

CHAPTER - II

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TITLE OF THE RESEARCH PROJECT:

The title of the Research Study is as under:

"THE ROLE OF TRADE UNIONS"

A case study of Shri Datta Shetkari Sahakari
Sakhar Karkhana Limited, Shirol.

THE AIMS AND OBJECTIVES:

This specific study has been undertaken to diagnose the various activities of the trade unions in general and the working of the trade unions in Shri Datta Shetkati Sahakari Sakhar Karkhana Limited, Shirol (Kolhapur District) in particular. At the same time to what extent the trade unions are discharging their primary responsibilities in protecting the interests of the workers and how they are co-operating with the management in enhancing the production and productive efficiency of the Karkhana. Besides this, the present study is intended to know, what kind of relationship indeed exists between labour and capital in preserving the industrial peace.

OBJECTIVES OF THE STUDY:

- 1) To study the actual working of trade unions in the Karkhana and their role in safe-guarding the interests of the workers.
- 2) To observe, whether the trade unions are making sincere efforts in increasing the production and productivity of the Karkhana or not.
- 3) To know the labour welfare facilities offered by the Karkhana.
- 4) To know the attitudes of the workers towards their union.
- 5) To know the union rivalry.

- 6) To know labour-capital relationship in the Karkhana.
- 7) To know the style of union leadership.
- 8) To find out the degree of political interference in the affairs of the unions.
- 9) To suggest some measures on the basis of findings of this study to improve the working of the unions.

SCOPE OF THE STUDY AND LIMITATIONS:

The significance of the study on "The Role of Trade Unions," can be neither ignored nor **discarded**. The trade unions are primarily meant for the purpose of protecting the wants and wishes of the workers. On the other hand, they make positive contributions towards increased production, higher productivity, better industrial health, stability in the national economy and higher standard of living. Therefore, it is needless to emphasise that the progress and prosperity of the industry in particular and the nation in general, certainly depends upon the existence of strong and stable trade unions. Hence, the **existence** of competent trade unions, is not only desirable but indispensable for shaping the destiny of the country in a desired direction.

Though there is a wide scope in the present study, considering the time, cost and personal factors and also the facilities available, it is essential to fix up the limits of the study to a specified physical boundary. The title of the study,

"The Role of Trade Unions, A case study of Shri Datta Shetkari Sahakari Sakhar Karkhana Limited, Shirol," (Kolhapur District) itself gives an idea about the scope and limitations of the study. That means this study is confined to the trade unions existing in the said Karkhana of Shirol.

In order to study the actual role and working of the trade unions, two trade unions viz., Sharkara Aoudhyogik Shramik Sangh and Shri Datta Paper Mill Kamgar Sabha have been selected. The period of their activities under observation has been considered from the year of their formation.

RESEARCH METHODOLOGY:

There are three main strategies of research:

Viz., 1) Historical Method

2) Descriptive or Survey Method

3) Experimental Method

So far as the nature of the research study is concerned, historical method of research has been chosen. History is a complete, accurate and systematic record of the past events. It is not merely a list of dates and chronological events but an integrated account of past events representing a critical search of the truth. It is an account in which persons and events are examined in relation to a particular time and place.

Historical research is the application of the scientific method of inquiry to historical problem. It is an attempt to establish facts and arrive at conclusions concerning past events.

For collecting the relevant information, Primary Source, the original books, documents and other books written by various authors on the trade union have been referred.

Descriptive research method describes and interprets what it is. This method is concerned with the conditions that exist, practices that prevail, beliefs, points of view that are held, that are going on, effects that are being felt and trends that are developing. In order to know that attitudes of the workers and management towards each other, to find out the impact of political interference in trade union affairs and to observe the new trends in the working of the union, this particular method has also been chosen along with the other.

TEST PROCEDURE:

Test procedure of studying the actual problems with an objective of testing the hypothesis.

SAMPLING PROCEDURE:

In all, 100 samples are selected out of 1292 members of the trade unions through random sampling procedure, i.e., 75 samples from Sharkara Audogik Shramik Sangh and 25 samples from Shri Datta Paper Mill Kamgar Sangh. So for the area of the study is concerned, the size of samples appears to be quite small. But due to limited period of time and with a view to collect more from

each case, the small size of samples has been selected.

TOOLS:

- 1) Questionnaire
- 2) Opinionnaire
- 3) Direct observation
- 4) Interview

PHYSICAL FORM OF QUESTIONNAIRE:

1) The questions, which are prepared and administered have a direct bearing on the problem of research study.

2) The questions whose answers can be secured are prepared more accurately and effectively.

3) The questions are selected with an eye on tabulation plan.

4) The necessary care and caution is taken while asking the personal questions which may embarrass the respondent.

5) Questions which require too much work on the part of the respondent are avoided.

6) The questionnaire is of mixed type including yes or no, alternatives and requiring the brief answers from the respondent himself.

7) The questions are simple, clear and easily understandable with an eye on getting the most accurate answers.