QUESTIONNAIRE

OLLSEED CULTIVATORS

PART I

1. Name of the cultivator :

2. Name of the village :

3. Total land under cultivation in the village :

4. Land under cultivation :

5. What is the size of your land holding? :
   i. How much of its is cultivable? :
   ii. How much of its is cultivated? :
   iii. How much of the cultivated land is used for oilseeds cultivation? :

6. Extent of land taken on lease if any
   i. Give the particulars of the lease :
   ii. Taken for oilseeds cultivation :
   iii. Taken for other crops :

7. How long have you been cultivating oilseeds? :

8. What is your main occupation? :
i. Cultivation
ii. Agricultural labour
iii. Artisan

9. Have you been cultivating oilseeds as a subsidiary crop?
10. What are the other crops cultivated/grown by you?

PART II

1. Soil Type
2. Whether the soil was analysed? : YES / NO
   If yes, by whom it was analysed?:
3. From where do you procure the oilseeds?:
4. From where do you secure the cross breed disease free layings?:
5. Are you getting Technical Assistance from the Dept.:
6. What variety of oilseeds have you been planting?:

7. Give the particulars of cropping pattern

<table>
<thead>
<tr>
<th>Year</th>
<th>Total land</th>
<th>Oil-seeds</th>
<th>Paddy</th>
<th>Jowar</th>
<th>Ground-nut</th>
<th>Others</th>
</tr>
</thead>
<tbody>
<tr>
<td>1987-88</td>
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<td>1988-89</td>
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<td>1990-91</td>
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<td>1991-92</td>
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<td>1992-93</td>
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<td>1993-94</td>
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<td>1996-97</td>
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<td>1997-98</td>
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<td>1998-99</td>
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</tbody>
</table>

PART III

1. From where do you get the appliances? :

2. What are the common diseases of oilseeds? :

3. Whether the independent water facility is available?
   i. If yes, source of water :

   ii. If No, what are the other sources :

4. Whether your entire family is involved in oilseed cultivation? :
5. Give details of the cost of oilseeds cultivation per acre

<table>
<thead>
<tr>
<th>Cost of cultivation</th>
<th>1st year</th>
<th>2nd year</th>
<th>3rd year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Digging of pits</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weeding and other cultural operations</td>
<td></td>
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<tr>
<td>Irrigation</td>
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<tr>
<td>Farmyard manure</td>
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<tr>
<td>Fertilisers and pesticides</td>
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<td></td>
<td></td>
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<tr>
<td>Labour</td>
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<td></td>
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<tr>
<td>Harvest</td>
<td></td>
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<td></td>
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<tr>
<td>Miscellaneous if any</td>
<td></td>
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</tbody>
</table>

PART IV FINANCE

1. From where do you secure funds for cultivation?
   - i. Commercial Banks :
   - ii. Moneylenders :
   - iii. Cooperative societies :
   - iv. Friends and Relatives :
   - v. Other sources :

2. Did you get any incentive or subsidy from the Government for undertaking oilseeds :

3. Did you have the crop insurance facility? :

4. What is your opinion about the existing infrastructure of oilseeds int he district? :
PART V MARKETING

1. Is there any buying market in your village: YES / NO

2. Do you prefer to sell your produce in the Government Market? : YES / NO

3. What advantages have you got by going to the Govt. markets?:

4. What is the mode of transport available to you?:

5. Furnish the following details:

<table>
<thead>
<tr>
<th>Year</th>
<th>Quantity marketed</th>
<th>Government markets</th>
<th>Local markets</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1987-88 to 1998-99</td>
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</tr>
</tbody>
</table>

6. What is the role of village Cooperative societies in marketing your produce?:

7. What are the problems involved in marketing your produce?:

8. How do you dispose of your by-products if any?:

9. What are your suggestions for the development of oilseeds industry in your area?:

QUESTIONNAIRE FOR
HUMAN RESOURCE MANAGEMENT OIL CRUSHING MILLS

I. PERSONAL DATA
1. Age : 20-25/25-30/30-35/35-40/40 & above
2. Education : Illiterate/Primary/Middle/
               SSC/+2/Technical/Hr.Education
3. Marital status : Single/Married
4. Occupation :
5. Department :
6. Period of service : Years
7. Caste : Forward/BC/SC

II. WORKING CONDITIONS

1. I am satisfied with the total hours of work
   1 2 3 4 5

2. I am satisfied with the rest pauses timings

3. In my working area light and ventilation are adequate

4. I am satisfied with the maintenance of temperature within the work spot :

5. The space provided in the working area is convenient to work :

6. Management takes all efforts to reduce the noise of the machines in the work place :
7. Management does everything possible to prevent accident in our work:

8. My job is tedious and repetitive:

9. The existing working conditions lead to occupational diseases:

10. The work load allotted to me is within my capacity:

11. Pull & Push are more important in our company than competence and efficiency in work:

12. In our company those who work less are happy:

13. Management is doing its best to give us good working conditions:

III. WAGES

1. I am satisfied with the method of calculating the wages:

2. I am satisfied with the method of payment of wages:

3. My wages is enough to live a comfortable life:

4. Management gives fair wages on the basis of skill and effort:

5. The wages in this company is lower than other similar company:
6. Management gives proper incentive for the outstanding performances

7. Management provides adequate leave wages

8. I am satisfied with the overtime wages

9. I am satisfied with the Bonus Payment

IV. MANAGEMENT

1. I feel I have job security

2. Management provides adequate Training to all the workers

3. Management gives me ample chance for promotion

4. Management is interested in acquainting us with the policies and future plans of the company

5. Management is very firm in taking disciplinary action

6. Management always expected the workers to work more

7. In this organisation different instructions are given by different officers on the same matter

8. Management has established a works committee

9. Management is ready to listen to our suggestions on some specific issues
10. Recruitment policy of the management is good.

11. Management with the cooperation of the Trade union Leaders oppresses the workers.

12. In our company, the relationship between management and workers is cordial.


IV. WELFARE FACILITIES

1. When compared with other companies the employees benefits are good.

2. In the opinion of the management we the workers are a more invaluable asset than other tangible assets.

3. Management creates an awareness among the workers about the benefits of Group Insurance.

4. Management takes all steps to provide financial assistance for the education of our children.

5. In our factory the canteen facility is better than other companies.

6. Management has established separate first aid room and accident help room.

7. Management takes steps to improve the education level of the workers.
VI. SUPERIOR-EMPLOYEE RELATIONSHIP

1. Here most of the superiors are friendly towards the employees:

2. I am satisfied that I am properly heard by my superior:

3. My superior expects too much work from me:

4. My superior is eager to redress my grievances:

5. My colleagues are cooperating with me:

6. Everybody in the company tries to boss:

7. Superior will do justice in all grievances:

8. Here favouritism plays a vital part rather than good work:

9. In this company penalty improves morale:

VII. IDENTIFICATION WITH THE ORGANISATION

1. My present job gives me a sense of satisfaction:

2. I have committed a mistake in joining in this organisation:

3. Employment in this institution gives me a good sense of belonging:

4. I forecast a good future to my organisation:
5. I feel, I have a good future in this organisation:

6. There is too much pressure is on my job:

7. A large number of workers would leave this company, if they get a job in elsewhere:

8. Groupism is prevalent in our company and it is important to be in the right group. Otherwise you are doomed:

9. A friendly atmosphere prevails among the workers in the organisation: