

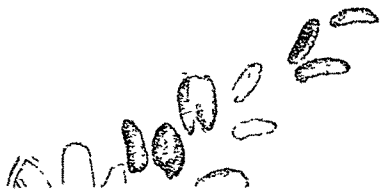
CHAPTER - VI

"Peace ,productivity and progress ca be
achived only by a 'Human relation
Approach".

CONTENTS

Pages

a) Opinions, attitudes, survey of work force towards superiors and Management.	53
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CHAPTER - VI

OPINIONS AND ATTITUDES OF WORKERS TOWARDS SUPERIORS
AND MANAGEMENT

Peace, productivity and progress can be achieved only by a 'Human Relations Approach'. Most of the managements have failed to understand that an employee is a human-being having his own hopes, aspirations, social prestige, pride for his job. It is only with the aid of the human relation approach that the task of accelerating productivity of labour can be achieved and this is the need of the hour.

During the course of study, the Rescarcher has tried his level best to point out the heart beatings (feeling) of workers towards superiors and management. In questionnaire, some indirect questions were posed as :

Q.No. : 2 : How does an officer behave with you ?

- a) Friendly.
- b) Sympathetically.
- c) Savageously.

Q.No. 3 : How do you behave with your superiors ?

- a) Respectfully.
- b) Co-operatively.
- c) Scornfully.

Q.No. 3 : Does the behaviour of your superiors affect your peace of mind ?

But none of the worker has given his frank opinion and real feelings. Almost all the workers concealed their real feelings. The following tables give the respective responses.

TABLE VI : 1 : RELATIONSHIP BETWEEN WORKER AND THE SUPERIORS

Respondents. 100 workers.

Question	Friendly	Sympathetically	Savageously
How does an officer behave with you ?	38	59	3

TABLE VI : 2 : RELATIONSHIP BETWEEN WORKERS & OFFICERS

Respondents 100 workers

Question	Respectfully co-operative	Scornfully
How do you behave with your superiors.	82	18
		Nil

TABLE VI : 3 :

Respondents 100 workers.

Question	Yes	No.
Does the behaviour of your superiors affect your peace of mind.	9	91

Table VI- 1, 2, and 3 indicate the relationship between the worker and the officers of the mill. In table VI-1, 38 workers express their opinions that the officers behave friendly with them 59 workers say that the officers behave sympathetically with them. 3 workers say that the officers behave savagously with them.

Table VI 2 , shows that 82 workers behave respectfully, 18, Co-operatively and none scornfully with the higher officers of the mill.

In table VI 3, 9 workers say that the peace of mind is disturbed by the behaviour of the officers and 91 workers say that their peace of mind is not disturbed by the behaviour of the officers with them.

By observing minutely, the opinions and attitude of workers, the researcher has classified them (workers) in three groups. (on the basis of attitudes and internal feelings of workers).

1. Silent and obedient workers working without interference in the activities of the management and are loyal to their superiors and management.
2. Neither obedient nor arrogant attitude towards superiors, work is their main target.

3. Some workers are least bothered about work, and their behaviour is worst as they overtake their superiors especially Jobbers and supervisors.

The attitudes of workers towards management is neither harmful nor scornful. Most of the workers are of the view that the body of management is temporary, as its members come and go it is a routine matter of the mill.

The Researcher has tried to get the feelings of workers towards management by asking some indirect questions.

TABLE VI : 4 : RELATIONSHIP BETWEEN WORKER AND THE MANAGEMENT

Question	Respondents 100 workers.		
	As worker	As part and parcel of the mill.	As human beings
How does the Management treat you ?	7	28	65

TABLE VI : 5 :

Respondents 100 workers

Question	Co-operatively	Scornfully	Here workers
How do you behave with the Management ?	92	-	8

TABLE VI : 6 :

Respondents 100 workers

Question	Yes	No.
Do you wish to say anything regarding the administration of the mill.	4	96

Out of the 100 workers, hardly 5% have expressed their real feelings. The management has not provided necessary working facilities (face covers, uniforms, shoes, medical aid, canteen facilities) and fulfilled the demands of the workers. So, most of the workers have unsatisfactory and unhappy attitude towards the management. Some of the workers are neither happy nor unhappy with the management.

In, Table VI 4 : 7, workers say that the Management treats them as workers, 28 workers say that the Management treats them as part and parcel of the mill and 65 workers say that the Management treats them as human beings. This indicates the healthy relationship between workers and Management.

It is observed from Table VI 5 that 92 workers behave Co-operatively, 8 as mere- workers and non scornfully with the Management.

Table VI 6 indicates that most of the workers have good opinion about the behaviour of the Management.