22 How do the management deal with the problem of indebtedness of the workers?

23 Is there any specific Labour welfare activity provided by the Management for the contract Labour?

APENDIX-III
INTERVIEW SCHEDULE FOR WORKERS

Name
Personal No
Department
Section

1 PERSONAL CHARACTERISTICS
i) Your scale of pay

ii) Your Age Group

iii) Your educational qualifications

iv) Number of your dependants

v) Your background

vi) Nature of your job

vii) Are you a permanent resident of Odissa/Rourkela? [Yes/No]

viii) From which state do you come?

2 WORKING CONDITION

i) In which shift do you feel more comfortable? A/B/C/General/Office Shift

ii) Is the general cleanliness of your workplace satisfactory? Yes/No

iii) Is the ventilation and lighting arrangement at your workplace satisfactory? Yes/No

iv) Are you provided with required safety appliances? Yes/No
v) Did you ever face any accident?
   If Yes, was it due to
   a) Your own negligence
   b) Negligence of Management
   c) Lack of proper safety appliances
   d) Negligence of both

3 WELFARE MEASURES

i) Is the quality of goods served in the Canteen satisfactory
   comparison in with market conditions?
   Yes/No

ii) Are the drinking water facilities provided at your work
    place satisfactory?
    Yes/No

iii) Are you staying in company’s quarters?
    If yes, what is the amount of rent charged?
    Yes/No

   a) Amount paid as electric charges per month?
   b) Amount paid as electric charges per month?

iv) Do you visit regularly the Community Centres?
    Yes/No

v) Is entertainment programme organised in Community
   Centres satisfactory?
   Yes/No

vi) Do the welfare officers of your plant look after the
    welfare facilities very sincerely?
    Yes/No

vii) Is the housing facility provided by your organisation
     satisfactory?
     Yes/No

viii) Are the housing facilities in your organisation satisfactory
      in comparison to other Units located in that area?
      Yes/No

ix) Is compensation given for any injury arising out of or in
    the course of employment and for certain industrial
    diseases?
    Yes/No

4 WAGE AND OTHER BENEFITS

i) Your present salary

ii) Is your salary better in comparison to that of others
    in other units of that industry?
    Yes/No

iii) Do you feel that your salary is fair in comparison
     to your work-load?
     Yes/No

iv) Do you want to change your job for another one
    with more salary?
    Yes/No

v) Are the medical facilities in your Company Hospital
   satisfactory in comparison to those in Govt Hospital?
   Yes/No

vi) Are you in debt?
    Yes/No
    If yes, what is the amount of debt?
    _______________________

    From which source do you prefer borrowing?
    Friends/Banks/Co-operatives
    and reasons
    ______________________
5 FRINGE BENEFITS

i) The LTC facilities provided in your organisation are satisfactory
   Strongly/Agree/Undecided/
   Disagree/Strongly Disagree

ii) The LTC facilities provided by your organisation are better than of other Units of that industry
    Strongly/Agree/Undecided/
    Disagree/Strongly Disagree

iii) The LTC facilities provided by your organisation are better in comparison to other Units of that area
     Strongly/Agree/Undecided/
     Disagree/Strongly Disagree

iv) Whether your company is particular in raising the Wages/DA with the rise in prices
    Strongly/Agree/Undecided/
    Disagree/Strongly Disagree

II 1) The social security benefits provided by your organisation is satisfactory
    Strongly/Agree/Undecided/
    Disagree/Strongly Disagree

ii) The social security benefits provided by your organisation are better in comparison to other Units of that industry
    Strongly/Agree/Undecided/
    Disagree/Strongly Disagree

iii) The social security benefits provided by your organisation are better in comparison to other Units of that area
     Strongly/Agree/Undecided/
     Disagree/Strongly Disagree

iv) Whether the company provide the women workers the maternity benefits
    Yes/No

6 RELATIONSHIP WITH CO-WORKERS & SUPERVISOR/SHIFT IN-CHARGE

i) Your relationship with Co-workers is very cordial
   Strongly/Agree/Undecided/
   Disagree/Strongly Disagree

ii) Your relationship with the Supervision is very much cordial
    Strongly/Agree/Undecided/
    Disagree/Strongly Disagree

iii) Your Supervision is very much co-operative with you at the work place
    Strongly/Agree/Undecided/
    Disagree/Strongly Disagree

iv) The Supervision recognises and informs you when you do a good job
    Yes/No

v) The Supervisor counsels and helps in redressing your grievances
   Yes/No

vi) Your boss always seems to know what happens in your work place
    Yes/No

vii) You usually feel free to discuss about the improvements in your job with your boss
     Yes/No

viii) You meet your boss very often in connection with your work
      Yes/No

ix) Whether the company prevents arbitrary deductions from wages or imposes unreasonable fines
    Yes/No
7 UNION ACTIVITIES

1) Are you a Member of Trade Union? Yes/No
   If yes, to which Union do you belong?
2) Your purpose of joining the Union is
   (indicate your preference in order of importance)
   a) To get higher wages
   b) To get higher bonus
   c) To get more welfare facilities
   d) To achieve job security
   e) To safeguard against victimization
   f) To settle grievances
3) Your present salary is due to the sincere efforts of the union
4) Your present bonus is because of sincere efforts of the Union
5) The present welfare amenities are because of the sincer efforts of the Union
6) The Union is more prompt than Management in settling the grievances of workers
7) What are the benefits received by you as a member of this Trade Union?
8) Do you intend to change your membership to any other Union? Yes/No

8 NATURE OF JOB/JOB REDESIGN AND ENRICHMENT

a) You like your job very much? Yes/No
b) Given an opportunity, you would like to change the nature of job (with same salary) in the organisation? Yes/No
c) Given an opportunity, you would like to change the organisation (with same salary) in same grade? Yes/No
d) Your job is repetitive and lacks in variety of work. Yes/No
e) Your job is challenging and provides enough opportunity to use your skill and knowledge? Yes/No
f) The job lacks freedom and involvement in decision making? Yes/No
g) Your job provides very less learning opportunities? Yes/No
h) The workmen should get enough chance to participate in decision making? Yes/No
i) Your boss should ask your opinion before taking any decision making? Yes/No
j) Your job should have variety of work? Yes/No
k) You like your organisation very much? Yes/No
l) Promotion prospect in your organisation is fair? Yes/No
m) Management practices in respect of wages and welfare matters are fair? Agree/Disagree/Undecided
n) Management believes in providing full opportunities to develop one's personality
   Yes/No/OK

o) Public Sector undertakings have better images in the country than private sector undertakings
   Yes/No/Don't Know

p) The organisation provides enough opportunities to make full use of leisure time
   Yes/No

q) The organisation provides opportunity for enrichment of cultural life of its employees.
   Yes/No/Don't Know

r) The work load assigned to you provides enough leisure time to enrich/develop your creative impulse
   Agree/Disagree/Undecided

s) You would like to change your organisation if (indicate your preferences in order of importance)

   i) Salary is more
   ii) Promotion prospect is better
   iii) Job security is more
   iv) Opportunity to develop one's personality is more
   v) Supervisor and Subordinate relationship is better
   vi) Welfare facilities are more

9 Your comments (if any)

Date
Place

Signature of the Interviewee

Please tick or each point

Signature of the Investigator