
CHAPTER : V

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The significant position the Trade Unions occupy in the modern societies need no elaboration. In the contemporary industrial set up they act as governors of the pace of productivity. Since the trade unions aim at economic, social, mental and political sphere of the community life they have helped to create a new status for workers and thus have been considered as one of the most important components of social structure in modern societies.

In highly urban industrial population the workers seemed to be very much conscious of the rights and struggle to safeguard them. However, the ever widening ranges of industrial patterns in Maharashtra have created new situations, for instance, the rise of co-operative industry in rural state of Maharashtra has created a new socio-economic pattern in the whole state.

The present study is an attempt to throw light on such a situation, that is of a co-operative industry located in a rural setting in Karad Taluka, in Krishna Sahakari Sakhar Karkhana, Limited, with the following objectives:

1. To understand the nature of unions in Krishna Sugar Mill.
2. To assess the background of the workers.

3. To know the level of participation of the workers in union activities, and
4. To ascertain their attitudes towards management and union.

HYPOTHESIS:

1. Higher the education of the workers higher would be the participation level.
2. Lower the age of the workers higher would be the participation in Union activities.
3. Job satisfaction and level of participation are positively related.
4. Union satisfaction and level of participation are negatively related.

RESEARCH DESIGN:

The present study intends to know the level of participation of the workers. Therefore the researcher has adopted descriptive and analytical research design.

AIM OF THE STUDY:

The aim of the present study is to analyse the participation level of the workers.

PURPOSE OF THE STUDY:

The purpose of the study is to understand the trend of participation of workers in union activities.

UNIVERSE AND SAMPLING:

The universe of the study was the blue collar workers of Krishna Sakhar Karkhana Limited in Karad Taluka.

Since all the workers are members of union and there is only one union, a sample of 150 workers from among the total strength of 984 permanent workers were selected in simple random basis.

SAMPLING PROCEDURE:

For drawing the sample the list of workers was first obtained from the company as per their muster roll. Uniform chits were prepared for all the workers according to their numbers. 150 chits were drawn by the lottery method.

TOOLS OF DATA COLLECTION:

A structured interview schedule was used for collection of data. The interview schedule consisted of matters pertaining to their personal data, union particulars, statements pertaining to their involvement in Union activities, their attitude towards management and union and other miscellaneous information.

A pretest was conducted among 10 workers and some questions were modified and some were deleted before putting to final use.

Utmost care was taken to make the questions simple and digestible. As far as possible the questions were closed one.

The researcher chose interview method for the collection of the data due to the following reasons:

- i) The researcher can approach each and every respondent personally, in order to get a better response.
- ii) Since the researcher is personally present, it can remove any doubt or suspicion regarding the nature of enquiry or meaning of any question or term used. Moreover, the researcher can probe questions in order to avoid any bias and misunderstanding.

Workers' participation in Union activities was measured by a Four Point scale consisting of 24 statements ranging from Always, Occasionally, Rarely, and Never. The weightage for the responses were as follows:

Always	=	3
Occasionally	=	2
Rarely	=	1
Never	=	0

The scoring was classified on the basis of highest and lowest scores of the respondents. According to the above, the highest score is 72 and the lowest 0. But in the study the highest score was 60 and the lowest was 12. In highest and the lowest scores of the respondent(s) were considered as the

extremes of the continuum. The scores were divided into 3 possible segments as High, Moderate and Low.

<u>Category</u>	<u>Score</u>
High	45 - 60
Moderate	28 - 44
Low	12 - 27

DATA COLLECTION:

After drawing the required number, the researcher approached the Labour Welfare Officer and submitted the list and requested to spare the workers for interview, as per the convenience without disturbing the work. Hence the interviews were conducted in the mill itself, in some cases during breaks and shift changes. There were 3 shifts since it was crushing season. The researcher contacted the workers during first 2 shifts as the third one is in the night hours.

The workers were reluctant in the initial stages of data collection. But when they were briefed about the purpose of the interviews they were free to share their views with the researcher. The interviews lasted between 20 to 30 minutes.

DATA PROCESSING:

After completing the required number of interviews the data were classified and coded accordingly and were transferred to master sheet. The tables were extracted from the master table

for analysis and interpretation. Inferences were drawn on the basis of percentage.

LIMITATIONS:

- * The researcher has taken immense care and every possible effort to collect worthwhile information. However, the findings of the study are based on the information provided by the respondents. Hence the possibility of hiding certain facts by the respondents cannot be ruled out.
- * The scope of the research is limited to one industry. The sample could have been collected at macro level for wider generalisations, but due to time and financial constraints it is limited only to one industry.
- * Despite the above limitations the results of the study disclose the trend of the participation level of the workers.

CHAPTERS SCHEME:

Chapter I is the introduction of the subject. It covers definitions, objectives and functions, methods, development of Trade Unions in India, need for trade unions and role of Trade Unions.

Chapter II deals with the pertinent studies conducted on Trade Unions.

Chapter III highlights the research setting.

Chapter IV presents the profile of the Sugar Mill.

Chapter V deals with the methodology adopted for the study.

Chapter VI is concerned with analysis and Interpretation. It has been divided into three sections.

Section I discusses the personal data and occupational background of the workers

Section II consists of Trade Union particulars and level of participation of the workers.

Section III deals with the attitude of the workers towards the management and Trade unions

Chapter VII Highlights the findings and conclusion.