APPENDIX II

INTERVIEW SCHEDULE FOR EMPLOYEES OF HOSIERY UNITS

1. Personal Data :
1.1. Name :
1.2. Age :
1.3. Community : FC/BC/MBC/SC/ST
1.4. Educational Qualification :
   1.4.1. Illiterate
   1.4.2. Elementary
   1.4.3. High school/higher secondary
   1.4.4. College
1.5. No. of members in the family :
   1.5.1. Children :
   1.5.2. Adults :
1.6. Your monthly income : Rs.
1.7. Total family income : Rs.
1.8. Residence :
   1.8.1. Own house
   1.8.2. Rented house
   1.8.3. Company quarters
1.9. Total years of experience in the job :
   Years    Months
1.10. Total years of experience in the present company :
      Years    Months
1.11. Distance between the residence and the company ..Kms
Specify
1.12. Marital status : Married/Unmarried
1.13. Nature of job : Staff..... Worker.............
1.14. If worker, what is the nature of work?
Skilled/semi-skilled/unskilled
1.15. Total number of family members working in hosiery unit :
Numbers .............

. Position of the present job :

2.1. Your present job Temporary/permanent
2.2. Are you happy in your present job? : Yes/No
2.3. If no, state the reasons :
2.4. Are you able to use your ability in your present position? Yes/No
2.5. If no, specify the reasons :
2.6. Do you have sufficient work load in your job?
Yes/No
2.7. Do you feel that you are given enough freedom in your job? : Yes/No
2.8. Do you have any idea to change your present job?
Yes/No/Not decided
2.9. If yes, give reasons :
2.10. How do you feel about your job?
   2.10.1. Highly satisfactory
   2.10.2. Satisfactory
   2.10.3. Dull
   2.10.4. Monotonous

2.11. Does the management recognise/reward your performance? Yes/No

2.12. What kind of reward is given?
   2.12.1. Monetary
   2.12.2. Career advancement
   2.12.3. Recognising the individual amidst the other employees

2.13. Are you satisfied with the system of reward? Yes/No

2.14. If no, specify the type of reward you expect:

2.15. Do you have any suggestions to improve the present system? Specify

2.16. Are you given adequate responsibility to handle your professional affairs? Yes/No

2.17. Are you satisfied with job security in the present company? Yes/No

2.18. Is there any avenues for promotion in your company?
2.19. Have you got any promotion so far?  
Yes/No

2.20. If yes, how many times? Specify

2.21. The promotion policy of the company is based on: Seniority/Merit

2.22. Are you satisfied with your company's promotion policy? Yes/No

2.23. If no, what is your suggestions to improve it?

2.24. What is your opinion on the transfer policy of your company? Good/O.K/Not good

2.25. Do you think that management uses transfer as a mode of punishment? Yes/No

2.26. If you were ever transferred by the management, please specify the reasons.

2.27. It helped you in your working life: Yes/No

2.28. It helped you in your social life: Yes/No

2.29. It helped you in your family/Domestic life: Yes/No

2.30. The company where you are working doing export business: Yes/No

2.31. How many employees are working? Specify

2.32. Type of organisation: Partnership/Company/Sole trading
3. Monetary benefits:

3.1. Scheme of wage payment followed in your company:
   3.1.1. Time rate
   3.1.2. Piece rate
   3.1.3. Consolidated salary

3.2. State your opinion on the payment of wage:
   3.2.1. Very high
   3.2.2. High
   3.2.3. Normal
   3.2.4. Low
   3.2.5. Very low

3.3. Mode of payment:
   3.3.1. Cash
   3.3.2. Cash and kind
   3.3.3. Cheque

Are you satisfied with this system? : Yes/No

3.4. Period of payment
   3.4.1. Once in a month
   3.4.2. Once in fortnight
   3.4.2. Once in a week
   3.4.4. Daily

3.5. Are you satisfied with period of payment? :
      Yes/No

3.6. If no, what are the limitations?

3.7. Are you getting over time work: Yes/No
3.8. If yes, how much wage is paid:
   3.8.1. Same the normal wage
   3.8.2. Double the normal wage
   3.8.3. On piece rate basis
   3.8.4. On time rate basis
3.9. Are you satisfied with payment of wages for overtime work? Yes/No
3.10. Did you get any incentive from your company? Yes/No
3.11. What basis the amount of incentive is calculated?
3.12. Are you satisfied with this system? Yes/No
3.13. Do you enjoy bonus benefits from your company? Yes/No
   If yes, how the amount of bonus is calculated?
   3.13.1. On the basis of annual wage
   3.13.2. Any other basis (Specify)
   3.13.3. Do not know
3.14. Are you satisfied with the bonus paid to you? Yes/No
3.15. Do you enjoy the annual leave with wage benefits from your company? Yes/No
3.16. Are you satisfied with such facility? Yes/No
3.17. Did you get any other monetary benefits from your company? Yes/No
3.18. If yes, specify the benefits you received:

3.19. Are you satisfied with the above benefits? Yes/No

4. Non-Monetary benefits

(A) Working conditions:

4.1. Your feeling about the working conditions in the present job: Satisfied/Not satisfied

4.2. With regard to your working hours, are you satisfied? Yes/No

4.3. If not, give reasons:

4.4. Shift system followed by the company is:
- Very convenient
- Convenient
- Inconvenient

4.5. Do you have the following facilities in your unit?

4.5.1. Cleanliness: Yes/No
   Are you satisfied with such facilities? Yes/No

4.5.2. Ventilation and Temperature: Yes/No
   Are you satisfied with such facilities? Yes/No

4.5.3. Free from dust and fume: Yes/No
   Are you satisfied? Yes/No

4.5.4. Overcrowding: Yes/No

4.5.5. Spittoons: Yes/No
   Are you satisfied? Yes/No

4.5.6. Fencing of machinery: Yes/No
   Are you satisfied? Yes/No
4.5.7. Fire-fighting equipment : Yes/No
Are you satisfied? Yes/No
4.5.8. Good building : Yes/No
Are you satisfied? Yes/No
4.5.9. Washing facilities : Yes/No
Are you satisfied? Yes/No
4.5.10. First-aid appliances : Yes/No
Are you satisfied? Yes/No
4.5.11. Creche facility : Yes/No
Are you satisfied? Yes/No
4.5.12. Welfare officers : Yes/No
Are you satisfied with their services? Yes/No
4.5.13. Weekly holidays : Yes/No
Are you satisfied? Yes/No
4.5.14. Lighting facilities : Yes/No
Are you satisfied? Yes/No
4.5.15. Drinking water : Yes/No
Are you satisfied? Yes/No
4.5.16. Ventilation : Adequate/inadequate
4.5.17. Toilet facilities : Adequate/inadequate
4.5.18. Rest intervals : Adequate/inadequate
4.5.19. Holidays : Adequate/inadequate
(B) Educational facilities
4.6. Do you get any financial assistance for your children education from your company? Yes/No
4.7. If yes, how much amount is given for that: Rs.
4.8. Are you satisfied with the amount provided by the company: Yes/No
4.9. If no, how much is your expectations: Specify

(C) Transport facilities
4.10. Are you provided with any transport facility? Yes/No
4.11. If yes, what is the mode of transport?
   4.11.1. Bus
   4.11.2. Vehicle
   4.11.3. Any others
4.12. Are you satisfied with such facilities? Yes/No

(D) Canteen facilities
4.13. In your company, do you have canteen facilities? Yes/No
     If yes, do you use the canteen? Regularly/Occasionally/No
4.14. What are your suggestions to improve the canteen facilities?

(E) Medical facilities
4.15. Do you get any medical facilities from your company? Yes/No
4.16. Are you satisfied with this? Yes/No
4.17. If no, suggest suitable remedies:
4.18. If you are a female employee, do you get any maternity benefits from your company? Yes/No
4.19. Do you get any sick leave benefits from your company? Yes/No

(F) Safety Measures
4.20. Are you satisfied with safety measures provided in your company? Yes/No
4.21. Does the company provide any accident benefits to employees? Yes/No
4.22. Are you satisfied with the amount of compensation provided to employees? Yes/No
4.23. State your opinion on the time taken by the company for the settlement of amount compensation:
   4.23.1. Very quick
   4.23.2. Quick
   4.23.3. Normal
   4.23.4. Delay
(G) Rest Room
4.24. Are you provided with rest room facility? Yes/No
4.25. If yes, are you satisfied with such facilities?
   4.25.1. Highly satisfied
   4.25.2. Satisfied
   4.25.3. Not satisfied

(H) Recreation facilities:
4.26. Do you get any recreation facility in your company? Yes/No
4.27. What type of recreation facilities provided in your company?
   4.27.1. Reading room
   4.27.2. Indoor games
   4.27.3. Sports
4.28. Are you satisfied with this facility? Yes/No
4.29. If no, offer your suggestion for improvement:
4.30. Is there any separate room for recreation? Yes/No

(I) Participation in management:
4.31. Do you participate in any way in the management of your company? Yes/No
4.32. Are you given sufficient authority for the responsibility held by you? Yes/No/No idea

(J) Flow of Communication:
4.33. Do you have opportunity to move with management and top officials easily? Yes/No
4.34. Is there any grievance redressal scheme?  Yes/No
4.35. Are you satisfied with such scheme?  Yes/No

5. Training facilities

5.1. Did you get adequate training?  Yes/No
Are you satisfied with such training?  Yes/No

5.2. If no, what are your suggestions to improve it?
Specify