### APPENDIX-III

**OPINION SURVEY**

**Opinion towards the Performance of Participate forum in RSP**

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Disagree</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Participative forums has prevented industrial conflict in the plant.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Participative management has helped for harmonious relations in the plant.</td>
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</tr>
<tr>
<td>3.</td>
<td>It has resolved disputes and has helped in increasing production simultaneously.</td>
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<td></td>
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<tr>
<td>4.</td>
<td>It is a method of complete sharing of information by the company with the employees.</td>
<td></td>
<td></td>
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<tr>
<td>5.</td>
<td>It has provided means for close involvement of the workers with the enterprise and the decisions have directly affected them.</td>
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</tbody>
</table>

**Opinion towards the nature of Collective bargaining**

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Disagree</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Collective bargaining is a means of contracting for the sale of labour.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>It is a method of framing rules for industrial grievance.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Intra-organisational bargaining takes place during the bargaining.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
4. Collective bargaining is the form of industrial jurisprudence.

5. Parties shifted their emphasis from conventional bargaining to creative bargaining.

6. Parties structure their attitude towards each other during negotiation.

Opinion towards the Efficiency of Collective Bargaining

1. Collective bargaining has contributed towards harmonious industrial relation in the plant.

2. It has promoted industrial democracy in the plant.

3. Collective bargaining is the effective methods for industrial conflict resolution.

4. A shift in emphasis should be made from adjudication to collective bargaining.

5. Policies of both the parties is favourable towards collective bargaining.


Opinion towards the efficiency of the Process of bargaining

1. Management and Union have permanent negotiating teams in the plant.
2. Parties hold preliminary discussions to sort-out the issues and finalise the agenda.

3. Bargaining sessions are planned and organised in the plant.

4. Parties use economic data and fact finding approach in negotiation.

5. Discussions take place in a cordial atmosphere.

6. Both parties adopt a wide range of strategies at the time of bargaining.

7. In case of deadlock in negotiations the parties seek the help of conciliation officer.

8. Agreements are implemented in true spirit in the plant.

Opinion towards the determinants of Collective bargaining.

1. The employer and trade union in the plant are equally balanced as regards their bargaining power.

2. The management and union do not indulge in unfair labour practices.

3. The attitude of the management and union are favourable towards collective bargaining.

4. The management and unions both follow “give and take” approach in bargaining.
5. Outside union leadership affects the growth of collective bargaining.


7. Freedom of association has hampers the growth of collective bargaining in the plant.

Period of Settlement promoted by Conciliation Officer, trade union leaders prefer settlement lasting for a period of?

<table>
<thead>
<tr>
<th>Total No. of</th>
<th>One year</th>
<th>Two years</th>
<th>Three years</th>
<th>Four years</th>
<th>More than four years</th>
</tr>
</thead>
</table>

Attitude of the Parties are more accommodating (positive) in case of Collective disputes - Do you agree?

Respondents

Management Personnel

Trade Unionist.

Attitude of the parties are less accommodating in case of individual disputes.

Respondents

1. Management personnel

2. Trade Unionist
"Availability of Compulsory Adjudication has affected the successful working of the Conciliation Machinery - Do you Agree?"

Respondents

1. Management personnel
   Yes  No

2. Trade Unionist.
   [Blank]  [Blank]

Conciliation has not been very successful Because, Respondents Response

1. It is of recommendatory in nature.
   [Blank]  [Blank]

2. It involves intervention of a third party.
   [Blank]  [Blank]

3. There are discriminating defences of disputes for adjudication.
   [Blank]  [Blank]

4. Conciliation Officers are not trained for the job, have lack of experience.
   [Blank]  [Blank]

5. Insincere approach of disputants.
   [Blank]  [Blank]

6. Availability of compulsory adjudication.
   [Blank]  [Blank]