

QUESTIONNAIRE

- 1) Name of the student : Mr. K.D. PADWAL.
- 2) Name of the Research Guide. : PRINCIPAL, Dr. P.S. Rao.
- 3) Title of the subject : A STUDY OF LABOUR TURNOVER AND ABSENTEEISM IN GADHINGLAJ TALUKA SAHAKARI SAKHAR KARKHANA LTD., & GADHINGLAJ, DISTRICT-KOLHAPUR.
- 4) Course of study : M. PHIL (COMMERCE & MANAGEMENT)
- 5) Academic Year : 1985-86.

Please strike off "Yes" OR "No" given against each question.

A) IDENTIFICATION :

- 1) Your Name : _____
- 2) Address : At. Po. _____ Tal : _____ Dist. _____
- 3) Age (in years) : _____ Sex : Male/Female.
- 4) Education : _____
- 5) Your Department : _____ Designation _____
- 6) Native place : _____ Tal _____ Dist. _____
- 7) Date of joining the service : _____
- 8) Distance of work place from your residences : _____ K.m./Miles.
- 9) Mode of conveyance : walking/Cycle/Bus/Meter cycle.
- 10) Status of your job : Permanent/Seasonal Permanent/Daily wages.
- 11) Total salary for this month : Rs. _____
- 12) Agricultural Land-Holding : Acres _____

B) FAMILY BACKGROUND :

- 1) How many persons are there in your family: 1) Adults _____
2) Children _____
- 2) How many of them are earning hands? : _____
- 3) How many your children are learning? : _____
- 4) What is your status in your family? : Head/Subordinate
- 5) Are you married? : Yes/No.
- 6) If 'Yes' is your wife serving anywhere. : Yes/No
- 7) Are your family litreatate? : Yes/No.

C) WORKING CONDITIONS :

- 1) Are you satisfied with the following conditions in your factory?
- | | | | |
|------------------|----------|-----------------------|----------|
| i) Temperature | : Yes/No | ii) Ventitation | : Yes/No |
| iii) Lighting | : Yes/No | iv) Sanitation | : Yes/No |
| v) Furniture | : Yes/No | vi) Space provided | : Yes/No |
| vii) Cleanliness | : Yes/No | viii) Vehicle Parking | : Yes/No |
- 2) Is there shift system in factory : Yes/No
- 3) In which shift do you work? : 1st/2nd/3rd
- 4) Is it convenient to you : Yes/No.
- 5) Do you feel exhausted after the work? : Yes/No.
- 6) Are you working on a machine? : Yes/No
- 7) If so is it in good condition? : Yes/No
- 8) Can you get machines repaired immediately following a break-down? : Yes/No
- 9) Do supervisors help you in work-related problems? : Yes/No

D) OVER TIME DUTY :

- 1) How many hours you are required to work in a day? _____ Hours
- 2) Are you required to work for over-time than your duty. : Yes/No
- 3) If 'Yes' for how many hours? : ~~Yes/No~~ _____ Hours
- 4) Do you get pay for over-time work? : Yes/No
- 5) If 'Yes' How much pay you get? : Rs. _____
- 6) Is it over-time work compulsory? : Yes/No.
- 7) Do you do over-time work willingly? : Yes/No.

E) TRAINING FACILITIES :

- 1) Is there training facility in a factory? : Yes/No
- 2) Are you trained for your job? : Yes/No
- 3) Are you required to do training at your cost? : Yes/No
- 4) Do you feel training useful? : Yes/No.

F) PROMOTION POLICIES :

- 1) Do you know the promotion policy of a factory? : Yes/No
- 2) Are you sure that the management will promote you according to the policy? : Yes/No
- 3) Do you have any opportunity for promotion? : Yes/No

G) LEAVE :

- 1) Do you get sick leave ? : Yes/No
- 2) Have you enjoyed it in the past year? : Yes/No
- 3) Do you enjoy casual leave ? : Yes/No
- 4) Is it possible for you to get leave when you want ? : Yes/No
- 5) Does your officer accept the reasons of your leave ? : Yes/No
- 6) State the name of your holiday in week : _____
- 7) What do you do on this holiday ? : Rest/Domestic work/
Agricultural work/
other.
- 8) Do you think that the leave facilities in your factory are good ? : Yes/No
- 9) Do you enjoy earned leave ? : Yes/No
- 10) Do you take pay for earn leave : Yes/No
- 11) Do you enjoy Badali-off ? : Yes/No
- 12) Do you enjoy leave without pay ? : Yes /No

H) ABSENTEEISM :

- 1) Have you remained absent from work without prior permission ? : Yes/No
- 2) If 'Yes' how many times in your service life ? : _____
- 3) What is the cause of such absence ? : _____

- 4) Was any disciplinary action taken against such absence ? : Yes/No.
- 5) If 'yes' what type of it was ? : _____

B) TRADE UNIONS :

- 1) Do you have your Union ? : Yes/No
- 2) State the name of your Union : _____

- 3) Is it registered Union ? : Yes/No.
- 4) Are you a member of such Union ? : Yes/No.
- 5) Have you lodged any complaint with your Union ? : Yes/No.
- 6) If 'Yes' what type of it is ? : _____

- 7) Was there strike in your factory ? : Yes/No.
- 8) Are you given a proper hearing when you file a grievance ? : Yes/No.

B) Welfare Facilities :

- 1) Are the following facilities provided in your factory ?
- a) Drinking water : Yes/No
- b) Latrines and Urinals : Yes/No
- c) Canteen & Lunch Room : Yes/No
- d) Rest Room : Yes/No
- e) Ambulance : Yes/No
- f) Library, News papers : Yes/No
- g) Consumer Co-operative Store. : Yes/No
- 2) Do you get medical facilities ? : Yes/No

3)

- | | | |
|----|---|----------|
| 3) | Is there any Bank at the factory ? | : Yes/No |
| 4) | Is there Employees' Credit Co-operative Society ? | : Yes/No |
| 5) | Are you member of that society ? | : Yes/No |
| 6) | Have you taken loan from that society ? | : Yes/No |
| 7) | State the names of any other facilities if you are getting. | : |
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K) WORK BEHAVIOUR AND WORK ATTITUDE :

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|----|--|-----------|
| 1) | Do you find your job interesting ? | : Yes/No |
| 2) | Is your work tiring ? | : Yes/No. |
| 3) | If you can get a similar job elsewhere will you leave this job ? | : Yes/No |
| 4) | Do you think that your pay is satisfactory | : Yes/No |
| 5) | Is there any reward for a better job? | : Yes/No |
| 6) | If 'Yes' have you get in the past ? | : Yes/No |
| 7) | Is there any chance for workers to participation to in the Management of the factory ? | : Yes/No |
| 8) | If 'Yes ' do you hope to participate ? | : Yes/No. |

L) EXPECTATIONS :

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|----|--|-----------|
| 1) | Do you like the name of this factory ? | : Yes/No |
| 2) | Do you feel secure on work place ? | : Yes/No. |

- 3) Do you have Housing accommodation provided by your factory ? : Yes/No
- 4) Are you satisfied with working conditions : Yes/No
- 5) Do you get bonus ? : Yes/No
- 6) If so, are you satisfied with amount of bonus. : Yes/No
- 7) Have you good relation with your officer : Yes/No
- 8) Are you in search of a better job ? : Yes/No
- 9) Do you like to transfer to other department of your factory ? : Yes/No
- 10) If 'Yes' to which department you wish you transfer ? : Yes/No
- 11) State the reason for transfer (In brief)

PLACE : _____

DATE : _____

(Signature of employee)

THANK YOU FOR COOPERATION
from Prof K. D. PADAWALI

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