# Chapter 2

**Objectives and Scope of Study**

<table>
<thead>
<tr>
<th>Section</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1</td>
<td><strong>Introduction.</strong></td>
</tr>
<tr>
<td>2.2</td>
<td><strong>Hypothesis</strong></td>
</tr>
<tr>
<td>2.3</td>
<td><strong>Methodology</strong></td>
</tr>
<tr>
<td>2.4</td>
<td><strong>Selection of Companies from Pimpri-Chinchwad and Khopoli Industrial Area</strong></td>
</tr>
<tr>
<td>2.5</td>
<td><strong>Selection of Employees for VRS</strong></td>
</tr>
<tr>
<td>2.6</td>
<td><strong>Period of Study</strong></td>
</tr>
<tr>
<td>2.7</td>
<td><strong>Area Under Study</strong></td>
</tr>
<tr>
<td>2.8</td>
<td><strong>Limitations of the Study</strong></td>
</tr>
<tr>
<td>2.9</td>
<td><strong>Research Plan</strong></td>
</tr>
</tbody>
</table>
CHAPTER 2
OBJECTIVES AND SCOPE OF STUDY

2.1 INTRODUCTION :-

Main objectives of research is to take the review of effect of globalization on employment opportunities in private industries in Pimpri Chinchwad and Khopoli industrial area and to assess the effect of Voluntary Retirement Scheme and Contract Labour System implemented in these industries, and the effect on the individual and social life, of the employees, who have opted for VRS and the service condition of the contract labours. On the basis of in depth study, I shall try to suggest the remedies to improve the effectiveness and efficiency of the private sector industries.

The statistical data collected from primary sources and secondary sources may be useful to suggest concrete remedies to solves the problems of private industries, and the problems of employee in the post VRS period, as well as the contract labours appointed in the private industries.

Objectives of Study :-

The main objectives of the study are as follows:-

1) To make review of efficiency, no work culture and huge accumulated losses of public sector undertakings.

2) To study the provisions of company law in respect of employment opportunities.

3) To assess the effect of government policies on employment opportunities in private sector.

4) To study the competitiveness and need of automation in Indian industries in order to face the cutthroat competition.

5) To study the need of foreign collaborations and automation in the context of Liberalization, Privatization and Globalization.

6) To take review of labour laws at National and State level.
7) To study the scope of Contract Labour System and VRS scheme and its social effects.
8) To take review of effects of globalization on employment opportunities and the need of excellence in industrial sector.

2.2 HYPOTHESIS:-
Public sector undertakings are suffering huge losses, due to inefficiency, no work culture, and huge accumulated losses.

Globalization process and GATT agreement directly affected the Indian industries. Foreign collaborations and Industrial automation has reduced the need of manpower. Therefore retrenchment, lay off, business closure and cut throat competition needs excellence, in industrial production and services. reduction in employment opportunities and VRS scheme has affected the individual and social life of the workers.

Therefore the employment opportunities will be limited in future and there is no option to the self employment and contract labour system in private industries.

2.3 METHODOLOGY:-
For the collection of information from the companies in Pimpri-Chinchwad area and for VRS, personal interview technique have been used. For the purpose of interviews, two types of questionnaires were set.

i) Questionnaire for companies
   A) For VRS scheme.
   B) For Contract Labour System.

ii) Questionnaire for employees who have opted for VRS.
    I personally discussed with HRD managers, Finance manager, Accounts managers, and cost accountants of the companies and workers who have taken the VRS.

    The study also relied upon -

    i) Published and unpublished data.
    ii) Use of librarry method.
2.4 SELECTION OF THE COMPANIES FROM PIMPRI-CHINCHWAD AND KHOPOLI INDUSTRIAL AREA:

For the study researcher has selected 17 companies of Pimpri-Chinchwad area and 3 companies of Khopoli area where the VRS scheme and Contract Labour System is actually implemented.

2.5 SELECTION OF EMPLOYEES FOR VRS:

For the purpose of the study researcher interviewed 80 workers from Pimpri-Chinchwad and 20 workers from Khopoli area. The random sampling method was adopted while selecting the workers from Pimpri Chinchwad area & Khopoli area.

Oral discussions with experts in the concerned field and actual experiences of workers, their friends, relatives in post VRS period has been incorporated in this thesis.

The secondary data was collected from published documents, bulletins and relevant books, magazines, newspapers and journals from various libraries such as Vaikunth Mehta, National Institute of Co-operative management, Pune, Maratha Chamber of Commerce, Pune, Jaikar liabrary, University of Pune, K.M.C. college Khopoli, and Gokhale Institute of Politics and Economics, Pune.

2.6 PERIOD OF STUDY:

Period of present study, extends over 14 years i.e. from 1991-1992 to 2004-2005. The working of the private companies in Khopoli and Pimpri Chinchwad area has been considered.

2.7 AREA UNDER STUDY:

The private industries spread over entire Pimpri Chinchwad and Khopoli area. But for the purpose of this study the area is restricted only in those industries where VRS scheme is implemented and Contract Labours are appointed.

2.8 LIMITATIONS OF THE STUDY:

The study is related only to Pimpri-Chinchwad and Khopoli area and
Map 1: Selected Pimpri-Chinchwad and Khopoli area for the study
Map 2: Companies selected from Pimpri-Chinchwad area for the study

COMPANIES SELECTED

1. Atlas Copco (I) Ltd.
2. Beck India Ltd.
3. Century Enka Ltd.
4. Dhanesh Auto (P) Ltd
5. Devgi Warner (P) Ltd
6. Greves Cotton Ltd.
7. H.A. Ltd.
8. KSB Pumps Ltd.
10. Mather & Platt Ltd.
11. Phillips India Ltd.
12. Premier Padmini Ltd.
13. Sandvik Asia Ltd.
14. SKF India Ltd.
15. TAL Mfg. Solu. Ltd.
16. Thyssen Krupp Ltd.
17. Thermax Ltd.
Map 3: Companies selected from Khopoli area for the study
particularly those private industries, where VRS scheme is implemented and Contract Labours are appointed, therefore generalization of findings would be limited mostly to this area.

The present study has the following limitations.

1) Findings depends on the ability of respondents.
2) Due to limited span of time the selection of sample has been done on random basis.
3) The focus of the study is limited only to the companies where VRS scheme is implemented and Contract Labour are appointed.
4) Though study relates to 20 industries the study is useful to draw some conclusions and make recommendations, appropriate policies for VRS scheme and Contract Labour and the related laws and their amendments can be made by the concerned authorities.
5) There are some workers from whom the data is collected but the companies where they were working their data could not be available.

2.9 RESEARCH PLAN :

The present study has been divided in to eight chapters.

1) The first chapter is Introduction where the employment opportunities in private sector, the effect of globalization the nature of Contract Labour System and VRS scheme, drawbacks of public sector, GATT agreement, Foreign collaborations Lay off, benefits of automation.

Also this chapter deals with definitions of different terms like retrenchment, CRS, business closure, liquidation, amalgamation, merger, take over, etc & the social impact of contract labour and VRS in India.

2) The second chapter deals with Objectives and Scope, hypothesis and also gives the sample design, the method followed for data collection the limitations and research plan of the study.

3) The third chapter deals with Industrial policies and Labour policies of
Central and State Governments in the Pre-globalisation period i.e. from 1951 to 1990.

4) The fourth chapter relates with government policies & Labour policies in the post globalization period i.e. in the period from 1991 – 2004.

   Also the Industrial laws like Company law, VRS scheme & Contract Labour Act after independence and other laws such as Industrial Disputes Act, Factories Act, Employees State Insurance Act, P.F.Act, Payment of Bonus Act. The Payment of Wages Act, Minimum Wages Act and Trade Unions Act.

5) The fifth chapter deals with the Contract Labour System, it’s meaning, origion at International level, at India level and at Maharashtra level, its benefits and drawbacks etc.

6) The sixth chapter deals with it’s definition, and scope of VRS at international level at India level, at Maharashtra level and VRS after 1991 upto 2004.

7) The seventh chapter deals with findings of the working and performance of the sample companies and the workers who have taken VRS in Pimpri- Chinchwad and Khopoli area.

8) The eighth chapter gives the major conclusions and recommendations.