LIST OF TABLE

Table	No. Title	Page No
SECTI	ON - I FOR SHOP FLOOR WORKERS	
1.	Table showing the age group of the workers responded.	93
2.	Table showing the educational qualification of the workers responded.	94
з.	Table showing the category of workers responded.	95
4.	Table showing the length of service of responded workers	96
5.	Table showing the number of respondent workers known to the Manpower Planning procedure followed by the Mill.	97
6.	Table showing the opinion of respondent workers against the factors considered in Manpower Planning	98
7.	Table showing the opinion of workers regarding the benefits derived from Manpower Planning	99
8.	Table showing the opinion of respondent workers against the requirement set by the Company for certain categories of positions of workers.	100
9.	Table showing the respondent workers opinion regarding the Workers Participation in Manpower Planning.	101
10.	Table showing the respondent workers known about the Trade Union in existence	102
11.	Table showing the opinion of respondent workers about the recruitment sources followed by the Mill.	103

i٧

	(2)		
Table	No. Title	Page No.	
12.	Table showing the procedure how the respondent workers were recruited. (i.e. through which source)	104	
13.	Table showing the respondent workers having previous experience or knowledge of work.	105	
14.	Table regarding the respondent workers undergone selection test.	106	
15.	Table showing the opinion of respondent workers, regarding the present system of recruitment and selection.	107	
16.	Table regarding the respondent workers undergone training before job placement.	108	
17.	Table regarding the opinion for making improvement in placement programme.	109	
18.	Table showing the opinion of respondent workers against transfer procedure effected in the Mill.	110	
19.	Table showing the opinion against the consent taken at the time of transfer.	111	
20.	Table showing their opinion desiring to have internal transfer.	112	
21.	Table showing the opinion of respondent worker about transfer procedure.	113	
22.	Table showing the respondent workers knowing about the promotion system of the Mill.	114	
23.	Table showing the response of respondent workers regarding how skill for promotion is judged.	115-1	

Table	No. Title	Page No.
24.	Table showing the opinion of respondent workers about promotion procedure.	117
25.	Table showing the opinion of respondent workers regarding benefits derived from Induction.	
SECTI	N - II : FOR MANAGERIAL & SUPERVISORY STAFF	<u>.</u>
1.	Table showing the age group and educational qualification of managerial and supervisory staff.	119
2.	Table showing the classification of managerial and supervisory staff according to age and length of service.	120
3.	Table showing their opinion regarding the factors considering manpower planning.	121
4.	Table showing their opinion regarding the features considered in Manpower Planning.	122
5.	Table showing their opinion against the benefits derived from Manpower Planning.	123
6.	Table showing the problems faced at the time of manpower planning.	124-125
7.	Table showing their opinion regarding the difficulties faced in getting proper candidates.	126
8.	Table showing the procedure of transfer.	127
9.	Table showing their opinion against the criteria used for promotion.	128
10.	Table showing their opinion against the tools used for judging the criteria of promotion.	129

(3)

ž

Table	No. Title	Page No.
11.	Table showing their opinion against fulfillment of vacancies arising on account of promotion.	130
12.	Table showing their opinion against induction process.	131
13.	Table showing their opinion regarding benefits derived from induction.	132
14.	Table showing their opinion regarding the difficulties faced in the Recruitment and Selection of workers.	133-134

.

CHAPTER - I

1.1 GENERAL BACKGROUND OF THE TEXTILE INDUSTRY INDIAN TEXTILE INDUSTRY :

India has been the home of cotton for many centuries. But the textile industry of ancient India, for geographical and other reasons never organised itself into guilds as those in Europe. With the advent of Industrial Revolution and the British Rule in India, the artisan lost their importance with the inflow of mass produced textiles from abroad. The idea of starting factory for production of cotton cloth and yarn in India took shape during the first two decades of the nineteenth century. The first cotton mill India was established by a leading firm of English in traders in Calcutta towards the end of the second decade of the last century. The second cotton mill in Bengal came into existence in 1830. Then followed the other textile mills like Bombay Spinning and Weaving Mills, Alexander Weaving and Spinning Mills, Central India Spinning Mills, Morarji Mills and so on.

The Cotton Textile Industry is a very old Industry and has rendered 140 years of service to the nation. The Industry has recorded a tremendous growth in capacity and size during all these years. Statistics on the capacity of the industry show that as at the commencement of 1978, there

1