, namely " Shri Dudhaganga Vedganga Sahakari Sakhar Karkhana Limited, Bidri ", where the data was collected. The present study is based on the information and material collected with the help of interview schedule; from the selected sample of industrial workers.

2.2 IMPORTANCE OF STUDY:

Sugar factory is important agrobased industry in rural India. In 1978-79, there were 137 co-operative sugar factories. India is supplying sugar to Western countries. Now a days rural area is developing due to sugar factories. Landless labourers are getting job in the sugar factory. Sugarcane cultivators are getting more profit from these sugar factories. Agricultural occupation



and area is developing due to sugar factory. There were more than ten (10) private and 64 co-operative factories in Maharashtra. And some more factories were being constructed. Co-operative sugar factories are more useful for the development of economic, education and social aspects of their region. The sugar factory is selected for the present study and the topic is ' Inter-relationship between Management and workers' ~~relation~~: A Sociological study.

2.3 AIMS AND OBJECTIVES OF STUDY:

The aims and objectives of the study are confined with the subject of inter relations, prevailing in co-operative sugar factory concern. In this task, the researcher tried to cover the significant and relevant aspects of inter relations.

- 1) To obtain first hand and relevant information regarding Management policies, personal contact with Management.
- 2) To findout the services provided by the Management to workers for:
 - a) Canteen facilities,
 - b) Educational,
 - c) Recreation,
 - d) Food and other material on control rate.

- 3) To collect the information regarding the sort of inter relations existing between Management and its workers.
- 4) To find out the function of trade union activities in it.

2.4 DESIGN STUDY SIMPLING:

At the initial stage, all unites were selected for the purpose of data collection. The actual unit from which workers were drawn for interview were 50; From this factory. The researcher has adopted random sampling method. As indicated earlier 10% of total workers were decided to be covered under study. The total workers are 500.

The factory muster rol from respective office of the factory where used as sampling fram. Workers were selected by sampling.

2.5 FIELD WORK & INTERVIEWING:

The field work was conducted from 2nd March to the end of April, 1982-83 and data refers to the workers at the time of field work.

2.6 DATA COLLECTION:

Researcher has collected primary data with the help of schedule questionier. The questionier content actual

as well as attitudinal with the co-operation of management different sectional heads, where meet who were instructed by Management (~~owner~~), at the unit level and through them. Respondent were contacted, who were having authority and responsibility of work. The actual interview were taken into cabine, where complete privacy. The worker were asked the answers about the questions. And whole data has been collected.

The interview schedule was prepared in the local language i.e. in Marathi. The workers were interviewed in the local language i.e. Marathi. The workers were interviewed in Marathi at the section.

2.7 WORKER'S ATTITUDES TOWARDS RESEARCHER:

One of the worker considered researcher as Government Officer. One of the respondent committed that every year, students came for study regarding labour, but the problems of labours are not being solved. One of the respondent said to the researcher that, he desire to have a house at the factory site.

2.8 ANALYSIS OF DATA AND TABULATION:

The investigator has gone through the following procedure to accomplish the project report.

i) Preparation of Interview Schedule:

To get scientific and well planned information, the investigator had prepared an interview schedule for the respondents.

ii) Data Collection and Processing of data.

iii) Preparation of code book.

iv) Preparation of Master Sheet, according to the code book and collected data the investigator prepared ' Master Sheet ' and summarised the data in a single sheet.

v) Tabulation:

After preparing ' Master Sheet ', tables were prepared on different aspect of workers' life.

vi) Report Writing:

The data are presented in the following chapters.

- 1) Social characteristics of workers.
- 2) Welfare facilities.
- 3) Trade Union.
- 4) Management and workers' relation.
- 5) Suggestions and conclusions.