

QUISTIONNAIRE

A) PERSONAL DATA :

1. Name of the workers :
- a) Age (b) Married/Unmarried :
2. Sex : Male/Female
3. Designation :
4. Department
5. Educational Qualifications :
6. Experience : Years :
7. Nature of Service : Permanent/Temporary :
8. Size of The Family : Male Female Total
9. Address :

B) EMPLOYMENT CONDITIONS

RECRUITMENT :

1. Do you agree with the recruitment ?
procedure followed by the Management ? Yes/No.
2. Are you satisfied with the type of training
provided in your company ? Yes/No.
3. Does the company arrange any workers
education and training classes ? Yes/No.
4. What is your opinion regarding the type
of training given in training centre ? Satis./Unsatis.

PROMOTION :

1. Are you satisfied with the promotion policy
adopted by the company ? Yes/No.
2. Which promotion policy is adopted by your management ?
Merit/Education/Length of service/previous work/History/
Relationship of workers with management/Training courses
completed/honesty/ability cooperation.

3. Are you satisfied with internal promotion policy ? Yes/No.
- 4 Do you think reservation policy ? Yes/No.
should be continued ?

SALARY :

1. How much salary do you get ? Rs. Ps. per month.
- 2 Does it satisfy your need ? Yes/No.
- 3 Are there any deductions from your salary ? Yes/No.
- 4 Do you have a debt ? Yes/No.
- 5 If yes, from whom have you obtained it ?
- 6 What is the rate of Interest ?

c) HUMAN RELATIONS :

1. What are your relations with your neighbours ?
 - a) Not interest in them (b) Like them but seldom see them
 - d) Visit each others homes occasionally
 - d) Spend a lot of time together.
2. Are you satisfied with following ?
 - a) Adequate understanding of other behaviour.
 - b) Help from others to perform your assigned work.
 - d) Praise from company in the public.
 - d) Not to be afraid of sharing responsibility.
 - e) Proper information from authority about the work.
 - f) Not to be afraid of relatively mild complaints.
 - g) Treatment of sub ordinate with dignity and respect.

D) NEEDS AND THEIR SATISFACTION

PRIMARY NEEDS(Basic)

1. Can you get the essential food at cheap rate through your company ? Yes/No.

2. Can you get good drinking water washing facilities ? Yes/No.
- 3 State your opinion about it ? Good/Bad.
4. Do you have any suggestions to make regarding ?
 - a) Ventilation (b) Noise (c) Humidity (d) Dust and Fumes
 - e) Gasses and smokes (f) Temperature (g) Lighting
 - h) Overcrowding.
5. Is there proper arrangement for sitting during the rest time? Yes/No.
6. If yes, what are the facilities provided to You ?
in this rest period, ?
 - a) News paper (b) Periodicals (c) Radio (d) T.V.
 - e) Magazines.
- 7 Do you take advantages of it ? Yes/No.
- 8 Are there any arrangements made your company for waste disposal, ? Yes/No.

SAFETY NEEDS :

1. Has the company made any provisions for the following ?
 - a) Avoidance of harms from the physical environmental hazards (much cold, heat, need for shelter protective clothing)
 - b) Safety against war, disease, natural catastrophies, crime, brain injury, bad situation.
 - c) Economic security in the form of pension, insurance, saving accounts, gratuity P.Fund security of job.
2. Does the company make first aid provision to the workers Yes/No.

3. Are there any safety equipments in your company ? Yes/No.
4. Is there any committee for safety in your company? Yes/No.
5. Does the company provide hospital facilities ? Yes/No.
6. Does the Doctor give immediate medical facilities at the time of accident,? Yes/No.
7. What is the opinion about it ? Satisfactory/Unsatisfactory.
8. Are there latrine and urinals in the company ? Yes/No.
9. What is condition about latrines and Urinals ? Good/Bad.
10. At the time of accident which facilities can you get ?
(Hospital/First aid/Leave with pay/Any other.
11. Do you feel that accident may take place due to ?
 - a) Workers carelessness (b) Lack of knowledge
 - c) Under over confidence (d) Family disturbance
 - e) Psychological tensions (f) Any other.
12. Would you like to make any suggestions regarding the safety measures ? Yes/No.
13. Are there any Notice Board in Your company ? Yes/No.
14. Does the company arrange any safety programme ? Yes/No.
15. Is there any Trade Union in your company ? Yes/No.
16. Are you member of Trade Union ? Yes/No.
17. How many trade Union in your company ? One

18. SECONDARY NEEDS :

Social Needs :

1. Are you concerned with the following provisions in your company ?

- a) Getting companionship
- b) Giving and receiving love and affection
- c) Becoming a member of a group club society or any other formal organisation.
- d) Cooperating with others
- e) Protecting ones child infant, weak and old people.

2 Are you satisfied from your company in connection with following ?

- a) Self respect (b) Esteem from others (c) Appreciation
- d) Self accomplishment. (d) Independence and freedom
- f) Status (g) Recognition

E MOTIVATION

1. What do you want from your company in respect of the following
- a) Good working conditions
 - b) Good wages (c) Tactful discipline (d) Full Appreciation of work done. (e) Managements loyalty to workers.
 - f) Promotion and growth within the factory.
 - g) Systematic understanding of personal problems.
 - h) Job security.

F) COMMUNICATION

1. How does your company communicate with the worker ?
- a) Paying personal visit to workers.
 - b) Holding talks with the workers.
 - c) Sending letters to workers homes.
 - d) Holding question and answer session
 - e) Holding informal meeting.

2. Are you satisfied with the communication system ? Yes/No.

3 Is there any proper effect of communication ? Yes/No.

G) MORAL :

1. What do you think of your job. ?

a) I do not like it.

b) I am not satisfied with it.

c) I like it well enough

d) I like it very much

2. Do you think that this company is well managed. ?

a) I do not know.

b) It is not very well managed.(c) It is well managed.

d) It is very well managed.

3. Do you agree with the objectives of your company ? Yes/No.

4 Are you satisfied with relation of your company ? Yes/No.
with your family ?

H) GRIEVANCES

1. How do you communicate your view points to the company?

2. Does your company allow you to meet personally to
solve your problems ? Yes/No.

3. Is there any grievance counter in your company ? Yes/No.

4. Is it properly used by You ? Yes/No.

5 What is the impact of introduction of such counter?Good/Bad.

6 Is there any suggestions about counter ? Yes/No.

I) DISCIPLINARY ACTIONS :

1. Which type of the action may be taken by the company in case if the performance is not satisfactory? Fine/ Penalty/Other.
2. Do you agree with imposing fines and penalties ? Yes/No.
3. Do you think trade union will interfere while taking such actions ?

J) WORKERS PARTICIPATION IN MANAGEMENT :

1. Is there any system of workers participation in management? Yes/No.
2. Which are the various committee functioning ?
3. What is the response of company ? Good/Bad. towards such schemes ?
4. How do the trade union leaders react towards such schemes ? Good /Bad.

K) CANTEEN AND CRECHES :

1. Is there any canteen in your company ? Yes/No.
2. Is there a canteen committee ? Yes/No.
3. If yes how many members are working on the committee ?No.
4. Is there a departmental representative ? on the the committee ? Yes/No.
5. Does the committee help in setting ? Yes/No.
6. Do you get eatables at cheaper rate ? Yes/No.
7. Does the company provide creches facility ? Yes/No.

L) HOUSING :

1. Does the company provide you housing facility ? Yes/No.
2. If yes, on what basis do you get accommodation?
3. How many rooms are provided to you ?
4. What is the condition of lighting and water of your living quarters ? Good/Bad.
5. Are you satisfied with the housing facilities ? Yes/No.
6. Do you have suggestion regarding housing ? facilities ? Yes/No.

M) TRANSPORT :

1. What is the distance between your residence and work place. ?
2. What is the mode of conveyance for you to reach the work place ? (Bicycle/City Bus/Factory Bus/walking)
3. Does the company provide you transport facilities ? Yes/No.

N) RECREATION AND EDUCATION :

1. Are there the following provisions for recreation and education.
 - a) Child, Youth adult and women welfare centres ? Yes/No.
 - b) Games, sports, dramas, musical programme ? Yes/No.
 - c) Crafts social education facilities Yes/No.
 - d) Schools, parks, playground etc. Yes/No.
 - e) Cinema shows, exhibitions Yes/No.
 - f) Library, Reading rooms etc. Yes/No.
 - g) Celebration of Festivals, Ganeshochhavaah Shivaji Jayanti etc. Yes/No.

b) Gymnasium, Badminton, Holly ball cricket etc. Yes/No.

2 Does the company arrange any family planning programme? Yes/No.

3 Does the company provide free education for workers?
children ? Yes/No.

c) GENERAL :

1. What are the various benefits you get from your company.?

i) Company Loan (ii) Company shop. (iii) Fair pricing
commodities iv) Sugar (v) Gas supply.

vi) Fair pricing grain shops (vii) Any other.

2 What type of loan do you get from your company. ?

Long term short term special loan secured loan.

hire purchase any other.

3. What are the various other activities of your company ?

1. 2 3 4 5

4. What are the various benefits you get from the activities ?

5. What are the various purposes of granting loans.

1. 2 3 4 5

6 What is your general opinion about the working of the
company? Good/Bad.