

Chapter – III

METHODOLOGY OF THE STUDY

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The present chapter describes the different aspects of methodology with reference to industrial workers and their relations.

3.1 The Scope of Research :

The scope of research project is confined to only one organization, namely 'Sagareshwar Sahakari Sut Girni Ltd, Kadegaon' from the data is collected. The present study is based on the information and material collected with the help of interview schedule from the selected industrial workers.

3.2 Importance of Study :

The cordial relations between management and workers which enhance understanding and trust between them is the prime/ crucial factor in the successful and efficient running of many industries. Sincere efforts of the management towards the welfare of labour and efficient participation of workers in an increasing production to the minimum possible extent are necessary to the best interest of the industry and society.

Modern spinning mill invites a variety of relation which regulates the work and non work rules with regard to Girni. The applications of the principles of industrial sociology involve enquiries of four kinds of relations.

1. Relations between the workers and their work
2. Relation between the workers and fellow workers
3. Relation between the workers and their supervisors.
4. Relation between the workers and their management.

3.3 Objectives of Study :

The objectives of study are confined with the subject of workers relations, prevailing in Co-operative Sut Girni concern. In this task, to cover the significant and relevant aspects of workers relations.

1. To study the Sut Girni as a social unit in which emphasis will be given as under.
 - a- Relation between the workers and their work
 - b- Relation between the workers and their fellow workers
 - c- Relation between the workers and their supervisors
 - d- Relation between the workers and their management.
2. To study the working conditions and welfare facilities provided by the management to the workers.

3.4 Design of Study And Sampling:-

The exploratory research design is used. At the initial stage all units were selected for the purpose of data collection. The actual unit from which worker were selected for interview were 70. The researcher adopted random sampling method. The muster roll from respective office of the Sut Girni was used as sampling form. The first worker was selected by lottery method and the interval of 5 were kept to select the workers.

As indicated earlier 20% of total workers were decided to be covered under study. The total workers are 427.

3.5 Data Collection:-

For the present study the primary as well as secondary data were used.

3.5.1 Primary Data:-

The primary data were collected through the observation and by conducting an interview. The interview schedule for the workers of Sut Girni was used.

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

The primary data were collected with the help of interview schedule. The interview schedule contents actual as well as attitudinal data with the co-operation of different section heads.

The respondents were contacted to be having authority and responsibility of work. The actual interview was taken in sections and some time in cabin.

The workers were asked to answer the question and whole data have been collected during the period 5th June to 15th Nov. 2007.

3.5.2 Secondary Data

The secondary data were collected from the published annual reports of the Girni. The other information was collected from the relative authorities of the Girni.

3.6 Experiences During Data Collection :-

One of the worker considered researcher as Government Officer. One of the respondents commented that every year, students come for the study regarding labour, but the problems of labour are not being solved by any one.

One of the respondents asked, “why you are collected this data?” One respondent asked, “whose study will be done of main authority or only workers?”

3.7. Chapter Scheme :

The data are presented in the following chapters.

- 1) Socio-economic background of workers and their relations.
- 2) Case studies of Award Winner workers.
- 3) Conclusion and Suggestions.