APPENDIX – IV

QUESTIONNAIRE STUDY ON PRODUCTIVITY LINKED WAGES IN TEXTILE MILLS

1. NAME OF THE EMPLOYEE :

TICKET NUMBER :

DEPARTMENT :

AGE : _______ Years

CATEGORY :

TRADE UNION :

EXPERIENCE : _______ years

2. NUMBER OF FAMILY MEMBERS :

ELDERS :

YOUNGSTERS :

3. DETAILS OF FAMILY MEMBERS WORKING IN OTHER TEXTILE MILLS :

4. OPINION ABOUT THE PRESENT JOB :

1. NATURE OF JOB :

[ ] [ ] [ ] [ ] [ ]

Highly satisfied Satisfied Average Not satisfied Highly dissatisfied

2. WORK STUDY PROCEDURES ARE IN PRACTICE

If yes, is it acceptable :

[ ] Yes [ ] No

3. PRESENT WORK METHODS AND PROCEDURES ARE STANDARDISED AND FOLLOWED :

[ ] Yes [ ] No

4. JOB EVALUATIONS ARE CONDUCTED :

If yes, scientifically [ ] Based on time period [ ] Job based [ ]

Need based [ ] Other types [ ]

5. OPINION ABOUT WAGES :

[ ] High [ ] Sufficient [ ] Average [ ] Low [ ] Very low
6. **OPINION ABOUT THE WAGE SYSTEM**

   i. Time rate system : [ ]
   ii. Productivity linked wages : [ ]
   iii. Attendance, bonus, incentives : [ ]
   iv. profit linked bonus : [ ]
   v. productivity linked bonus : [ ]
   vi. subscribed food/canteen facilities : [ ]
   vii. other facilities : [ ]

**NOTE:**
From question no: 6 onwards give your opinion in points ranging From 1(as high) to 5(as low).

7. **MOTIVATION AND SATISFACTION IN PRESENT JOB**

   1. based on job category/status : [ ]
   2. based on performance : [ ]
   3. based on promotions : [ ]
   4. based on wages & allowances : [ ]
   5. based on facilities and benefits : [ ]
   6. based on welfare measures : [ ]
   7. based on work environment : [ ]
   8. based on workgroups : [ ]
   9. organisational rules and regulations : [ ]

8. **LEVEL OF AWARENESS**

   1. Mill productivity : [ ]
   2. Profit nature : [ ]
   3. Quality controls & standards : [ ]
   4. Work load : [ ]
   5. Settlements & awards : [ ]
   6. Organisational policies/procedures : [ ]
9. **OPINION ABOUT PRODUCTIVITY LINKED WAGES**

1. awareness and understanding  
2. uses and benefits  
3. factors responsible & their importance

   1. Production  
   2. wastages  
   3. team/dept. productivity  
   4. machine stoppage  
   5. modernisation/automation  
   6. other factors

10. **SUGGESTIONS**

   1. Implementation methods
   2. Organisational policies & procedures
   3. Individual ideas and opinions
   4. Role of organisation

      Role of workers
      Role of trade unions

   11. **Motivation & satisfaction levels**

      Collective bargaining practices
      Workers role in productivity
      Human resource development
      Training methods and development
      Individual involvement and co-operation

   12. **INDUSTRIAL RELATIONS**

      1. Mutual trust
      2. Communication policies and systems
      3. Disputes/Problems and settlement
      4. Workers participation
      5. Improved work culture