LABOUR COMMITMENT INTERVIEW SCHEDULE

I. PERSONAL DATA

1. Company

2. Respondent

3. Age

4. Designation

5. Department

6. Skill level

7. Seniority

8. Total monthly wages Rs.
   (inclusive of allowances but excluding overtime and bonus)

9. Which State in India do you belong to?

10. Marital status
    Married  Single  Widowed/Divorced

11. Sex
    Male  Female

12. No. of dependents

13. Your level of education

14. Religion

15. (For Hindus only) Which one of the following caste groups do you belong to?
   Brahmin  Kshatriya  Vaishya  Shudra

16. During the first 15 years of your life where did you live most of the time?
   (City, town or village)  (State)  (Rural or urban)

17. Father's education

18. Father's main occupation

II. BACKGROUND DATA

19. Before joining this company, did you work elsewhere?
   Yes  No

20. (If “yes” in Q. 19) What was your main occupation in the past?

21. (If “yes” in Q. 19) For how long did you work in that occupation?
   1-2 Yrs.  5-6 Yrs.  9-10 Yrs.
   3-4 Yrs.  7-8 Yrs.  Over 10 Yrs.
22. Have you ever worked in agriculture?  Yes  No
23. (If "yes" in Q. 22) In what capacity did you work in agriculture?
24. (If "yes" in Q. 22) For how long did you work in agriculture?
   1-2 Yrs.  5-6 Yrs.  9-10 Yrs.
   3-4 Yrs.  7-8 Yrs.  Over 10 Yrs.
25. Is there any one else in your family who is or was a factory worker?
   Yes  No
26. (If "yes" in Q. 25) Who?
27. Before joining the present company, did you see a newspaper advertisement for the
    post for which you were a candidate?
   Yes  No
28. Did you send in a written application for the post for which you were a candidate?
   Yes  No
29. Was your name registered with an Employment Exchange at the time when you were
    a candidate?
   Yes  No
30. (If "yes" in Q. 29) Was your name referred to the company by the Employment
    Exchange?
   Yes  No
31. Did any union help you in getting a job in this company?
   Yes  No
32. Before you got the job in this company, did you know anybody who already worked
    here?
   Yes  No
33. (If "yes" in Q. 32) How were you acquainted with him?
34. (If "yes" in Q. 32) Did he help you in getting the job?
   Yes  No
35. How important do you think is influence in getting a job in this company?
   Most important
   Fairly important
   Not much important
   Not at all important
III. THE COMPANY

Here are a few statements about your company. Let me know if you agree or disagree with each statement. If you agree say "yes," if you disagree say "no," and if you are uncertain say "can't say."

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<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Can't say</th>
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</thead>
<tbody>
<tr>
<td>36. This company looks after the workers' interests</td>
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<tr>
<td>37. When the company promises you something, you usually get it</td>
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<tr>
<td>38. The work here is monotonous, it does not use all my talents</td>
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<tr>
<td>39. A man can get ahead in this company if he tries</td>
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<td>40. The workers in this factory are generally unhappy</td>
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<td>41. In the long run, this company will put it over on you</td>
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<td>42. Company officers think only of themselves</td>
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<td>43. If the company could, they would give all the workers a wage increase</td>
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<td>44. The company shows favouritism in its promotion policy</td>
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<tr>
<td>45. The workers in this factory are friendly and pleasant to work with</td>
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<tr>
<td>46. This company exploits the workers every chance it gets</td>
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<tr>
<td>47. This company is good; however, it should pay a fair wage</td>
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</table>

IV. THE JOB

Here are some statements about your job. Please describe how you feel about your present job, by indicating whether you strongly agree, agree, disagree, strongly disagree or are undecided for each statement. There are no right and wrong answers. We would like your frank opinion on each of the statements:

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Uncertain</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>48. My job is like a hobby to me</td>
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<tr>
<td>49. My job is usually interesting enough to keep me from getting bored</td>
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</tbody>
</table>
50. It seems that my friends are more interested in their jobs than I am

51. I consider my job rather unpleasant

52. I enjoy my work more than my leisure time

53. I am often bored with my job

54. I feel fairly well satisfied with my present job

55. Most of the time I have to force myself to go to work

56. I am satisfied with my job for the time being

57. I feel that my job is no more interesting than others I could get

58. I definitely dislike my work

59. I feel that I am happier in my work than most other people

60. Most days I am enthusiastic about my work

61. Each day of work seems like it will never end

62. I like my job better than the average worker does

63. My job is pretty uninteresting

64. I find real enjoyment in my work

65. I am disappointed that I ever took this job

66. The major satisfaction in my life comes from my work
67. The most important things that happen to me involve my work

68. I am really a perfectionist about my work

69. I live, eat, and breathe my job

70. I am very much involved personally in my work

71. Most things in life are more important than work

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Agree</th>
<th>Uncertain</th>
<th>Disagree</th>
<th>Strongly disagree</th>
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</table>

V. THE SITUS

72. With the same net income, which of the following types of work would you prefer?
(a) work in a city or work in a village
(b) clerical work or factory work

73. Suppose that the following three were jobs with the same annual income:
(A) An office worker
(B) A skilled factory worker
(C) A small independent farmer

Which of these three do you believe is an occupation that is:
(a) Most desirable?
(b) Most respectable?
(c) Necessary?
(d) Monotonous?
(e) Most satisfying?

74. If you could go back to the age of 15, and start life over again, would you choose an occupation other than factory worker?
   Yes No Don’t know

75. If you lost your job tomorrow, would you try to get another factory job?
   Yes No Don’t know

76. When you have accumulated enough money, would you like to quit the factory and go to live in a village?
   Yes No Don’t know
### VI. WORK TECHNOLOGY

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
<th>Don't know</th>
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<tbody>
<tr>
<td>77. Does your job make you work too fast most of the time or not?</td>
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<td>78. Does your work leave you too tired at the end of the day or not?</td>
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<td>79. Does your work involve doing different operations or things most of the time or not?</td>
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<td>80. Does your job enable you to use fully your capacities/abilities or not?</td>
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<tr>
<td>81. Does your work really give you a chance to try out your own ideas or not?</td>
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<td>82. Does your job involve much responsibility or not?</td>
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<td>83. Does your work require much mental concentration or not?</td>
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<td>84. Do you often face challenging situations in your work or not?</td>
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<td>85. Does the amount of work often interfere with the quality of your performance or not?</td>
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<tr>
<td>86. Irrespective of what others say, do you think that your job is essential to the success of the company or not?</td>
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<tr>
<td>87. If so desired by you, can you change your work methods or not?</td>
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<tr>
<td>88. Can you leave your work for half an hour without a reliever and then catch upon it later or not?</td>
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</table>
VII. THE UNION

89. Would you tell me how interested you are in unions in general?
   . . Very much
   . . Average
   . . A little
   . . Not at all

90. Everyone has his own opinion about unions in general; some are favourable and others are unfavourable. Would you tell me which is your position?
   Favourable
   Unfavourable
   Indifferent

91. And, wanting to give an overall judgement on unions in general, would you consider them:
   . . Necessary
   . . Unnecessary
   . . Neither one or the other

92. Are you a member of a union?
   . . . . Yes
   . . . . No

93. (If union member) Which is your union?

94. (If union member) How often are your factory union’s meetings held?
   . . Monthly
   . . Quarterly
   Half-yearly
   Yearly

95. (If union member) How often do you attend your factory union’s meetings?
   . . Almost every meeting
   . . More than half the time
   About half the time
   Once in a while
   Never
96. (If attends meetings) Do you get up to speak at these meetings?
    Never
    Rarely
    About half the time
    Almost every meeting

97. (If union member) Have you ever been a representative or an office-bearer of a union?
    Yes No

98. (If union member) Are you now a representative or an office-bearer of your union?
    Yes No

99. (If union member) Did you vote in the last elections of the union?
    Yes No

VIII. OCCUPATIONAL ASPIRATIONS

100. What is the highest job that you think you can get in this company?

101. How long do you think it would take you to get this job?

102. How much money do you think the highest job will pay when you finally get it?
    Rs. per month.