

QUESTIONNAIRE

Research Student : Basavarajappa.B.
 Research Guide : Dr.P.Subba Rao
 Title of the subject : Wages & Wage Incentive Schemes
 in Mysore Paper Mills Limited,
 Bhadravati.
 Course of Study : Master of Philosophy in
 Commerce & Management.
 Academic Year : 1989 to 1990

THE MYSORE PAPER MILLS LIMITED, BHADRAVATI

QUESTIONNAIR TO WORKERS

(Please strike off 'Yes' or 'No' given against each question)

1. Name :
2. Age :
3. Sex: Male/Female :
4. Education: Illiterate/:
- Primary/Secondary/ :
- Higher Secondary/
- Graduate :
5. Nature of service :
- Permanent/Temporary :
6. Date of joining the :
- service :
7. Total experience in :
- this company :
8. Total salary drawn :
- per month. :
9. Whether you satisfied : Yes/No
- in the present job :
10. What is your opinion : Adequate/Inadequate
- regarding present :
- salary. :
11. Do you think in your : Yes/No
- salary is in proportion:
- to the nature of your :
- job. :

12. How does the work rate : a) By piece rate
in your factory? : b) By time rate
13. Do you get leave? : Yes/No
14. Do you get sick leave? : Yes/No
15. Do you enjoy casual leave: Yes/No
16. Is it possible for you :
to get leave when you want: Yes/No
17. Does your officer accept :
the reasons of your leave?: Yes/No
18. State the name of holiday:
in week? :
19. Do you think the leave :
facilities in your :
factory are good? : Yes/No
20. Do you get financial :
incentives? : Yes/No
21. If yes, state the types : a) Equal Wage rates
of incentives? : b) Wage increased based
: on ability
: c) Pension plan.
: d) Profit sharing
: e) Co-partnership
22. What is your opinion :
: Good/Bad/Fair
regarding wage incentive :
23. Do you get following : a) Status
individual incentives : b) Promotion
: c) Job security
: d) Interesting & Pleasant
: job.
24. Do you get retirement : Yes/No
benefit? :

25. Do you get any other benefits? : a) Society loan
: b) Canteen facilities
: c) Library facilities
: d) Sports facilities
: e) Medical facilities
: f) Education facilities
: g) Fair price shop
: h) Housing society
: i) Others
26. What is mode of conveyance? : a) Walking
: b) Bicycle
: c) Bus
: d) Railway
: e) Other
27. State the distance between your residential place and factory premises? : Km.
:
28. Is there shift system in your factory? : Yes/No
:
1) If yes, in which shift do you work? : 1st/2nd/3rd/General
:
2) Is it convenient to you? : Yes/No
3) Which shift do you prefer among the shifts. :
:
29. What is your opinion regarding working hours in the factory? :
:
: Good/Bad
30. Do you have your union? : Yes/No
:
1) If yes, state the name of your union? :
:
2) Are you a member of such union? : Yes/No
3) Is it registered or not? : Yes/No
4) Does the union help you in solving your problem? :
:

31. Have you been provided : Yes/No
with quarters by the :
factory? :
- If yes, what is the amount:
deducted from your salary:
towards the higher charges:
of the accomodation :
provided to you by the :
factory?(% or Rs. basis :
:
32. Are you facilities : Factory/School/Govt.school/
provided for your children? Private school.
33. Are you supplied any : Yes/No.
uniform? :
34. Are you given a fair : Yes/No
treatment and guidance :
from your supervisor? :
35. How far you are satisfied : Satisfied/Dissatisfied
with officials in :
personnel department of :
a factory? :
36. What is your opinion :
regarding personnel : a) Satisfied
department of a factory : b) Dissatisfied.
: c) Neither satisfied/
Nor dissatisfied.

Place:

Date:

Signature of employee.

...oOo...

MYSORE PAPER MILLS LTD. BHADRAVATIQUESTIONNAIRE FOR MANAGEMENT

1. Name of the organisation :
2. Name of the personnel
Manager qualification. :
3. Nature of production. :
4. Total strength of labour :
5. Minimum Wages Act :-
 - 1) Is the minimum wages Act 1948 applicable to your factory? : Yes/No
 - 2) What is the minimum rate of wage per month? :
 - 3) What are the criteria for fixing the minimum wage rate? :
 - a) Nature of work/job
 - b) Period of service
 - c) Region
 - 4) Do you agree the causes of making wage differential? : Yes/No
6. The payment of wages Act :-
 - 1) Is the payment of wages Act 1936 applicable to your organisation? : Yes/No
 - 2) Are you made any deductions from the total wages payable to workers? : Yes/No

- 3) If yes, what are those deductions? :
- : a) Fine
 - : b) Absent from duty
 - : c) House accommodation
 - : d) Payment of Insurance premium
 - : e) Contribution to provident Fund
 - : f) Payment of advance
 - : g) If any.
7. Do you impart the practical Training facilities to the new recruited employees? :
- Yes/No
- 1) If yes, please explain the different types of trainings.
- 2) If not why training facilities are not introduced? :
- : a) Training not necessary
 - : b) Training is expensive
 - : c) It is time consuming
 - : d) It affects Normal working hours.
8. What are basis of promotion? :
- : 1) Seniority
 - : 2) Competance
 - : 3) Both
 - : 4) None of these.
9. What are the methods of wage payment? :
- : a) Time wage system
 - : b) Piece wage system
10. Are you taking into consideration the following points in determination of wage structure? :
- : a) Job analysis
 - : b) Job description
 - : c) Job Evaluation
 - : d) Wage Legislation
 - : e) Wage survey
 - : f) Rules of Administration.

11. Do you provide any special :
incentive to those who work
in the late night shift. : Yes / No

If no Don't you feel that
the work of the workers in
late night shift suffers
interms of quality and
efficiency in the absence
of such incentives.

12. Does your organisation
provide the compensation
to workers? : Yes/No

Compensation for- : a) Life b) A ccident
c) Health d) Insure

13. From the following which : 1) Organisations ability
criteria are applicabile to pay
to wage fixation? : 2) Prevailing market rate
3) Supply and Demand of Labour
4) Living wage
5) Job requirement
6) Tradè union bargaining power.
7) Psychological & social
factor.

14. Incentives:-

1) Do you pay incentive to : Yes/No
workers?

If yes, what are the types : a)
of incentives? : b)
c)

2) State the factors :
influencing the
incentives? :

3) State the procedure adopted
for payment of incentives
to workers?

- 4) Does incentive affect
on the efficiency of workers? : Yes/No
- 5) Does incentive are linked
with productive of a labour? : Yes/No
15. Express your opinion regarding
labour union.
- 1) It is instigated by political leader
- 2) It is not instigated by political leader
- 3) It's demands are genuine
- 4) It's demands are not genuine
16. Are you going to give any financial
incentives to the workers who are attending
the factory regularly? : Yes/No

Place:

Date:

Signature of Management.

...oOo...