

APPENDIX-I

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(M.Phil. Commerce)

TOPIC : "A STUDY OF SEASONAL WORKERS WORKING IN VASANTDADA
SHETKARI SAHAKARI SAKHAR KARKHANA LTD., SANGLI."

INTERVIEW SCHEDULEI) PERSONAL DATA

- a) Name :
- b) Sex : Male/Female
- c) Caste :
- d) Age :
- e) Trade :
- f) Address :
- g) Marital status : Married/Unmarried
- h) Education : Primary/Secondary/Higher Secondary/
Technical/Under-graduate/Graduate/
Illiterate
- i) Period of service :
- j) Native Place :
- k) Distance from place of work : Km.
- l) Mode of conveyance -
 - a) On foot -
 - b) By bicycle
 - c) By bus
 - d) By train

- m) From last how many season are you working ?
- n) Department in which working presently ?
- o) Whether seasonal permanent/seasonal temporary ?
- p) Total salaries basic Rs. _____ D.A. Rs. _____
 Total Rs. _____

II) FAMILY BACKGROUND

1. How many persons are there in your family ?
2. Land holdings -
 - A) Total land -
 - B) Irrigated land -
 - C) Non-irrigated
3. Cropping pattern -

Crops -	Jawar	Bajara
	Wheat	Pulses
	Sugarcane	Cotton/others etc.
4. Whether food produced in farm is sufficient for family for year ? Yes/No
5. Do you have any other subsidiary source of income ? Yes/No

III) WAGE STRUCTURE

1. How is the work rate in your factory ?
 - a) By piece rate
 - b) By time rate
 - c) By incentive plan
2. Do you think that this is a good method ? Yes/No

3. Nature of salary

- a) Daily wages
- b) Weekly wages
- c) Monthly wages

IV) WORKING CONDITIONS

a) Are you satisfied with working conditions

- | | |
|-----------------|--------|
| 1. Temperature | Yes/No |
| 2. Air-movement | Yes/No |
| 3. Humidity | Yes/No |
| 4. Illumination | Yes/No |
| 5. Sanitation | Yes/No |
| 6. Ventilation | Yes/No |

b) For how many hours a day are you required to work ? _____ hours.

c) Do you get all sanctioned holidays during your employment ?

- a) Weekly off
- b) Sick leave
- c) Optional leave (Privilege leave)
- d) i) In which shift do you work ?
- ii) Is the working in that shift convenient to you ?
- e) i) Do you remain absent from work without permission ? Yes/No
- If yes, how many times in a month ?
- ii) What is the cause of such an absence sickness/accident/social and religious functions/others.

V) WELFARE FACILITIES

i) Do you get the following welfare facilities like permanent or regular employee ?

- | | |
|-----------------------------------|--------|
| a) Washing and bathing facilities | Yes/No |
| b) Sitting facilities | Yes/No |
| c) Canteen facilities | Yes/No |
| Are you satisfied about canteen ? | Yes/No |

- | | |
|---|--------|
| d) Rest-room facilities | Yes/No |
| e) Medical facilities | Yes/No |
| If not why ? | |
| If yes are you paid any fees for
medical facilities ? | Yes/No |
| f) Recreational facilities | Yes/No |
| g) Educational facilities | Yes/No |
| h) Grain shop and concessional rate
sugar from factory | Yes/No |
| 1) Housing facilities | Yes/No |
| If no, why ? | |
| If yes state the house | |
| a) Bamboo mat house | |
| b) Permanent type quarters | |
| 2) Do you get advantage of - | |
| a) Provident Fund | |
| b) State Insurance | |
| c) Bonus | |
| d) Family pension | |

VI) TRADE UNION

- | | |
|--|--------|
| 1. Do you have trade union ? | Yes/No |
| 2. Are you a member of it ? | Yes/No |
| 3. It is recognised ? | Yes/No |
| 4. Was ever your complaint made up by a
trade union ? | Yes/No |
| 5. Was it successful ? | Yes/No |

VII) OFF SEASON

- | | |
|---|--------|
| 1. What do you do after discontinuation of service ? | |
| a) Work at some other place | |
| b) remain unemployed | |
| c) work in agriculture | |
| d) run any business | |
| 2. Whether you get any salary during the
period of discontinuation from factory ?
If yes, how much amount you get from
factory ? | Yes/No |



3. Wages are sufficient for the needs of your family ? Yes/No

4. Do you have to borrow ? Yes/No
If yes, from whom do you borrow ?

- a) Friends
- b) Relatives
- c) Cooperative credit society
- d) Bank
- e) Money lender/any other source

5. Do you get an advance or loan from factory ? Yes/No

VIII) Are you satisfied about recruitment method of factory ? Yes/No

IX) Do you get any promotion in your service ? Yes/No
If yes, how many times ?

X) Are you transferred from one department to another department in your employment period ? Yes/No

XI) Do you get any training for your service ? Yes/No
If yes,

- a) On the job training
- b) Off the job training
- c) Induction training

XII) PERSONAL OPINION OF WORKER

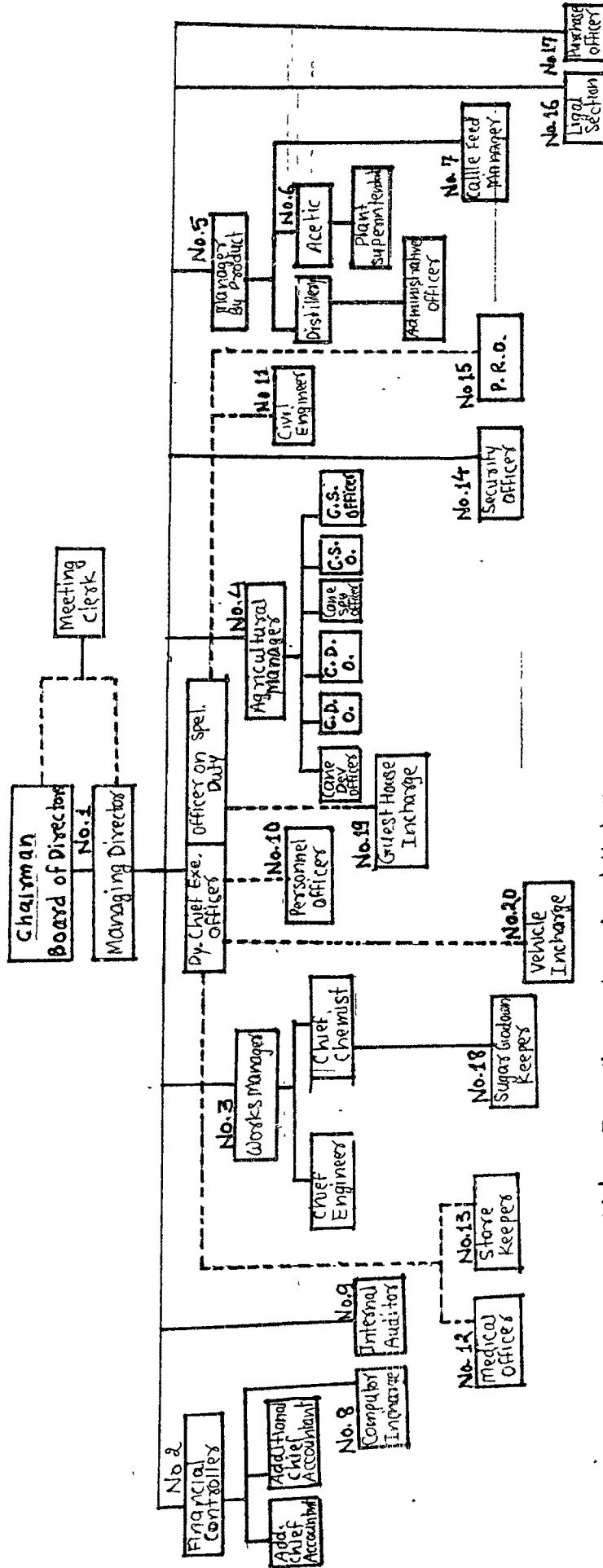
1. What is your opinion regarding your service ?
2. What is your opinion about factory administration ?
3. Do you have any problems about service ?
4. Do you have any suggestions ?

Place :

Signature

Date :

ORGANISATIONAL CHART



Note:- 1] The lines shown in dotted lines show that although these departments are working under M.D., they are working through Dy. Chief executive officer and officer on special duty respectively.

2] The nos. written shown the pages where in the details of that particular department -in-full-

3] These charts are supposed to be master plans for future they may not be shown existing position but it is hoped that in future they should be followed scrupulously.

4] The job description of all these posts are broadly specified in a separate booklet

5] security department will work through Dy. C.E.O. But in certain cases of importance and security, security can directly keep contact with Managing Director and then chairmansahab