
CHAPTER - III

RESEARCH DESIGN AND METHODOLOGY

3.1 INTRODUCTION :

The term of labour :

The term 'Labour' in economics is used in a very wide sense "Labour may be defined, as an Exertion of mind or body undergone partly or wholly, with a view to some good other than pleasure derived directly from the work" *by Prof. Marshall.*

Labour problem arises from individual and group conflicts, friction and competition, in the process of adaptation to the working and living environment. Such problems arise under each system of economy and administration.

The term of Labour welfare :

The term "Welfare" suggests many ideas, meaning connotations such as the state of well being, health, happiness, prosperity and the development of human resources. The concept of welfare can be approached from various angles. Welfare has been described as a total concept. It is a desirable state of existence involving the physical, mental, moral and emotional well being. All these four elements together constitute the structure of welfare on which its totality is based.

Welfare is called a relative concept for it is related to time and space, which changes with an impact on the system of welfare, too. The social concept of welfare implies the welfare of man, his family and his community.

Labour welfare is one of the major aspects of National Programme towards bettering the lot of labour and creating a life and work environment of decent comfort for this class of population. In several ways, labour welfare has been defined measures and activities under taken by Government employers and workers associations for the promotion of their economic and social well being are known as “welfare work”. Workers welfare should be understood as meaning such services, facilities and amenities established in the undertakings to enable the employed persons to discharge their duties in healthy and congenial surroundings.

3.2 IMPORTANCE :

Standard efficiency of the labour depends upon the physical and mental conditions of the workers. Salary is the major source of their income but it is not enough to raise to their standard and to maintain physical and mental soundness. Hence, there is need to provide some facilities to the workers. These facilities can increase welfare of the workers, Communities, so that they can perform their duty in better manner.

During post War period all developed and developing countries had provided various facilities to the workers. These facilities are very necessary to the workers of the

developing country like India. After independence especially in planning period, public, private and co-operative enterprises had insisted on increasing welfare of employees. Hutatma Kisan Ahir Sahakari Sakhar Karkhana Ltd., Walwa, has also provided various facilities to its worker. It is the study of the labour welfare in the same factory. In this research work, I propose to provide a critical evaluation of a labour welfare activities in this factory. For the purpose of clearce and meaningful touch with the various aspects of the research work. I have cited some cases of other factories.

3.3 OBJECTIVES OF THE STUDY :

The objectives of the present study of labour welfare activities in 'Hutatma Kisan Ahir Sahakari Sakhar Karkhana Ltd.,

The Study is based on the following objectives.

- 1] To study theory and philosophy of labour welfare activities.
- 2] To know theoretically the different welfare facilities available in the factory.
- 3] To understand the present welfare facilities available in the Hutatma Kisan Ahir Sahakari Sakhar Karkhana Ltd., Walwa.
- 4] To assess critically welfare activities of the same factory.
- 5] To find out deficiency, if any in the Welfare Activities of the same factory.

3.4 METHODOLOGY ADOPTED :

1. Selection of the Topic :-

Labour is one of the important factors of production by which all other factors are operated efficiently. The workers must be inspired and motivated towards work. For this purpose factory should provide welfare facilities to workers for their well being improvement and development.

2. Selection of factory :-

It is one of the most well reputed and efficient factories in Maharashtra. The following things have enabled me to select this sugar factory for the research study.

Firstly, it has paid highest rate to sugarcane and had highest recovery of sugar in India nearly 12.58%.

Secondly, the sugar factory has recorded the highest technical efficiency. For this, Vasantdada Sugar Institute, Pune and Maharashtra State Co-operative Sugar Institute, Mumbai have conferred the award of the highest technical efficiency on this sugar factory.

Last but not test, it was located near my village, it was convince to me to collect reliable data.

3. Data Required :-

The study required two types of data namely -

Primary Data - It is collected through the survey.

Secondary Data - It is collected from the different published and unpublished sources of information which included Annual Reports, Balance sheets, other Documents etc.

[A] Questionnaire :

As already said, the primary data was collected through survey method. Naturally questionnaire for the workers were supplied.

The Questionnaire is divided in two, parts :-

Part - I : Consists of information of workers regarding their identity such as name, age, education, income, type of job, status etc.

Part - II : Includes different questions which can provide information regarding the various labour welfare activities provided by the factory and workers reactions thereon.

[B] Sampling :

Due to the existing large number of workers the survey has been conducted by the way of sampling method. 9% workers out of the total workers, were selected by random sampling method. Generally workers representing all departments were included in the sample.

[C] Data Processing :

The data collected through the survey method is process by using simple statistical tools such as classification, Tabulation, percentage, Ratios and lastly analysis.

[D] Data Analysis :

The data process was analysed and interpreted for better understanding.

[E] The Scheme of Chapters :

The dissertation consists of five chapters. The Chapter scheme divided is as follows

Chapter - I : This chapter deals with the theory of the subject in 'Labour Welfare Activities'.

Chapter - II : The chapter gives a profile of 'Hutatma Kisan Ahir Sahakari Sakhar Karkhana Ltd., It throws light on the history, growth and organisation structure of the sugar factory.

Chapter - III : The chapter deals with the introduction, objectives, importance of the study. It also deals with the methodology adopted and points on the limitations of the study.

Chapter - IV : This chapter Analysis of Labour Welfare Activities in 'Hutatma Kisan Ahir Sahakari Sakhar Karkhana Ltd.,

Chapter - V : This chapter deals with conclusion observations and suggestions.

3.5 LIMITATIONS :

This study has some limitations such as :

1. There are three shifts and the interviews were held in the two shifts excluding the night shifts.

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2. Workers thought that researcher is not student but a Reporter or Management representative and so they were not prepared to give such information. But when I cleared up my objectives and aims of the study, they provided necessary information.
 3. Instead of selecting all workers only 65 workers have been selected by me for the present research study. But I think that by taking into account the large number of workers, it was not possible and convenient to carry out of fulfill the objectives set for the present research work.

A Questionnaire on Labour Welfare Study in The Hutatma Kisan Ahir Sahakari

Sakhar Karkhana Ltd., Walwa.

A] PERSONAL INFORMATION :

1. Name of the worker :
2. Religion & Casts : Age :
3. Nature of work : Skilled/Semiskilled/Unskilled
4. Education : Uneducated/Primary education/Secondary education/ Technical Education /Other.
5. Married/Unmarried :
6. Employment : Temporary/Permanent
7. Name of the Division :
8. Experience :
9. Annual Income of the Worker:
10. Joint Family/nuclear family :
11. Family :

Number of Adults	Children	Total
Male :		
Female :		
12. Number of working men in the family :
13. Mother Tongue :
14. Residential place or Native place :
A- Where do you stay at present?
B- What is the distance of your native place from the sugar factory?
15. By which means of transport do you come to the sugar factory?
On foot/ Bicycle/ Motor cycle/ Car/ The sugar factory bus/ S.T.Bus.

B] HEALTH AND SANITATION :

1. Does the sugar factory provide you hospital facility? Yes/No
2. Do you and the dependents of your family take the benefit of medical facilities from the sugar factory? Yes/No
3. Are the first aid facilities made immediately available when some one gets burned or some one is caught in accident? Yes/No

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4. Do you enjoy these medical facilities free or cost? Yes/No
 5. Do you like the medical facilities provided by the sugar factory Yes/No
 6. What is your attitude towards the medical facilities provided by the sugar factory. Good/Bad/Unsatisfactory
 7. A] Do you get medical allowances? Yes/No
B] If yes - how much amount-
 8. Is there necessary sanitary facility available in the premises of the sugar factory [e.g. toilet, bath etc.] Yes/No
 9. How is the condition of the sanitary building? Clean/Unclean
 10. Do you have any suggestion regarding medical and sanitary facilities? Yes/No
 11. If you have - What are those suggestions
 - 1] There should be more cleanliness -
 - 2] The number of sanitary houses be increased -
 - 3] More facilities be made available -

C] ABOUT DRINKING WATER :

1. Is the drinking water facility made available ? Yes/No.
2. Are you happy with the existing drinking water facility? Yes/No.

D] RESTAURANT AND CARE OF CHILDREN :

1. Does the factory have canteen facility? Yes/No
2. Is cleanliness regularly maintained in the canteen is? Yes/No
3. Are good and qualitative menus provided by the canteen? Yes/No
4. Is the meal served in the canteen sufficient? Yes/No
5. Do you have any opinion about canteen? Yes/No

6. Is there any provision done by the sugar factory for children care houses? Yes/No

7. Do you have any suggestion regarding children care houses? Yes/No

E] HOUSING FACILITY :

1. Has the factory provided you house for accommodation? Yes/No

2. If provided - how? (on rent/free of cost/on co-operative basis)

3. How many rooms does the house exist of provided by the sugar factory?

4. How is the situation of electricity and water provided to you? Yes/No

5. Are you happy with the housing facilities provided to you by the sugar factory? Yes/No

6. Do you have any suggestions regarding housing facilities? Yes/No

F] CLOTHING FACILITIES :

1. Do you get clothes from the sugar factory? Yes/No

2. Do you get any washing allowance? Yes/No

G] EDUCATIONAL AND RECREATIONAL FACILITIES :

1. Do you enjoy the following benefits?

a] Are there welfare centers for children youths, Adults and woman? Yes/No

b] Is sports material provided to you by the sugar factory Yes/No

c] Are any music/entertainment programmes arranged by the factory Yes/No

d]	Does the sugar factory implement any adult education programme?	Yes/No
e]	i] Is school /play ground facility provided to your children?	Yes/No
	ii] Are there library and reading hall facilities?	Yes/No
f]	Do you take the benefit of library and reading hall facilities at your own leisure?	Yes/No
g]	If yes - how much time do you spend in the library?	
h]	How many books there are in the library an business and commerce?	
i]	Are there news papers, magazines, novel in the library?	
j]	Which festival are celebrated by the sugar factory Ganesh/Shiv Jayanti	
k]	Is there gymkhana? (Badminton /Holley ball)	Yes/No
2.	Are any family planning programmes implemented	Yes/No
3.	Is free of cost education to children and woman?	Yes/No
 H] <u>FINANCIAL ASSISTANCE :</u>		
1]	Do you get bonus?	
2]	If yes how much?	
3]	Is the bonus given by the sugar factory adequate?	
4]	Do you get any financial assistance after retirement?	
5]	Your Group Insurance, Provident fund is taken by the factory?	
6]	What is your opinion regarding the financial concession that are getting from the sugar factory?	

I] WORKING HOURS :

1. How many hours do you work in the factory?
2. Does the work in the factory go on by the shift system?
3. For which shift do you work?
4. Is the time allotted to you for rest during working hours adequate?
5. What is the time-span of rest?
6. Do you have any suggestions regarding it?

J] LEAVE FACILITIES :

1. Do you get pay leave?
2. If yes for how many days in a year?
3. What kind of leave do you get? Casual/ medical /other
4. How many times in a year do you take leave without pay?

K] FINANCIAL CONDITION :

1. Do you make any saving from the income of payment?
2. Where do you save money? Bank/P.F./Insurance/Non Banking field/ Co-operative credit society/ R.D.
3. Is any cutting done from your payment?
4. What type of deduction -
 - i] Deduction for remaining absent
 - ii] Fine
 - iii] Installment of Loan / Advance/ Other.

L] REGARDING LABOUR WELFARE :

1. Is there labour welfare section in the sugar factory?
2. Do you know anything about your social welfare officer?
3. Does the labour welfare officer keep contact with you?
4. Do you have any suggestions?

M] UNION OF THE WORKERS :

1. Do you have workers union?
2. If 'yes' how many unions are there?
3. Are you member of workers union?
If 'yes' which is your union?
4. Does your union do something to provide rights and facilities to you?
5. Do you think that there should be workers union?
6. If 'yes' why?
7. If 'No' why?

N] OTHER FACILITIES :

1. Which of the following facilities do you get?
 - a] Co-operative loan supply
 - b] Co-operative consumers stores
 - c] Commodities at a low / appropriate price
 - d] Sugar
 - e] Working Gas
 - f] Ration
 - g] Transport facilities
 - h] Others

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2. For what term do you take loan from the sugar factory -
Long/Medium/Short/Special loan.
 3. Are any other facilities provided by the factory?
[excluding 1&2]
 - 4] For what purpose do you take loan --
Son/ Daughter/ Education/ Marriage/ Hugiene facilities/ Home/ Others.
 - 5] What is your opinion about the factory? Good/Bad
 - 6] Co-operative Society
 - a] Does the factory have employees co-operative society? Yes/No
 - b] If 'yes' what benefits do you get?
 - c] What is your opinion about co-operative society Good/Bad
 - d] Are there any schemes of social security? P.F./Gratuity Yes/No

O] LABOUR COMPENSATION ACT :

1. Is Labour Compensation Act prevalent in your factory Yes/No
2. Is the 1923, Labour Compensatory Act applicable to your factory Yes/No
3. If it is applicable do you get the benefit?
4. As per this Act what benefits have you enjoyed right now?

