Chapter VI

Factors Influencing Member Participation in Trade Union
FACTORS INFLUENCING MEMBER PARTICIPATION IN TRADE UNION

6.1 INTRODUCTION

Trade unions aim at economic, social, mental and moral advancement of the working class, it is imperative to examine as to how the workers view the unions and to explore the reasons for their state of involvement, active or passive, in union activities (Sanjay Modi, 1995). Glenn W. Miller (1955), in his study examined institutionalized and non-institutionalized means of member participation. Cohen (1994) empirically identified the similarities and differences among six forms of union participation. Debrah (1997) studied demographic factors and union participation. Jinadasa and Opatha (1999) empirically investigated the impact of personal factors, job factors and perceptual factors on union participation. Martin M. Perline and Lorenz V. R. (1970) studied individual participation variables, group participation variables and union structure variables. Gerard Griffin and John Benson (1987) devised three measures of participation. These studies were conducted in Textile Industries, Cement Industries, Leather Industries, Public sector undertakings like steel industry, Telecom Industry. In transport sector, that too, in Tamil Nadu such studies have not been undertaken. Identifying the factor influencing member participation will help the management prevent dissatisfaction between the members and the management. Hence an attempt has been made in this chapter, to measure members’ participation in trade unions and the factors associated with it.

6.2 LEVEL OF MEMBER PARTICIPATION IN TRADE UNION

Member participation in trade union has been measured by giving scores to the participation oriented questions. Fifteen participation oriented questions are included to study the members’ participation. Member participation in trade union activities is broadly divided into two categories namely (i) Extent of Participation and (ii) Regularity of Participation. Extent of participation includes activities like collecting funds for union, attending meetings conducted by union, taking part in strikes, attending election process, canvassing support for the union, contributing ideas in the union. Regularity of participation includes activities like visiting union office, discussion of matters with
union office bearers or members, reading of pamphlets, reading notice boards, holding union offices, payment of union dues, filing of grievances through unions.

The answers to the questions have been rated on five point scale. The scores allotted to each question ranges from one to five. Thus the maximum score a member can get is 75. The scores obtained by the members have been converted into an index called “Member Participation Index”. The participation index thus calculated ranges from 22.86 to 100.00 and the overall mean Member Participation Index amounts to 72.46. Of the 969 members, 553(57.07%) members are with Participation Index above this average and 416 (42.93%) members are with Participation Index below average. Based on The Participation Index, the members have been divided into three groups as members with low, medium and high levels of participation. In order to classify the members into three such groups, quartiles have been made use of. Accordingly those with Participation Index up to 52.89 are termed as members with ‘low participation’; those members with participation index ranging between 52.90 and 85.32 are termed as members with ‘medium participation’; and those members with participation index ranging above 85.33 are termed as members with ‘high participation’. Of the 969 members, 124 (12.8%) members are with low participation; 692 (71.4%) are with medium participation and the remaining 153 (15.8%) members are with high participation.

6.3 FACTORS INFLUENCING LEVEL OF MEMBER PARTICIPATION

Twenty nine member attributes have been selected to examine their association with member participation in trade union activities. Analysis of variance (ANOVA) has been used to find out whether the Mean Participation Index of various groups of members differed significantly. The calculated F value has been tested for its significance and the levels of confidence chosen are five and one per cent. Chi- Square test is employed to ascertain the association between members attributes and members participation and the level of confidence chosen are five and one per cent.

6.3.1 AGE AND MEMBER PARTICIPATION

Sheth (1969), in his study has identified that the young workers who are at the initial stages of their career may be cautious to avoid any threat to their jobs and hence modest in their involvement in union activities. At the opposite, workers who are very old
and who have put in long periods of service on the job may not feel concerned much with unionism in view of the duration already spent on the job and the approaching end of the career. Therefore age is an important variable to be studied as it affects the participation of a member. In order to examine the relationship between age and member participation in trade union, members are classified into three groups based on their age.

### TABLE 6.1

**AGE AND MEMBER PARTICIPATION INDEX**

<table>
<thead>
<tr>
<th>Age</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 35</td>
<td>197 (20.30%)</td>
<td>71.28</td>
<td>22.86-100.00</td>
<td>0.951</td>
</tr>
<tr>
<td>36 to 50</td>
<td>596 (61.50%)</td>
<td>72.51</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td>Above 50</td>
<td>176 (18.20%)</td>
<td>73.63</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005  
One per cent level : 4.627

There are 197 (20.30%) members in the age group ranging up to 35 years. Their average level of participation index is 71.28. Their participation level in trade union activities ranges between 22.86 and 100. Out of 197 members the participation index of 112 (56.85%) members is above average and the remaining 85 (43.14%) is below average. There are 596 (61.50%) members in the age group ranging between 36 and 50 and their participation index is 72.51. Their average level of participation in trade union activities ranges between 26.43 and 100. Out of 596 members the participation index of 334 (56.04%) members is above average and the remaining 262 (43.96%) is below average. There are 176 (18.20%) members belonging to the age group which ranges above 50 years and their average level of participation index is 73.63. It ranges between 22.86 and 100. Out of 176 members the participation index of 106 (60.22%) members is above average and the remaining 70 (39.78%) is below average.

As the calculated F value (0.951) is less than the table value at five per cent (3.005) level of significance, it is inferred that, there exists no significant differences in the mean participation index among the members who are classified on the basis of age.
From the Table 6.1, it is evident that, the average level of participation in trade union is higher with members who belong to the age group of above 50 years. It is inferred that, members above 50 years of age participate more in trade unions. To test whether there exists any association between age and level of participation the following null hypothesis is framed and tested.

$H_0$: Age has no association with the level of participation in trade union.

### TABLE 6.2

**AGE AND LEVEL OF PARTICIPATION**

<table>
<thead>
<tr>
<th>Age</th>
<th>Level of Participation</th>
<th>Total</th>
<th>$\chi^2$ Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low (13.70%)</td>
<td>Moderate (69.50%)</td>
<td>High (16.80%)</td>
</tr>
<tr>
<td>Up to 35</td>
<td>27</td>
<td>137</td>
<td>33</td>
</tr>
<tr>
<td>36 to 50</td>
<td>76 (12.80%)</td>
<td>423 (71.00%)</td>
<td>97 (16.30%)</td>
</tr>
<tr>
<td>Above 50</td>
<td>21 (11.90%)</td>
<td>132 (75.00%)</td>
<td>23 (13.10%)</td>
</tr>
<tr>
<td>Total</td>
<td>124 (13.70%)</td>
<td>692 (75.00%)</td>
<td>153 (13.10%)</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 One per cent level: 13.277

From the Table 6.2 it is clear that, Out of 197 members who are in the age group of up to 35 years, the level of participation of 27 (13.70%) members is low, 137 (69.50%) is moderate and 33 (16.80%) is high. Out of 596 members, the level of participation of 76 (12.80%) members is low, 423 (71.00%) is moderate and 97 (16.30%) is high. Out of 176 members whose age is above 50 years, the level of participation of 21 (11.90%) members is low, 132 (75.00%) is moderate and 23 (13.10%) is high.

As the calculated Chi-square value (1.691) is less than the table value (9.488) at five per cent level, the null hypothesis is accepted. Hence it could be inferred that there is no significant association between age and level of participation of members in trade unions. The result is supported with the results of Sheth, (1969), Nanda Kumar, (1994)
6.3.2 EDUCATIONAL QUALIFICATION AND MEMBER PARTICIPATION

The level of knowledge and the extent of participation in trade union normally depend on the level of education possessed by a member. The level of participation of a member who has completed primary education and the level of participation of a member who possesses a degree will not be the same. In order to find out the association between level of education and level of participation, the members have been classified into three groups.

TABLE 6.3

EDUCATIONAL QUALIFICATION AND MEMBER PARTICIPATION INDEX

<table>
<thead>
<tr>
<th>Educational Qualification</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to Primary Level</td>
<td>306</td>
<td>72.89</td>
<td>26.43-100.00</td>
<td>0.917</td>
</tr>
<tr>
<td>Higher Secondary Level</td>
<td>591</td>
<td>72.55</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Degree Level</td>
<td>72</td>
<td>69.99</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>969</td>
<td>72.46</td>
<td>22.86-100.00</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005
One per cent level :4.627

The first group consists of members whose level of education is up to the primary level. There are 306 (31.60%) members in this group. Their average participation index is 72.89. Their participation index in trade union activities ranges between 26.43 and 100. Out of 306 members in this group, the level of participation index of 184 (60.13%) members is above the average and the remaining 122 (39.86%) is below the average. In the second group, there are 591 (61.00%) members whose level of education is up to higher secondary level. Their average participation index is 72.55. The participation index ranges between 22.86 and 100. Of the 591 members, the participation index of 329 (55.66) members is above average and the remaining 262 (44.34%) is below average. The third group consists of those members who are degree holders. There are 72 (7.40%) members with degree and their participation index is 69.99. Their participation index
level ranges between 22.86 and 100. Of the 72 members, the participation index of 39 (54.16%) members is above the average and the participation index of the remaining 33 (45.84%) is below the average.

As the calculated F value (0.917) is less than the table value at five per cent (3.005) level of significance, it is inferred that, there exists no significant difference in the mean participation index of members who are classified based on their level of education.

It is evident from the Table 6.3 that the average participation index goes on decreasing with the increase in the level of age of members. This may be due to the fact that highly educated members are not facing issues that are faced by the members with low education. To ascertain whether is there any association between education and level of participation, the following null (Ho) hypothesis is framed and tested.

H₀: Level of education is not associated with level of participation in trade union.

**TABLE 6.4**

<table>
<thead>
<tr>
<th>Educational Qualification</th>
<th>Level of Participation</th>
<th>Total</th>
<th>χ² Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>Up to Primary</td>
<td>38</td>
<td>228</td>
<td>40</td>
</tr>
<tr>
<td></td>
<td>(12.40%)</td>
<td>(74.50%)</td>
<td>(13.10%)</td>
</tr>
<tr>
<td>H.Sc.,</td>
<td>69</td>
<td>419</td>
<td>103</td>
</tr>
<tr>
<td></td>
<td>(11.70%)</td>
<td>(70.90%)</td>
<td>(17.40%)</td>
</tr>
<tr>
<td>Degree</td>
<td>17</td>
<td>45</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>(23.60%)</td>
<td>(62.50%)</td>
<td>(13.90%)</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 One per cent level: 13.277

Table 6.4 explains the relationship between the level of education and the extent of participation level. There are 306 members in the first group, whose educational level ranges up to primary. The level of participation of 38 (12.40%) members is low, 228 (74.50%) is medium and the remaining 40 (13.10%) is high. There are 591 members with secondary level of education. The level of participation of 69 (11.70%) members is
low, 419 (70.90%) is medium and 103 (17.40%) is high. Out of 72 members who are degree holders, the level of participation of 17 (23.60%) members is low, 45 (62.50%) is medium and 10 (13.90%) members is high.

As the calculated Chi-square value (11.030) is greater than the table value (9.488) at five per cent level, the null hypothesis is rejected. Hence it could be inferred that, there exists significant association between education and level of participation of members in trade unions. The result coincides with the results of Bain & Elias (1985), Guest & Deme (1988) Nanda Kumar and Ravi Shankar (1994).

The members with high level of education should participate more in unions to strengthen the bargaining power. They should educate the members with primary education about the labour legislations. Their participation will enhance a cordial environment in union activities.

6.3.3 MARITAL STATUS AND MEMBER PARTICIPATION

It is a common belief that marriage imposes a heavy social and economic burden on a person. After marriage, with the increase in family size, the workers dependence on the job increases. Those who wish to make the job more pleasant and favourable, can do through his union. (Gani, 1992). Unmarried persons have less responsibility when compared to married persons. They can spend more time for union. With this view, the members have been classified into two categories namely married and unmarried, to find out whether there exist any differences in their level of participation.

**TABLE 6.5**

<table>
<thead>
<tr>
<th>Marital Status</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>930 (96.00%)</td>
<td>72.84</td>
<td>22.86-100.00</td>
<td>12.042**</td>
</tr>
<tr>
<td>Unmarried</td>
<td>39 (4.00%)</td>
<td>63.54</td>
<td>39.29-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.851 One per cent level : 6.661
Out of 969 members, 930 (96%) are married and their participation index is 72.84. It ranges between 22.86 and 100. The participation index of 539 (57.95%) members is above average and the remaining 391 (42.04%) is below average. In the unmarried category, there are 39 (4.00%) members and their participation index is 63.54. It ranges between 39.29 and 100. The participation index of 17 (43.58) members is above average and the remaining 22 (56.41%) members is below average.

As the calculated F value (12.042) is greater than the table value at one per cent (6.661) level of significance. It is inferred that, there exists significant difference in the mean participation index of married and unmarried members.

From the table 6.3, it is clear that the average participation level is high among the members who are married. In order to find whether the marital status of the members influence the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

H₀: Marital status is not associated with level of participation in Trade union

**TABLE 6.6**

<table>
<thead>
<tr>
<th>Marital Status</th>
<th>Level of Participation</th>
<th>Total</th>
<th>(\chi^2) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>Married</td>
<td>112 (12.00%)</td>
<td>675 (72.60%)</td>
<td>143 (15.40%)</td>
</tr>
<tr>
<td>Unmarried</td>
<td>12 (30.80%)</td>
<td>17 (43.60%)</td>
<td>10 (25.60%)</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 5.991 One per cent level: 9.210

Table 6.6 explains the association between marital status and member’s level of participation. There are 930 married members, the participation of 112 (12.00%) members is low, 675 (72.60%) is medium and 143 (15.40%) is high. Out of 39 unmarried members, the participation level of 12 (30.80%) members is low, 17 (43.60%) is medium and 10 (25.60%) is high.
The percentage of members with high level of participation is high in the case of unmarried members. The percentage of members who are with moderate level of participation is high (84.60%) in the case of married members. According to the result, Unmarried members tend to participate more in the unions. As the calculated Chi-square value (17.160) is greater than the table value (9.210) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that, there exists significant association between marital status and level of participation of members in trade union. The result of the study is supported with the results of Sharma, (1987) and Nanda Kumar, (1994).

6.3.4 AREA OF RESIDENCE AND MEMBER PARTICIPATION

The participation of members in union will differ according to the area of residence. Members residing in urban areas have better facilities like transport, communication, access to computers and internet. To find out where there exist any differences among the members in participation with regard to area of residence, the members are divided into two groups namely rural and urban. Their participation index is presented in the Table 6.7

<table>
<thead>
<tr>
<th>Area of Residence</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rural</td>
<td>618 (63.80%)</td>
<td>73.01</td>
<td>22.86-100.00</td>
<td>1.910</td>
</tr>
<tr>
<td>Urban</td>
<td>351 (36.20%)</td>
<td>71.49</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>969</td>
<td>72.46</td>
<td>22.86-100.00</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 3.851 One per cent level : 6.661

Out of 969 members, 618 (63.80%) are residing in rural areas. Their participation index is 73.01. It ranges between 22.86 and 100. Out of 618 members, the level of participation of 357 (57.76%) members is above average and 261 (42.24%) is below average. There are 351 (36.20%) members residing in urban areas, their participation index is 71.49. Their participation level in trade union activities ranges between 22.86 and 100.
The participation index of 193 (54.98%) members is above average and the remaining 158 (45.01%) members is below average.

As the calculated F value (1.910) is less than the table value at five per cent (3.851) level of significance, it is inferred that, there exists no significant difference in the mean participation index of rural and urban members.

From the Table 6.7, it is evident that, the average level of participation in trade union is high in the category of rural members. In order to find whether the area of residence of the members is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

H₀: Area of residence is not associated with level of participation in Trade union

**TABLE 6.8**

<table>
<thead>
<tr>
<th>AREA OF RESIDENCE AND LEVEL OF PARTICIPATION</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Area of Residence</strong></td>
</tr>
<tr>
<td>Rural</td>
</tr>
<tr>
<td>Urban</td>
</tr>
<tr>
<td><strong>Total</strong></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 5.991  One per cent level: 9.210

Table 6.8 explains the association between area of residence and level of participation. There are 618 rural members, out of which, the participation of 71 (11.50%) members is low, 458 (74.10%) is medium and 89 (14.40%) is high. Out of 351 urban members, the level of participation of 53 (15.10%) members is low, 234 (66.70%) is medium and 64 (18.20%) is high.

The percentage of members with up to the moderate level of participation is high in rural areas. The percentage of members with high level of participation is high in urban areas. As the calculated Chi square value (6.100) is greater than the table value (5.991) at
five per cent level, the null hypothesis is rejected. Hence it could be inferred that, there exists significant association between area of residence and level of participation of members in trade unions.

6.3.5 COMMUNITY BACKGROUND AND MEMBER PARTICIPATION

The members are classified into three categories based on the community background of members namely members belonging to the Forward Community, Backward Community and members belonging to Scheduled Castes and Scheduled Tribes who are grouped in the ‘others’ category. The Table 6.9 provides the details of the community background of the members.

**TABLE 6.9**

**COMMUNITY BACKGROUND AND MEMBER PARTICIPATION INDEX**

<table>
<thead>
<tr>
<th>Community Background</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forward</td>
<td>119 (12.30%)</td>
<td>73.67</td>
<td>22.86-100.00</td>
<td>1.792</td>
</tr>
<tr>
<td>Backward</td>
<td>753 (77.70%)</td>
<td>72.64</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Others</td>
<td>97 (10.00%)</td>
<td>69.63</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005 One per cent level : 4.627

Of the total 969 members, 119 (12.30%) members belong to the forward community. Their average participation index is 73.67, it ranges between 22.86 and 100. Out of 119 members, the participation index of 64 (53.78%) members is above average and 55 (46.21%) is below average. Out of 969 members, 753 (77.70%) belong to backward community, their participation index is 72.64. The index ranges between 22.86 and 100. The participation index of 441 (58.56) members is above average and the remaining 312 (41.43%) members is below average. There are 97 (10.00%) members belonging to the ‘others’ category. The ‘Others’ category includes Scheduled Castes, Schedule Tribes and the like communities. Their average participation index is 69.63, and
it ranges between 26.43 and 100. Out of 97 members, the average participation index of 51 (52.57%) members is above the average and 46 (47.42%) is below the average.

As the calculated F value (1.792) is less than the table value (3.005) at five per cent level of significance, it is inferred that, there exists no significant difference in the mean participation index of members belonging to various community background.

From the Table 6.9, it is evident that the average level of participation in trade union is higher in the category of forward community and it is low in the case of others category. In order to find whether the community background of the members is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

H₀: Community background is not associated with level of participation in Trade union

**TABLE 6.10**

**COMMUNITY BACKGROUND AND LEVEL OF PARTICIPATION**

<table>
<thead>
<tr>
<th>Community Background</th>
<th>Level of Participation</th>
<th>Total</th>
<th>( \chi^2 ) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low (% )</td>
<td>Moderate (% )</td>
<td>High (% )</td>
</tr>
<tr>
<td>Forward</td>
<td>18 (15.10%)</td>
<td>77 (64.70%)</td>
<td>24 (20.20%)</td>
</tr>
<tr>
<td>Backward</td>
<td>97 (12.90%)</td>
<td>544 (72.20%)</td>
<td>112 (14.90%)</td>
</tr>
<tr>
<td>Others</td>
<td>9 (9.30%)</td>
<td>71 (73.20%)</td>
<td>17 (17.50%)</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 One per cent level: 13.277

From the Table 6.10, it is clear that, Out of 119 forward community members, the level of participation of 18 (15.10%) members is low, 77 (64.70%) is medium and 24 (20.20%) is high. Out of 97 backward community members, the participation level of 97 (12.90%) members is low, 544 (72.20%) is medium and 112 (14.90%) is high.
The percentage of members with high level of participation is high with those members who belong to the forward community. As the calculated Chi-square value (4.343) is less than the table value (9.488) at five per cent level, the null hypothesis is accepted. Hence it is inferred that, there exists no association between community background and level of participation. The result coincides with the results of Nanda Kumar and Ravi Shankar (1994) and Jinadasa and Opatha (1999).

6.3.6 PLACE OF WORK AND MEMBER PARTICIPATION

On the basis of place of work, members are divided into two groups namely Internal work and External work. Members working in office, workshop, and the like are termed as internal workers and members working as drivers, conductors are termed as external workers. Their participation is examined and presented in the Table 6.11

TABLE 6.11
PLACE OF WORK AND MEMBER PARTICIPATION INDEX

<table>
<thead>
<tr>
<th>Place of Work</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal</td>
<td>154 (15.90%)</td>
<td>69.14</td>
<td>26.43-100.00</td>
<td>7.497**</td>
</tr>
<tr>
<td>External</td>
<td>815 (84.10)</td>
<td>73.09</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>969</td>
<td>72.46</td>
<td>22.86-100.00</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.851
One per cent level : 6.661

In the Internal work category, there are 154 (15.90%) members and their participation index is 69.14. The index ranges between 26.43 and 100. Out of 154 members, the level of participation index of 86 (55.84%) members is above average and the remaining 68 (44.16%) is below average. In the external work category, there are 815 (84.10%) members and their level of participation index is 73.09. It ranges between 22.86 and 100. Out of 815 members, the level of participation index of 475 (58.28%) members is above average and the remaining 340 (41.72%) fall below that average.
As the calculated F value (7.497) is greater than the table value at one per cent (6.661) level of significance, it is inferred that, there exists a significant difference in the mean participation index of members with respect to the place of work.

It is evident from the Table 6.11 that the average level of participation in trade union is high with those members who are engaged in external work. In order to find whether the place of work is associated with the level of participation in trade unions, the following null (Ho) hypothesis is framed and tested.

H₀: Place of Work is not associated with level of participation in Trade union

**TABLE 6.12**

<table>
<thead>
<tr>
<th>Place of Work</th>
<th>Level of Participation</th>
<th>Total</th>
<th>χ² Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low (Low)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moderate (Moderate)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>High (High)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>46 (29.90%)</td>
<td>97 (63.00%)</td>
<td>11 (7.10%)</td>
</tr>
<tr>
<td>External</td>
<td>78 (9.60%)</td>
<td>595 (73.00%)</td>
<td>142 (17.40%)</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value:  Five per cent level: 5.991 One per cent level: 9.210

Table 6.12 explains that, Out of 154 members who work internally, the level of participation of 46 (29.90%) members is low, 97 (63%) is medium and 11 (7.10%) is high. Out of 815 members who work externally, the level of participation of 78 (9.60%) members is low, 595 (73%) is medium and 142 (17.40%) is high.

The percentage of members with low level of participation in trade union is high in internal workers as compared to external workers. The percentage of members with high level of participation is high in the members who work externally. As the calculated Chi-square value (52.200) is greater than the table value (9.210) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists a significant association between place of work and level of participation of members in trade unions.

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6.3.7 NATURE OF WORK AND MEMBER PARTICIPATION

The skill of a worker may also have some relation to participation in the union. Persons with higher skills may have strong attachment to their jobs and hence may not want to participate in union work except insofar as such participation is likely to serve their immediate individual needs. At the other extreme, people at very low levels of skills may find themselves at a disadvantage in respect of interaction and communication within the union field and, therefore, show low participation in trade union activities. (Sheth, 1969). With this view, the members are divided into two groups based on the nature of work namely blue collar and white collar works. Drivers, conductors, mechanics are categorized as blue collar workers. Accountants, clerks, office assistants are categorized as white collar workers. Their level of participation is presented in Table 6.13.

TABLE 6.13

<table>
<thead>
<tr>
<th>Nature of Work</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>White collar</td>
<td>125 (12.90%)</td>
<td>70.09</td>
<td>26.43-100.00</td>
<td>4.590*</td>
</tr>
<tr>
<td>Blue collar</td>
<td>844 (87.10%)</td>
<td>74.60</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>969</td>
<td>72.46</td>
<td>22.86-100.00</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005 One per cent level : 4.627

In the white collar category, there are 125 (12.90%) members and their level of participation index is 70.09. The index ranges between 26.43 and 100. Out of 125 members, the participation index of 72 (57.6%) members is above average and the remaining 53 (42.4%) is below average. In the blue collar category, there are 844 (87.10%) members. Their participation index is 74.60. It ranges between 26.43 and 100. Out of 844 members, the participation index of 483 (57.2%) members is above average and the remaining 361 (42.8%) is below average.
As the calculated F value (4.590) is greater than the Table value at five per cent (3.005), it is inferred that, there exists significant difference in the mean participation index of members with respect to nature of work.

From the Table 6.13 it is evident that, the average level of participation in trade union is high with blue collar members. In order to find whether the nature of work is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

\[ H_0: \text{Nature of work is not associated with level of participation in Trade union} \]

**TABLE 6.14**

<table>
<thead>
<tr>
<th>Nature of Work</th>
<th>Level of Participation</th>
<th>Total</th>
<th>( \chi^2 ) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low (20.80%)</td>
<td>Moderate (66.40%)</td>
<td>High (12.80%)</td>
</tr>
<tr>
<td>White collar</td>
<td>26</td>
<td>83</td>
<td>16</td>
</tr>
<tr>
<td>Blue collar</td>
<td>98</td>
<td>609</td>
<td>137</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 5.991 One per cent level: 9.210

From the Table 6.14 it is clear that, Out of 125 white collar members, the level of participation of 26 (20.80%) members is low, 83 (66.40%) is medium and 16 (12.80%) is high. Out of 844 blue collar members, the level of participation of 98 (11.60%) members is low, 609 (72.20%) is medium and 137 (16.20%) is high.

The percentage of members with low level of participation in trade union is high with white collar workers as compared to blue collar workers. It could be inferred that, the level of participation of blue collar workers is higher than that of the white collar workers. As the calculated Chi- square value (8.501) is greater than the table value (5.991) at five per cent level, the null hypothesis is rejected. Hence it is inferred that, there exists a significant association between nature of work and level of participation of
members in trade unions. This result coincides with the results of the study conducted by Surottam N. Sahay (1988).

**6.3.8 YEARS OF SERVICE AND MEMBER PARTICIPATION**

The workers are divided into three groups based on the years of service put in by the workers namely members up to 12 years of experience, between 13 and 24 years of experience, and above 25 years of experience. The urge for the workers to enter unionism is greater during the period when they have accumulated years of total work experience and experience on the job, but as one gets hard in experience and approaches the period of active life, one loses the willingness to participate in union affairs (Sheth, 1969).

**TABLE 6.15**

YEARS OF SERVICE AND MEMBER PARTICIPATION INDEX

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 12</td>
<td>193 (19.90%)</td>
<td>70.81</td>
<td>22.86-100.00</td>
<td>1.221</td>
</tr>
<tr>
<td>13 to 24</td>
<td>562 (58.00%)</td>
<td>72.80</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td>Above 25</td>
<td>214 (22.10%)</td>
<td>73.05</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

One per cent level: 4.627

Table Value: Five per cent level: 3.005

In the category Up to 12 years of service, there are 193 (19.90%) members and their participation index is 70.81. The index ranges between 22.86 and 100. Out of 193 members, the participation index of 110 (56.99%) members is above average and the remaining 83 (43.01%) is below average. In the category between 13 and 24 years of experience, there are 562 (58%) members and their participation index is 72.80. It ranges between 26.43 and 100. Out of 562 members, the participation index of 324 (57.65%) members is above average and the remaining 238 (42.35%) is below average. In the category above 25 years of experience, there are 214 (22.10%) members and their participation index is 73.05. It ranges between 22.86 and 100. Out of 214 members, the
participation index of 122 (57.01%) members is above average and the remaining 92 (42.99%) is below average.

As the calculated F value (1.221) is less than the table value at five per cent (3.005) level of significance, it is inferred that there exists no significant difference among the members who are classified based on the years of experience.

From the Table 6.15 it is evident that, the average level of participation in trade union is high with members who are with above 25 years of experience. In order to find whether the years of service is associated with the level of participation in trade unions, the following null (Ho) hypothesis is framed and tested.

H₀: Years of service is not associated with level of participation in Trade union

**TABLE 6.16**

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Level of Participation</th>
<th>Total</th>
<th>$\chi^2$ Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low (16.60%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Up to 12 years</td>
<td></td>
<td>32</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moderate (69.40%)</td>
<td>134</td>
<td></td>
</tr>
<tr>
<td></td>
<td>High (14.00%)</td>
<td>27</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>193</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>(100.00%)</td>
<td>3.496</td>
</tr>
<tr>
<td>13 to 24 years</td>
<td></td>
<td>67</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Low (11.90%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moderate (71.50%)</td>
<td>402</td>
<td></td>
</tr>
<tr>
<td></td>
<td>High (16.50%)</td>
<td>93</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>562</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>(100.00%)</td>
<td></td>
</tr>
<tr>
<td>Above 25 years</td>
<td></td>
<td>25</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Low (11.70%)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moderate (72.90%)</td>
<td>156</td>
<td></td>
</tr>
<tr>
<td></td>
<td>High (15.40%)</td>
<td>33</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>214</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>(100.00%)</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 One per cent level: 13.277

Table 6.16 explains the level of participation of members who are classified on the basis of years of experience. Out of 193 members who have up to 12 years of service, the level of participation of 32 (16.60%) members is low, 134 (69.40%) is medium and 27 (14%) is high. Out of 562 members who have experience between 13 and 24 year, the participation of 67 (11.90%) members is low, 402 (71.50%) is medium and 93 (16.50%) is high. Out of 214 members who have above 25 years of experience, the participation of 25 (11.70%) members is low, 156 (72.90%) is medium and 33 (15.40%) is high.
The percentage of members with low level of participation in trade union is high with those categories of workers who have 13 to 24 years of service. As the calculated Chi-square value (3.496) is less than the table value (9.488) at five per cent level, the null hypothesis is accepted. There is no significant association between years of service and level of participation of members in trade unions. The result is supported with the results of Sheth, (1969), Nanda Kumar,(1994).

**6.3.9 MONTHLY INCOME AND MEMBER PARTICIPATION**

Based on the monthly income earned by the members they are classified in to three groups namely members earning a monthly income of up to ₹ 10,000, ₹ 10,000 to ₹ 20,000, and above ₹ 20,000.

**TABLE 6.17**

**MONTHLY INCOME AND MEMBER PARTICIPATION INDEX**

<table>
<thead>
<tr>
<th>Monthly Income</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to ₹ 10,000</td>
<td>67 (6.90%)</td>
<td>69.79</td>
<td>39.29-100.00</td>
<td></td>
</tr>
<tr>
<td>₹ 10,001 to ₹ 20,000</td>
<td>863 (89.10%)</td>
<td>72.65</td>
<td>22.86-100.00</td>
<td>0.954</td>
</tr>
<tr>
<td>Above ₹ 20,000</td>
<td>39 (4.00%)</td>
<td>72.97</td>
<td>27.14-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>969</td>
<td>72.46</td>
<td>22.86-100.00</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 3.005 One per cent level : 4.627

In the category of members whose monthly income is up to ₹ 10,000, there are 67(6.90%) members. Their level of participation index is 69.79. It ranges between 39.29 and 100. Out of 67 members, the level participation index of 37 members (55.22%) is above average and the remaining 30 (44.78%) is below average. The category of members whose monthly income ranges between ₹ 10,001 and ₹ 20,000, comprises of 863 (89.10%) members and their participation index is 72.65. The index ranges between 22.86 and 100. Out of 863 members, the level of participation index of 498 (57.70%) members is above average and the remaining 365 (42.30%) is below average. In the category of members whose monthly income is above ₹ 20,000 monthly income consists
of 39 (4%) members and their participation index is 72.97. The index ranges between 27.14 and 100. Out of 39 members, the participation index of 23 (58.97%) members is above average and the remaining 16 (41.03%) is below average.

As the calculated F value (0.954) is less than the table value at five per cent (3.005) level of significance, it is inferred that, there exists no significant differences in the mean participation index of members with respect to the monthly income.

From the Table 6.17 it is evident that, the average level of participation in trade union is higher with those members whose monthly income is above ₹ 20,000. In order to find whether the monthly income is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

**H₀:** Monthly income is not associated with level of participation in Trade union

**TABLE 6.18**

<table>
<thead>
<tr>
<th>Monthly Income</th>
<th>Level of Participation</th>
<th>Total</th>
<th>χ² Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low (##)%</td>
<td>Moderate (##%)</td>
<td>High (##%)</td>
</tr>
<tr>
<td>Up to ₹ 10,000</td>
<td>13 (19.40%)</td>
<td>48 (71.60%)</td>
<td>6 (9.00%)</td>
</tr>
<tr>
<td>₹ 10,001 to ₹ 20,000</td>
<td>100 (11.60%)</td>
<td>618 (71.60%)</td>
<td>145 (16.80%)</td>
</tr>
<tr>
<td>Above ₹ 20,000</td>
<td>11 (28.20%)</td>
<td>26 (66.70%)</td>
<td>2 (5.10%)</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488

From the Table 6.18 it is clear that, Out of 67 members whose monthly income is up to ₹ 10,000, the level of participation of 13 (19.40%) members is low, 48 (71.60%) is moderate and six (9%) is high. Out of 863 members who earn a monthly ranging between ₹ 10,000 and ₹ 20,000 the level of participation of 100 (11.60%) members is low, 618 (71.60%) is moderate and 145 (16.80%) is high. Out of 39 members who earned a
monthly income of above 25,000 the level of the participation of 11 (28.20%) members is low, 26 (66.70%) members is moderate and of two (5.10%) members it is high.

The percentage of members with moderate level of participation is high with those members whose level of monthly income ranges between ₹ 10,001 and ₹ 20,000 and the percentage of members with more than moderate level of participation is low with those members whose level of monthly income is less than ₹ 10,000. As the calculated Chi-square value (15.985) is greater than the table value (13.27) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that, there exists significant association between monthly income and level of participation of members in trade unions. The result is supported with the results of Odewahn, (1980) and Petty, (1980)

6.3.10 FAMILY INCOME AND MEMBER PARTICIPATION

Based on the family income of the members are classified in to three groups namely members with a family income of up to ₹ 15,000, ₹ 15,001 to ₹ 30,000 and above ₹ 30,000.

TABLE 6.19

FAMILY INCOME AND MEMBER PARTICIPATION INDEX

<table>
<thead>
<tr>
<th>Family Income</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to ₹ 15,000</td>
<td>69 (7.10%)</td>
<td>68.88</td>
<td>39.29-100.00</td>
<td></td>
</tr>
<tr>
<td>₹ 15,001 to ₹ 30,000</td>
<td>826 (85.20%)</td>
<td>72.97</td>
<td>22.86-100.00</td>
<td>7.138**</td>
</tr>
<tr>
<td>Above ₹ 30,000</td>
<td>74 (7.60%)</td>
<td>74.62</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>969</td>
<td>72.46</td>
<td>22.86-100.00</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 3.005

One per cent level: 4.627

In the category of members, whose family income is up to ₹ 15,000, there are 69(7.10%) members, their level of participation index is 68.88. It ranges between 39.29 and 100. Out of 69 members, the level of participation index of 38 members (55.07%) is above average and the remaining 31 (44.93%) is below average. In the second category
who are with a family income ranging between ₹ 15,001 and ₹ 30,000, there are 826 (85.20%) members and their level of participation index is 72.97. The index ranges between 22.86 and 100. Out of 826 members, the level of participation index of 476 (57.62%) members is above average and the remaining 350 (42.38%) is below average. In the category of members, whose family income is above ₹ 30,000, there are 74 (7.60%) members and their level of participation index is 74.62. It ranges between 27.14 and 100. Out of 74 members, the participation index of 42 (56.76%) members is above average and the remaining 32 (43.24%) is below average.

As the calculated F value (7.138) is greater than the table value at one per cent (4.627) level of significance, it is inferred that, there exists significant difference in the mean participation index of members with respect to the family income.

From the Table 6.19 it is evident that, the average level of participation in trade union is high with those members whose family income is above ₹ 30,000. In order to find whether the family income influences the level of participation in trade unions the following null (Ho) hypothesis is framed.

\[ H_0: \text{Family income is not associated with level of participation in Trade union.} \]

**TABLE 6.20**

<table>
<thead>
<tr>
<th>Family Income</th>
<th>Level of Participation</th>
<th>Total</th>
<th>( \chi^2 ) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low (%)</td>
<td>Moderate (%)</td>
<td>High (%)</td>
</tr>
<tr>
<td>Up to ₹ 15,000</td>
<td>11 (15.90%)</td>
<td>50 (72.50%)</td>
<td>8 (11.60%)</td>
</tr>
<tr>
<td>₹ 15,001 to ₹ 30,000</td>
<td>91 (11.00%)</td>
<td>595 (72.00%)</td>
<td>140 (16.90%)</td>
</tr>
<tr>
<td>Above ₹ 30,000</td>
<td>22 (29.70%)</td>
<td>47 (63.50%)</td>
<td>5 (6.80%)</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488

One per cent level: 13.277
From the Table 6.20 it is clear that, Out of 69 members whose family income is up to ₹ 15,000, the level of participation of 11 (15.90%) members is low, 50 (72.50%) is moderate and eight (11.60%) is high. Out of 826 members whose family income ranges between ₹ 15,001 and ₹ 30,000, the level of participation of 91 (11%) members is low, 595 (72%) is moderate and 140 (16.90%) is high. Out of 74 members whose family income of above ₹ 30,000, the participation of 22 (29.70%) members is low, 47 (63.50%) is moderate and five (6.80%) is high.

The percentage of members with low level of participation in trade union is high in the category of workers who earn above ₹ 30,000 and it is high with those members whose family income is up to ₹ 15,000 per month. As the calculated Chi-square value (25.157) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that, there exists significant association between family income and level of participation of members in trade unions.

6.3.11 NUMBER OF EARNING MEMBERS AND MEMBER PARTICIPATION

Based on the number of earning members in a family, members are classified into three groups namely, number of earning members up to three, four earning members and above four earning members.

TABLE 6.21

<table>
<thead>
<tr>
<th>Number of Earning Members</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to Three</td>
<td>344(35.50%)</td>
<td>72.01</td>
<td>22.86-100.00</td>
<td>0.342</td>
</tr>
<tr>
<td>Four</td>
<td>405(41.80%)</td>
<td>72.45</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Above Four</td>
<td>220(22.70%)</td>
<td>73.19</td>
<td>31.43-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005      One per cent level : 4.627

In the category of members, where the number of earning members is up to three, consists of 344 (35.50%) members. Their participation index is 72.01. The index ranges between 22.86 and 100. Out of 344 members, the level of participation of 205 members (59.59%) is above average and the remaining 139 (40.41%) is below average. In the
category, where the number of earning members is four, comprises of 405 (41.80%) members and their participation index is 72.45. The index ranges between 22.86 and 100. Out of 405 members, the participation index of 231 (57.04%) members is above average and the remaining 174 (42.96%) is below average. In the category where the number of earning members is above four, there are 220 (22.70%) members and their participation index is 73.19. The index ranges between 31.43 and 100. Out of 220 members, the participation index of 121 (55%) members is above average and the remaining 99 (45%) is below average.

As the calculated F value (0.342) is less than the table value at five per cent (3.005) level of significance, it is inferred that, there exists no difference in the mean participation index of members who are classified based on the number of earning members in the family.

From the Table 6.21 it is evident that, the average level of participation in trade union is high with those members whose family consists of earning members above four and it is low in the case of those members whose number of earning members is up to three. In order to find whether the number of earning members is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

H₀: Number of earning members is not associated with level of participation in trade union.

**TABLE 6.22**

<table>
<thead>
<tr>
<th>Number of Earning Members</th>
<th>Level of Participation</th>
<th>Total</th>
<th>χ² Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>Up to Three</td>
<td>41 (11.90%)</td>
<td>246 (71.50%)</td>
<td>57 (16.60%)</td>
</tr>
<tr>
<td>Four</td>
<td>51 (12.60%)</td>
<td>289 (71.40%)</td>
<td>65 (16.00%)</td>
</tr>
<tr>
<td>Above Four</td>
<td>32 (14.50%)</td>
<td>157 (71.40%)</td>
<td>31 (14.10%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>124</strong></td>
<td><strong>692</strong></td>
<td><strong>153</strong></td>
</tr>
</tbody>
</table>

**Table Value:**

- Five per cent level: 9.488
- One per cent level: 13.277
From the Table 6.22 it is clear that, Of the 344 members’ family, where the number of earning members in the family is up to three, the level of participation of 41 (11.90%) members is low, 246 (71.50%) is medium and 57 (16.60%) is high. Out of 405 members, in the second category where the number of earning members in their family is up to four, the level of participation of 51 (12.60%) members is low, 289 (71.40%) is medium and 65 (16.00%) is high. Of the 220 members in the last category where the number of earning members in the family is above four, the level of participation of 32 (14.50%) members is low, 157 (71.40%) is medium and 31 (14.10%) is high.

The percentage of members with low level of participation in trade union is high in the category of workers where there are above four earning members in their family. As the calculated Chi-square value (1.299) is less than the table value (9.488) at five per cent level, the null hypothesis is accepted. Hence it could be inferred that there exists no association between number of earning members and level of participation of members in trade unions.

6.3.12 NUMBER OF DEPENDENTS AND MEMBER PARTICIPATION

Based on the number of dependents in the members’ family, members are classified into two groups namely, members with one dependent, members with two dependents.

**TABLE 6.23**

**NUMBER OF DEPENDENTS AND MEMBER PARTICIPATION INDEX**

<table>
<thead>
<tr>
<th>Number of Dependents</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>One</td>
<td>798</td>
<td>72.74</td>
<td>22.86-100.00</td>
<td>1.244</td>
</tr>
<tr>
<td>Two</td>
<td>171</td>
<td>71.19</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>969</td>
<td>72.46</td>
<td>22.86-100.00</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.851

One per cent level : 6.661
In the category of members having one dependant consists of 798 (35.50%) members and their level of participation index is 72.74. It ranges between 22.86 and 100. Out of 798 members, the level of participation index of 461 members (57.77%) is above average and the remaining 337 (42.23%) is below average. In the category of members who are having two dependants, comprises of 171 (17.60%) members and their level of participation index is 71.19. It ranges between 22.86 and 100. Out of 171 members, the level of participation index of 94 (54.97%) members is above average and the remaining 77 (45.03%) is below average.

As the calculated F value (1.244) is less than the table value (3.851) at five per cent level of significance, it is inferred that, there exists no difference in the mean participation index of members with respect to the number of dependents.

From the Table 6.23 it is evident that, the average level of participation in trade union is high in the category of members having one dependent. In order to find whether the number of dependents in the family is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

H₀: Number of dependents in the members’ family is not associated with level of participation in Trade union.

**TABLE 6.24**

**NUMBER OF DEPENDENTS AND LEVEL OF PARTICIPATION**

<table>
<thead>
<tr>
<th>Number of Dependents</th>
<th>Level of Participation</th>
<th>Total</th>
<th>( \chi^2 ) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low (Low)</td>
<td>Moderate (Moderate)</td>
<td>High (High)</td>
</tr>
<tr>
<td>One</td>
<td>91 (11.40%)</td>
<td>574 (71.90%)</td>
<td>133 (16.70%)</td>
</tr>
<tr>
<td>Two</td>
<td>33 (19.30%)</td>
<td>118 (69.00%)</td>
<td>20 (11.70%)</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 5.991 One per cent level: 9.254
From the Table 6.24 it is clear that, Of the 798 members, who have one dependant, the level of participation of 91 (11.40%) members is low, 574 (71.90%) is medium and 133 (16.70%) is high. Out of 171 members who have two dependants, the participation of 33 (19.30%) members is low, 118 (69.00%) is medium and 20 (11.70%) is high.

The percentage of members who are with low level of participation is high with those members who are with two dependent and the level of participation is high in the category of those members who are with only one dependant. As the calculated Chi-square value (9.231) is greater than the table value (5.991) at five per cent level, the null hypothesis is rejected. Hence it could be inferred that, there exists a significant association between number of dependants and level of participation of members in trade unions. Sheth (1969), Gani (1992), Nanda Kumar and Ravi Shankar (1994), and Jinadasa and Opatha (1999) have also supported this results.

6.3.13 VALUE OF ASSETS POSSESSED AND MEMBER PARTICIPATION

Based on the volume of assets possessed by the members, they are classified into three groups namely, members with high value of assets, members with medium amount of assets and members with less value of assets.

**TABLE 6.25**

<table>
<thead>
<tr>
<th>Value of Assets</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>310 (32.00%)</td>
<td>74.62</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td>Moderate</td>
<td>436 (45.00%)</td>
<td>72.61</td>
<td>26.43-100.00</td>
<td>7.138**</td>
</tr>
<tr>
<td>Low</td>
<td>223 (23.00%)</td>
<td>69.19</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>969</td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 3.005  
One per cent level: 4.627
In the category of members who are with very high value of assets, consists of 310 (32.00%) members and their level of participation index is 74.62. It ranges between 26.43 and 100. Out of 310 members, the participation index of 198 members (63.87%) is above average and the remaining 112(36.13%) is below average. In the category of members who are with medium value of assets, comprises of 436 (45.00%) members and their level of participation index is 72.61. It ranges between 26.43 and 100. Out of 436 members who are with moderate level of assets, the participation index of 254 (58.26%) members is above average and the remaining 182 (41.74%) is below average. In the category of members who are with less value of assets, there are 223 (23.00%) members and their participation index is 69.19. It ranges between 22.86 and 100. Out of 223 members, the level of participation index of 112 (50.22%) members is above average and the remaining 111 (49.78%) is below average.

As the calculated F value (7.138) is greater than the table value (4.627) at one per cent level of significance, it is inferred that, there exists significant difference in the mean participation index of members possessing different value of assets.

From the Table 6.25, it is evident that, the average level of participation in trade union is high in the category of members who are with high value of assets. In order to find whether the assets possessed is associated with the level of participation of members in trade unions the following null (Ho) hypothesis is framed and tested.

**H₀**: Value of assets possessed is not associated with level of participation in Trade union

**TABLE 6.26**

**VALUE OF ASSETS AND LEVEL OF PARTICIPATION**

<table>
<thead>
<tr>
<th>Value of Assets</th>
<th>Level of Participation</th>
<th>Total</th>
<th>χ² Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>High</td>
<td>40 (12.90%)</td>
<td>235 (75.80%)</td>
<td>35 (11.30%)</td>
</tr>
<tr>
<td>Moderate</td>
<td>65 (14.90%)</td>
<td>302 (69.30%)</td>
<td>69 (15.80%)</td>
</tr>
<tr>
<td>Low</td>
<td>19 (8.50%)</td>
<td>155 (69.50%)</td>
<td>49 (22.00%)</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488
One per cent level: 13.277
From the Table 6.26 it is clear that, Out of 310 members who are with high value of assets, the level of participation of 40 (12.90%) members is low, 235 (75.80%) is medium and 35 (11.30%) is high. Out of 436 members who are with medium value of assets, the level of participation of 65 (14.90%) members is low, 302 (69.30%) is medium and 69 (15.80%) is high. There are 223 members who are with less value of assets. Out of which, the participation of 19 (8.50%) members is low, 155 (69.50%) is medium and 49 (22.00%) is high.

The percentage of members with high level of participation in trade union is high in the case of those members who are with less value of assets. As the calculated Chi-square value (15.317) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it is inferred that, there exists significant association between value of assets possessed by the members and level of participation of members in trade unions.

### 6.3.14 BASIC NATURE AND MEMBER PARTICIPATION

The members are classified into three groups based on the basic nature towards risk namely, risk seekers, risk avoiders, and risk face.

#### TABLE 6.27

<table>
<thead>
<tr>
<th>Basic Nature</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Risk Seeker</td>
<td>107 (11.00%)</td>
<td>70.60</td>
<td>28.57-100.00</td>
<td>4.590*</td>
</tr>
<tr>
<td>Risk Avoider</td>
<td>571 (58.90%)</td>
<td>73.80</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td>Risk Facer</td>
<td>291 (30.00%)</td>
<td>70.53</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005 One per cent level : 4.627

In the risk seekers category, there are 107 (11.00%) members and their level of participation index is 70.60. Their participation level in trade union activities ranges between 28.57 and 100. Out of 107 members, the participation index of 63 members
(58.89%) is above average and the remaining 44 (41.11%) is below average. In the category of risk avoiders, there are 571 (58.90%) members and their participation index is 73.80. Their participation level in Trade union activities ranges between 26.43 and 100. Out of 571 members, the participation index of 342 (59.89%) members is above average and the remaining 229 (40.11%) is below average. In the risk facers category, there are 291 (30.00%) members and their participation index is 70.53. Their participation level in trade union activities ranges between 22.86 and 100. Out of 291 members, the participation index of 148 (50.86%) members is above average and the remaining 143 (49.14%) is below average.

As the calculated F value (4.590) is greater than the Table value (3.005) at five per cent level of significance. It is inferred that, there exists significant differences between the members who are classified based on their basic nature.

From the Table 6.27, it is evident that, the average level of participation in trade union is higher in the category of members who are risk avoiders. Hence, it is inferred that the members with the attitude of risk avoiding participate more in trade unions. In order to find whether the basic nature of the member is associated with the level of participation in trade unions, the following null hypothesis is framed and tested.

H₀: Basic nature is not associated with level of participation in Trade union

**TABLE 6.28**

<table>
<thead>
<tr>
<th>Basic Nature</th>
<th>Level of Participation</th>
<th>Total</th>
<th>χ² Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low (15.00%)</td>
<td>Moderate</td>
<td>High (20.60%)</td>
</tr>
<tr>
<td>Risk Seeker</td>
<td>16 (15.00%)</td>
<td>69 (64.50%)</td>
<td>22 (20.60%)</td>
</tr>
<tr>
<td>Risk Avoider</td>
<td>80 (14.00%)</td>
<td>418 (73.20%)</td>
<td>73 (12.80%)</td>
</tr>
<tr>
<td>Risk Facer</td>
<td>28 (9.60%)</td>
<td>205 (70.40%)</td>
<td>58 (19.90%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488
One per cent level: 13.277
From the Table 6.28, it is clear that, Out of 107 members who are risk seekers, the level of participation of 16 (15.00%) members is low, 69 (64.50%) is medium and 22 (22.60%) is high. In the risk avoiders category the level of participation of 80 (14.00%) members is low, 418 (73.20%) is medium and 73 (12.80%) is high. Of the members who are risk seekers, the participation level of 28 (9.60%) members is low, 205 (70.40%) is medium and 58 (19.90%) is high.

The percentage of members with high level of participation in trade union is high in the category of members who are risk seekers. As the calculated Chi-square value (12.322) is greater than the table value (9.488) at five per cent level, the null hypothesis is rejected. There exists significant association between basic nature and level of participation of members in trade unions.

### 6.3.15 FREQUENCY OF READING NEWSPAPERS AND MEMBER PARTICIPATION

The level of participation of members in trade union depends upon the frequency of reading general news related to industry and labour oriented information. In order to study the differences among the members with respect to the frequency of reading, the members are classified into three groups namely, occasional reader, regular reader and very regular readers, the results are presented in the Table 6.29

#### TABLE 6.29

<table>
<thead>
<tr>
<th>Frequency of Reading Newspapers</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occasional</td>
<td>140(14.40%)</td>
<td>71.66</td>
<td>26.43-100.00</td>
<td>0.554</td>
</tr>
<tr>
<td>Regular</td>
<td>516(53.30%)</td>
<td>72.22</td>
<td>27.14-100.00</td>
<td></td>
</tr>
<tr>
<td>Very regular</td>
<td>313(32.30%)</td>
<td>73.22</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>969</td>
<td>72.46</td>
<td>22.86-100.00</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005
One per cent level : 4.627
The members who are occasional readers belong to the first category. There are 140 (14.40%) members in this group. Their average participation index is 71.66. It ranges between 26.43 and 100. Out of 140 members, the participation index of 81 members (57.86%) is above average and the remaining 59 (42.14%) is below average. Members who are regular readers are grouped in the second category. In this category, there are 516 (53.30%) members. Their participation index is 72.22. It ranges between 27.14 and 100. Out of 516 members, the participation index of 296 (57.36%) members is above average and the remaining 220 (42.64%) is below average. Very regular readers are grouped in the third category. There are 313 (32.30%) members in this category. Their participation index is 73.22. It ranges between 22.86 and 100. Out of 169 members, the participation index of 176 (56.23%) members is above average and the remaining 137 (43.77%) is below average.

As, the calculated F value (0.554) is less than the table value (3.005) at five percent level of significance, it is inferred that, there is no significant difference in the mean participation index of members who are classified on the basis of frequency of reading general news.

From the Table 6.29, it is evident that, the mean participation index is high with those members who are very regular readers of general news related to industry, labour and trade union oriented information. Hence, it is inferred that the members who are very regular in reading general news participate more in trade unions. In order to find whether the frequency of reading general news is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

H₀: Frequency of reading newspapers is not associated with level of participation in Trade union
TABLE 6.30
FREQUENCY OF READING NEWSPAPERS AND LEVEL OF PARTICIPATION

<table>
<thead>
<tr>
<th>Frequency of Reading Newspapers</th>
<th>Level of Participation</th>
<th>Total</th>
<th>$\chi^2$ Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low</td>
<td>Low (21.40%)</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moderate (55.70%)</td>
<td>78</td>
<td></td>
</tr>
<tr>
<td></td>
<td>High (22.90%)</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>140</td>
<td>40.295**</td>
</tr>
<tr>
<td>Moderate</td>
<td>Low (11.20%)</td>
<td>58</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moderate (78.50%)</td>
<td>405</td>
<td></td>
</tr>
<tr>
<td></td>
<td>High (10.30%)</td>
<td>53</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>516</td>
<td></td>
</tr>
<tr>
<td>High</td>
<td>Low (11.50%)</td>
<td>36</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moderate (66.80%)</td>
<td>209</td>
<td></td>
</tr>
<tr>
<td></td>
<td>High (21.70%)</td>
<td>68</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>313</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
<tr>
<td></td>
<td></td>
<td>969</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488  One per cent level: 13.277

From the Table 6.30 it is clear that, Out of 140 members who are occasional readers, 30 (21.40%) members participate low in trade unions, the level of participation of 78 (55.70%) members is moderate and 32 (22.90%) is high. Out of 516 members who are regular readers, the participation of 58 (11.20%) members is low, 405 (78.50%) is moderate and 53 (10.30%) is high. Out of 313 members who are very regular readers, 36 (11.50%) members participation is low, 209 (66.80%) is medium and 68 (21.70%) is high.

The percentage of members with high level of participation in trade union is high in the category of members who are regular readers (88.80%). As the calculated Chi-square value (40.295) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the frequency of reading newspapers and level of participation of members in trade unions.

6.3.16 FREQUENCY OF READING UNION RELATED ARTICLES AND MEMBER PARTICIPATION

Apart from reading general news, members’ participation also depends on the frequency of reading trade union articles, newsletters, and union pamphlets. In order to
examine whether the reading of union related articles is associated with the level of participation, the members are classified into three groups namely occasional readers, regular readers and very regular readers.

**TABLE 6.31**

**FREQUENCY OF READING TRADE UNION ARTICLES AND MEMBER PARTICIPATION INDEX**

<table>
<thead>
<tr>
<th>Frequency of Reading Trade Union Articles</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occasional</td>
<td>184(19.00%)</td>
<td>68.04</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td>Regular</td>
<td>497(51.30%)</td>
<td>73.54</td>
<td>27.14-100.00</td>
<td>8.298**</td>
</tr>
<tr>
<td>Very regular</td>
<td>288(29.70%)</td>
<td>73.43</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>969</td>
<td>72.46</td>
<td>22.86-100.00</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005
One per cent level : 4.627

The members who are occasional readers of union related articles are grouped in the first category. There are 184 (19.00%) members in this group. Their average participation index is 68.04. It ranges between 26.43 and 100. Out of 184 members, the participation index of 93 members (50.54%) is above average and the remaining 91 (49.46%) is below average. Members who are regular readers belong to the second category. There are 497 (51.30%) members in this category. Their average participation index is 73.54. It ranges between 27.14 and 100. Out of 497 members, the participation index of 302 (60.76%) members is above average and the remaining 195 (39.24%) is below average. The third group comprises of members who are very regular readers of union related articles. There are 288 (29.70%) members in this group. Their participation index is 73.54. It ranges between 22.86 and 100. Out of 288 members, the participation index of 163 (56.60%) members is above average and the remaining 125 (43.40%) is below average.
As the calculated F value (8.298) is greater than the table value at one per cent (4.627) level of significance, it is inferred, that there is a significant difference in the mean participation among the members who are classified on the basis of reading trade union articles.

From the Table 6.31, it is evident that, the average level of participation in trade union is high in the category of members who are regular readers of trade union articles. The level of participation is less in case of occasional readers of trade union articles. Hence, it is inferred that members participation is associated with reading trade union articles. In order to find whether the frequency of reading trade union articles is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

\[ H_0: \text{Frequency of reading trade union articles, pamphlets is not associated with level of participation in trade union.} \]

### TABLE 6.32

**FREQUENCY OF READING TRADE UNION ARTICLES AND LEVEL OF MEMBER PARTICIPATION**

<table>
<thead>
<tr>
<th>Frequency of Reading Trade Union Articles</th>
<th>Level of Participation</th>
<th>Total</th>
<th>( \chi^2 ) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>Occasional</td>
<td>52 (28.30%)</td>
<td>96 (52.20%)</td>
<td>36 (19.60%)</td>
</tr>
<tr>
<td>Regular</td>
<td>39 (7.80%)</td>
<td>416 (83.70%)</td>
<td>42 (8.50%)</td>
</tr>
<tr>
<td>Very regular</td>
<td>33 (11.50%)</td>
<td>180 (62.50%)</td>
<td>75 (26.00%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>124</strong></td>
<td><strong>692</strong></td>
<td><strong>153</strong></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488

One per cent level: 13.277
From the Table 6.32 it is clear that, Out of 184 members who are occasional readers, 52 (28.30%) members participation is low, the level of participation of 96 (52.20%) members is moderate and 36 (19.60%) is high. Out of 497 members who are regular readers, the level of participation of 39 (7.80%) members is low, 416 (83.70%) is moderate and 42 (8.50%) is high. Out of 288 members who are very regular readers, 33 (11.50%) members level of participation is low, 180 (62.50%) is moderate and 75 (26.00%) is high.

The percentage of members with high level of participation in trade union is high in the category of members who are very regular readers of trade union articles. As the calculated Chi-square value (105.340) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the frequency of reading trade union articles and level of participation of members in trade unions.

6.3.17 CONTRIBUTING ARTICLES AND MEMBER PARTICIPATION

The members who participate highly in trade union activities, read general news, newsletters, pamphlets, notices, articles related to trade unions. Members with high interest even contribute articles to trade unions. The frequency of contributing articles to the trade union pamphlets by the members is studied. The members are classified into three groups namely occasional contributors, regular contributors and very regular contributors.

<table>
<thead>
<tr>
<th>Table 6.33</th>
</tr>
</thead>
</table>

**CONTRIBUTING ARTICLES AND MEMBER PARTICIPATION INDEX**

<table>
<thead>
<tr>
<th>Contributing Articles</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occasional</td>
<td>280(28.90%)</td>
<td>70.07</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td>Regular</td>
<td>435(44.90%)</td>
<td>74.14</td>
<td>29.29-100.00</td>
<td>5.271**</td>
</tr>
<tr>
<td>Very Regular</td>
<td>254(26.20%)</td>
<td>72.23</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005

One per cent level : 4.627
In the category members who contribute articles occasionally, there are 280 (28.90%) members. Their participation index is 70.07. It ranges between 26.43 and 100. Out of 280 members, the participation index of 150 (53.17%) members is above average and the remaining 130 (46.48%) is below average. In the category of members who are regular contributors, there are 435 (44.90%) members. Their participation index is 74.14. It ranges between 29.29 and 100. Out of 435 members, the participation index of 267 (61.38%) members is above average and the remaining 168 (38.62%) is below average. In the category of very regular contributors, there are 254 (26.20%) members. Their participation index is 72.23. It ranges between 22.86 and 100. Out of 254 members, the participation index of 136 (53.54%) members is above average and the remaining 118 (46.46%) is below average.

As the calculated F value (5.271) is greater than the Table value (4.271) at one per cent level of significance. It is inferred that, there exists significant difference in the mean participation index of members who are classified on the basis of contributing articles to the trade union pamphlets.

It can be seen from the Table 6.33 that, the average participation index is high with those members who are regular contributors of articles to trade union pamphlets. It can be said that, members who are regular in contributing articles to the trade union pamphlets participate more in trade unions. In order to find whether the frequency of contributing articles to the trade union pamphlets is associated the level of participation in trade unions the following null hypothesis is framed and tested.

H₀: Frequency of contributing articles to the trade union pamphlets is not associated with level of participation in Trade union.
TABLE 6.34
CONTRIBUTING ARTICLES AND LEVEL OF PARTICIPATION

<table>
<thead>
<tr>
<th>Contributing Articles</th>
<th>Low</th>
<th>Moderate</th>
<th>High</th>
<th>Total</th>
<th>χ² Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Occasional</td>
<td>52 (18.60%)</td>
<td>179 (63.90%)</td>
<td>49 (17.50%)</td>
<td>280 (100.00%)</td>
<td></td>
</tr>
<tr>
<td>Regular</td>
<td>33 (7.60%)</td>
<td>365 (83.90%)</td>
<td>37 (8.50%)</td>
<td>435 (100.00%)</td>
<td>68.847**</td>
</tr>
<tr>
<td>Very Regular</td>
<td>39 (15.40%)</td>
<td>148 (58.30%)</td>
<td>67 (26.40%)</td>
<td>254 (100.00%)</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
<td>969</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 One per cent level: 13.277

There are 280 members who are occasional contributors to trade union pamphlets. Out of 280 members, the level of participation of 52 (18.60%) members is low. The level of participation of 179 (63.90%) members is moderate and it is high in 49 (17.50%) members. In case of regular contributors, the level of participation is low in 33 (7.60%) members, moderate in 365 (83.90%) members and high in 37 (8.50%) members. There are 254 members who are very regular contributors to trade union pamphlets. Out of which, the level of participation of 39 (15.40%) members is low, 148 (58.30%) members is moderate and 67 (26.40%) members is high.

The percentage of members with low level of participation is high with those members who are occasional contributors to trade union pamphlets. It is high in the case of very regular contributors. Hence it can be said that, members who are very regular in contributing to trade union pamphlets participate in trade unions. As the calculated Chi-square value is greater than the (68.847) than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the frequency of contributing articles and level of members’ participation in trade unions.
6.3.18 PROMOTING TRADE UNION PAMPHLETS AND MEMBER PARTICIPATION

The members who participate more in trade unions read, contribute to trade union articles. Some members are more interested in promoting the trade union pamphlets. They collect articles from members, compile it, edit and also engage in printing activities. The interest of the members in promoting the trade union pamphlets are classified into three group’s namely members engaged in promoting trade union pamphlets occasionally, regularly, and very regularly. The results are presented in the Table 6.35

TABLE 6.35

PROMOTING TRADE UNION PAMPHLETS AND MEMBER PARTICIPATION INDEX

<table>
<thead>
<tr>
<th>Promoting Trade union Pamphlets</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occasional</td>
<td>259(26.70%)</td>
<td>69.14</td>
<td>27.14-100.00</td>
<td>7.354**</td>
</tr>
<tr>
<td>Regular</td>
<td>452(46.60%)</td>
<td>73.88</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Very Regular</td>
<td>258(26.60%)</td>
<td>73.32</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>969</td>
<td>72.46</td>
<td>22.86-100.00</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005

One per cent level : 4.627

The category of members who are engaged in promoting trade union pamphlets occasionnally, consists of 259 (26.70%) members and their participation index is 69.14. It ranges between 27.14 and 100. Out of 259 members, the participation index of 140 members (54.05%) is above average and the remaining 119 (45.95%) is below average. In the category of members engaged in promoting trade union pamphlets regularly, there are 452 (51.30%) members and their participation index is 73.88. It ranges between 22.86 and 100. Out of 452 members, the participation index of 271 (59.96%) members is above average and the remaining 181 (40.04%) is below average. In the category of members engaged in promoting trade union pamphlets very regularly, there are 258 (26.60%) members and their participation index is 73.32. It ranges between
26.43 and 100. Out of 258 members, the participation index of 141 (54.65%) members is above average and the remaining 117 (45.35%) is below average.

Since the calculated F value (7.354) is greater than the table value (4.627) at one per cent level of significance, it is inferred that there exists significant difference in the mean participation index of members who are classified on the basis of promoting trade union pamphlets.

From the Table 6.35, it is evident that, the average level of participation in trade union is high in the category of members who are in promoting trade union pamphlets regularly, whereas it is low in case of occasional promoters. Hence, it is inferred that members who are engaged in promoting trade union pamphlets regularly, participate more in trade unions. To examine the statistical validity of the association, the following hypothesis has been framed and tested.

H₀: Promoting Trade union pamphlets is not associated with level of participation in trade union.

<p>| TABLE 6.36 |
| PROMOTING TRADE UNION PAMPHLETS AND LEVEL OF PARTICIPATION |</p>
<table>
<thead>
<tr>
<th>Promoting Trade union Pamphlets</th>
<th>Level of Participation</th>
<th>Total</th>
<th>( \chi^2 ) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occasional</td>
<td>Low</td>
<td>56 (21.60%)</td>
<td>165 (63.70%)</td>
</tr>
<tr>
<td>Regular</td>
<td>Low</td>
<td>27 (6.00%)</td>
<td>381 (84.30%)</td>
</tr>
<tr>
<td>Very Regular</td>
<td>Low</td>
<td>41 (15.90%)</td>
<td>146 (56.60%)</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 One per cent level: 13.277
From the Table 6.36 it is clear that, Out of 259 members, 56 (21.60%) members who promote trade union pamphlets occasionally, participate low in trade unions, the level of participation of 165 (63.70%) members is moderate and 38 (14.70%) is high. Out of 452 members who regularly engage in promoting trade union pamphlets, the level of participation of 27 (6.00%) members is low, 381 (84.30%) is moderate and 44 (9.70%) is high. Out of 258 members who very regularly engage themselves in promoting trade union pamphlets, 41 (15.90%) members’ level of participation is low, 146 (56.60%) is moderate and 71 (27.50%) is high.

The percentage of members with high level of participation in trade union is in the category of members who are very regular in promoting trade union pamphlets. As the calculated Chi-square value (87.912) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between promotion of trade union pamphlets and level of participation in trade unions.

6.3.19 LEGAL AWARENESS AND MEMBER PARTICIPATION

Several Labour Laws are in existence to protect the workers from exploitations. Reasonable knowledge on these laws will help the workers to safeguard them and increase their bargaining power. The awareness of the provisions of the labour legislations will enable the workers to claim their rights. Awareness on these laws would enhance the participation in trade unions. In this background, an attempt has been made to study the level of awareness of the Acts, their provisions and the association of legal awareness with trade union participation. Based on the extent of awareness possessed, the members are divided into three groups. The members with high level of awareness on labour legislations are brought under the first group. The second group consists of members with moderate level of awareness. Members with low awareness form the third group.
TABLE 6.37

LEGAL AWARENESS AND MEMBER PARTICIPATION INDEX

<table>
<thead>
<tr>
<th>Legal Awareness</th>
<th>Numbers</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>113(11.70%)</td>
<td>94.61</td>
<td>89.29-100.00</td>
<td>1279.506**</td>
</tr>
<tr>
<td>Moderate</td>
<td>691(71.30%)</td>
<td>75.52</td>
<td>56.43-88.57</td>
<td></td>
</tr>
<tr>
<td>Low</td>
<td>165(17.00%)</td>
<td>44.48</td>
<td>22.86-55.71</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005
One per cent level : 4.627

In the category of members with high level of awareness, there are 113 (11.70%) members. Their participation index is 94.61. It ranges between 89.29 and 100. Out of 113 members, the level of participation of 50 (44.25%) members is above average and the remaining 63 (55.75%) is below average. In the category of members who are with moderate level of awareness, there are 691 (71.30%) members and their participation index is 75.52. It ranges between 56.43 and 88.57. Out of 691 members, the participation index of 398 (57.60%) members is above average and 293 (42.40%) is below average. In the third group of members who possess low level of awareness on labour laws, there are 165 (17.00%) members. Their participation index is 44.48. It ranges between 22.86 and 57.71. Out of 165 members, the participation index of 91 members (55.15%) is above average and the remaining 74 (44.85%) is below average.

As the calculated F value (1279.506) is greater than the table value (4.627) at one per cent level of significance. It is inferred that, there exists significant difference in the mean participation index of members who are classified on the basis of legal awareness on labour laws.

From the Table 6.37, it is clear that, the average level of participation in trade union is high in the category of members who possess high awareness on the labour laws. The participation is less in the category of members who are with low awareness on
labour laws. In order to find whether the legal awareness is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

H₀: Legal Awareness is not associated with level of participation in trade union.

**TABLE 6.38**

**LEGAL AWARENESS AND LEVEL OF PARTICIPATION**

<table>
<thead>
<tr>
<th>Legal Awareness</th>
<th>Level of Participation</th>
<th>Total</th>
<th>( \chi^2 ) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low (3.50%)</td>
<td>Moderate (55.80%)</td>
<td>High (40.70%)</td>
</tr>
<tr>
<td>High</td>
<td>4</td>
<td>63</td>
<td>46</td>
</tr>
<tr>
<td></td>
<td>(8.00%)</td>
<td>(78.70%)</td>
<td>(13.30%)</td>
</tr>
<tr>
<td>Moderate</td>
<td>55</td>
<td>544</td>
<td>92</td>
</tr>
<tr>
<td></td>
<td>(39.40%)</td>
<td>(51.50%)</td>
<td>(9.10%)</td>
</tr>
<tr>
<td>Low</td>
<td>65</td>
<td>85</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td>(39.40%)</td>
<td>(51.50%)</td>
<td>(9.10%)</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 One per cent level: 13.277

From the Table 6.38, it is clear that, Out of 113 members who are with high level of legal awareness. The level of participation of four (3.50%) member is low, 63 (55.80%) is moderate and 46 (40.70%) is high. Out of 691 members who are with moderate awareness the level of participation of 55 (8.00%) members is low, 544 (78.70%) is moderate and 92 (13.30%) is high. Out of 165 members with low level of legal awareness, the level of participation of 65 (39.40%) member is low, the participation of 85 (51.50%) members is moderate and 15 (9.10%) is high.

The percentage of members with high level of participation in trade union is high in the category of members who have high level on legal awareness. As the calculated Chi- square value (181.428) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the level on legal awareness and level of participation of members in trade unions.
The labour laws aim at providing protection to the workers. The members with low awareness should make an attempt to increase their knowledge pertaining to these laws.

**6.3.20 OCCUPATIONAL FACTORS AND MEMBER PARTICIPATION**

The output of an employee in any organization depends on the satisfaction that he obtains from his job. The satisfactions is based on various factors like the behavior of employer, nature or type of job, quantum of salary, the working hours, bonus or increment scheme employed, the career prospects and the like. These criteria are termed as occupational factors. Based on the level of satisfaction on the occupational factors members are classified into three groups. The members who are with high satisfaction belong to the first group, members with moderate satisfaction are in the second group, and members with low satisfaction belong to the third group.

**TABLE 6.39**

**OCCUPATIONAL FACTORS AND MEMBER PARTICIPATION INDEX**

<table>
<thead>
<tr>
<th>Occupational Factors</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>169(17.40%)</td>
<td>70.15</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td>Moderate</td>
<td>642(66.30%)</td>
<td>74.28</td>
<td>22.86-100.00</td>
<td>12.813**</td>
</tr>
<tr>
<td>Low</td>
<td>158(16.30%)</td>
<td>67.57</td>
<td>29.29-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005 One per cent level : 4.627

There are 169 (17.40%) members in the category of members who are highly satisfied with the occupational factors. Their participation index is 70.15. It ranges between 26.43 and 100. Out of 169 members, the participation index of 92 (54.44%) members is above average and the remaining 77 (45.56%) is below average. In the category of members with moderate satisfaction, there are 642 (66.30%) members and their participation index is 74.28. It ranges between 22.86 and 100. Out of 642 members, the participation index of 387 (60.28%) members is above average and the remaining 255 (39.72%) is below average. In the category of members who are with less amount of
satisfaction, there are 158 (16.30%) members and their participation index is 67.57. It ranges between 29.29 and 100. Out of 158 members, the participation index of 81 members (51.26%) is above average and the remaining 77 (48.74%) is below average.

As the calculated F value (12.813) is greater than the table value (4.627) at one per cent level of significance, it is inferred that, there exists significant difference in the mean participation index of members who are classified on the basis of occupational factors.

From the Table 6.39, it is evident that, the average level of participation in trade union is high in the category of members who have moderate level of satisfaction in the occupational factors. In order to find whether the occupational factor is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

H₀: Occupational factors are not associated with level of participation in Trade union

### TABLE 6.40

<table>
<thead>
<tr>
<th>Occupational Factors</th>
<th>Level of Participation</th>
<th>Total</th>
<th>( \chi^2 ) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>High</td>
<td>41 (24.30%)</td>
<td>87 (51.50%)</td>
<td>41 (24.30%)</td>
</tr>
<tr>
<td>Moderate</td>
<td>65 (10.10%)</td>
<td>491 (76.50%)</td>
<td>86 (13.40%)</td>
</tr>
<tr>
<td>Low</td>
<td>18 (11.40%)</td>
<td>114 (72.20%)</td>
<td>26 (16.50%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 One per cent level: 13.277

From the Table 6.40, it is clear that, Out of 169 members who are with high level of satisfaction in occupational factors, 41 (24.30%) members’ participation is low, 87 (51.50%) is moderate and 41 (24.30%) is high. Out of 642 members who are with moderate level of satisfaction, the participation of 65 (10.10%) members is low, 491 (76.50%) is moderate and 86 (13.40%) is high. Out of 158 members who are with low level of satisfaction, 18 (11.40%) members participation is low, the participation of 114 (72.20%) members is moderate and 26 (16.50%) is high.
The percentage of members with high level of participation in trade union is high in the category of members who are highly satisfied with the occupational factors. As the calculated Chi-square value (42.959) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the satisfaction on the occupational factors and level of participation of members in trade unions.

6.3.21 PERCEPTUAL FACTORS AND MEMBER PARTICIPATION

The smooth functioning of an organisation depends on the nature of relationship among the employees and between employer and employees. The relationship between members and non-members of trade union also plays a role in ensuring smooth functioning of the organisation. The perception of the members about the relationship that exists between labour and management, among labourers, and between member and non-member may influence the level of participation of members in trade unions. To study the level of perception of members on the extent of relationship, the members are classified into three groups. The members with high perception are in the first category, members with moderate perception belong to the second category, and members with low perception form the third category. The results are presented in table 6.41.

### TABLE 6.41

**PERCEPTUAL FACTORS AND MEMBER PARTICIPATION INDEX**

<table>
<thead>
<tr>
<th>Perceptual Factors</th>
<th>Numbers</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>288(29.70%)</td>
<td>80.58</td>
<td>38.57-100.00</td>
<td>92.690**</td>
</tr>
<tr>
<td>Moderate</td>
<td>461(47.60%)</td>
<td>72.31</td>
<td>31.43-100.00</td>
<td></td>
</tr>
<tr>
<td>Low</td>
<td>220(22.70%)</td>
<td>62.15</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005 One per cent level : 4.627

In the category of members with high perception, there are 288 (29.70%) members. Their participation index is 80.58. It ranges between 38.57 and 100. Out of
288 members, the participation index of 17 (60.07%) members is above average and the remaining 115 (39.93%) is below average. In the category of members with moderate level of perception, there are 461 (47.60%) members. Their participation index is 72.31. It ranges between 31.43 and 100. Out of 461 members, the participation index of 250 (54.23%) members is above average and 211 (45.77%) is below average. In the category of members with less amount of perception, there are 220 (13.20%) members, their participation index is 62.15. It ranges between 22.86 and 100. Out of 220 members, the participation index of 117 (53.18%) members is above average and the remaining 103 (46.82%) is below average.

As the calculated F value (92.690) is greater than the table value (4.627) at one per cent level of significance, it is inferred that, there exists significant difference in the mean participation index of the members who are classified based on their level of perceptual factors.

From the Table 6.41, it is evident that, the level of participation in trade union is high in the category of members who have high perception on the extent of relationship. In order to find whether the perceptual factors is associated with the level of participation, the following null (Ho) hypothesis is framed and tested.

H₀: Perceptual factors are not associated with level of member participation in Trade union

<table>
<thead>
<tr>
<th>PERCEPTUAL FACTORS AND LEVEL OF PARTICIPATION</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Perceptual Factors</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>High</td>
</tr>
<tr>
<td>Moderate</td>
</tr>
<tr>
<td>Low</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 One per cent level: 13.277
Out of 288 members who are high level of perception with regard to the extent of relationship, the level of participation of 12 (4.20%) members is low. The level of participation is moderate among 200 (69.40%) members and it is high in 76 (26.40%) members. There are 461 members who are with moderate perception on the extent of relationship. Among them, the level of participation of 49 (10.60%) members is low, 352 (76.40%) is moderate and 60 (13.00%) is high. Of the 220 members who are with low perception. The level of participation of 63 (28.60%) is low. 140 (63.60%) is moderate and 17 (7.70%) is high.

The percentage of members with high level of participation is high in the category of members who are with high perception on the extent of relationship that exists between labour and management, among labourers, and between member and non-member. As the calculated Chi- square value (96.980) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the perception on the extent of relationship that exists between labour and management, among labourers, between member and non-member and level of participation of members in trade unions.

6.3.22 PROBLEMS FACED AND MEMBER PARTICIPATION

Every individual in an organization will come across problems either with his co-workers or with the employer. It may arise on matters pertaining to working hours, salary, disputes and the like. The member when faces issues will approach union for support. The problems faced by the members would create differences in the level of participation. According to the extent of problems faced by the members, they are divided into three groups. Members who have faced high range of problems form the first category. Members who have faced moderate range of problems are in the second group. The third group consists of members who have faced fewer problems.
TABLE 6.43
PROBLEMS FACED AND MEMBER PARTICIPATION INDEX

<table>
<thead>
<tr>
<th>Problems Faced</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>311(32.10%)</td>
<td>71.40</td>
<td>22.86-100.00</td>
<td>4.130*</td>
</tr>
<tr>
<td>Moderate</td>
<td>433(44.70%)</td>
<td>74.43</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td>Low</td>
<td>225(23.20%)</td>
<td>70.73</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>969</td>
<td>72.46</td>
<td>22.86-100.00</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005
One per cent level : 4.627

In the category of members who have faced high problems, there are 311 (32.10%) members. Their participation index is 71.40. It ranges between 22.86 and 100. Out of 311 members, the participation index of 173 (55.63%) members is above average and 138 (44.37%) is below average. There are 433 (44.70%) members in the category who have faced moderate number of problems, their participation index is 74.43. It ranges between 26.43 and 100. Out of 433 members, the participation index of 248 (57.27%) members is above average and 185 (42.73%) is below average. In the category of members who have faced fewer problems, there are 225 (23.20%) members and their participation index is 70.73. It ranges between 26.43 and 100. Out of 225 members, the participation index of 132 (58.67%) members is above average and 93 (41.33%) is below average.

The calculated F value (4.130) is greater than the table value (3.005) at five per cent level of significance. Therefore, it is inferred that there exists significant difference in the mean participation index of members based on the range of problems faced by the members.

It is clear from the Table 6.43, that the average level of participation in trade union is high in the category of members who has faced moderate range of problems. In order to find whether the problems faced by the member influences the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.
H₀: Problems faced is not associated with level of participation in trade union.

**TABLE 6.44**

**PROBLEMS FACED AND LEVEL OF PARTICIPATION**

<table>
<thead>
<tr>
<th>Problems Faced</th>
<th>Level of Participation</th>
<th>Total</th>
<th>( \chi^2 ) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>High</td>
<td>32 (10.30%)</td>
<td>200 (64.30%)</td>
<td>79 (25.40%)</td>
</tr>
<tr>
<td>Moderate</td>
<td>47 (10.90%)</td>
<td>346 (79.90%)</td>
<td>40 (9.20%)</td>
</tr>
<tr>
<td>Low</td>
<td>45 (20.00%)</td>
<td>146 (64.90%)</td>
<td>34 (15.10%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>124</strong></td>
<td><strong>692</strong></td>
<td><strong>153</strong></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488  
One per cent level: 13.277

From the Table 6.44 it is clear that, Out of 311 members who have faced high range of problems, the level of participation of 32 (10.30%) members is low, 200 (64.30%) members is moderate and 79 (25.40%) is high. Out of 433 members who have come across moderate problems, the level of participation of 47 (10.90%) members is low, 346 (79.90%) members level is medium and 40 (9.20%) members is high. There are 225 members who have experienced less number of problems. Of these members, the level of participation of 45(20.00%) members is low, the participation of 146 (64.90%) members is moderate and it is high in 34 (15.10%) members.

The level of participation in trade union is high in the category of members who have experienced high range of problems. As the calculated Chi- square value (49.878) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the problems faced and level of participation of members in trade unions.
6.3.23 COMPLAINTS LODGED AND MEMBER PARTICIPATION

If a member encounters problems he approaches trade union for support. He then lodges complaint to the authorities based on the guidance of trade unions. In every step, the trade union plays a role. Hence one can assume that the extent of lodging of complaints would create differences in the participation level of members in trade unions. In order to find differences among the members, they are classified on the basis of lodging of complaints. According to the extent of lodging complaints, members are divided into three groups. The members who lodge high amount of complaints are brought under the first group. The second group consists of those members who lodge moderate amount of complaints. The members who are lodge less complaints forms the last group.

Table 6.45
COMPLAINTS LODGED AND MEMBER PARTICIPATION INDEX

<table>
<thead>
<tr>
<th>Complaints Lodged</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>156(16.10)</td>
<td>69.75</td>
<td>27.14-100.00</td>
<td></td>
</tr>
<tr>
<td>Moderate</td>
<td>330(34.10)</td>
<td>72.32</td>
<td>22.86-100.00</td>
<td>2.977</td>
</tr>
<tr>
<td>Low</td>
<td>483(49.80)</td>
<td>73.44</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005  One per cent level : 4.627

In the category of members who have lodged high complaints, there are 156 (16.10%) members and their participation index is 69.75. It ranges between 27.14 and 100. Out of 156 members, the participation index of 82 (52.56%) members is above average and for 74 (47.43%) members is below average. In the category of members who have lodged moderate complaints, there are 330 (34.10%) members and their participation index is 72.32. It ranges between 22.86 and 100. Out of 330 members, the level of participation index of 182 (55.15%) members is above average and for the remaining 148 (44.85%) members it is below average. There are 483 (49.80%) members who have lodged less complaint, their level of participation index is 73.44. It ranges between 26.43 and 100. Out of 483 members, the participation index of 289 (59.83%) members is above average and for 194 (40.17%) members it is below average.
As the calculated F value (2.977) is less than the table value (3.005) at five per cent level of significance. It is inferred that there exists no significant difference in the mean participation index of members who are grouped based on their level of complaints lodged.

It is clear from the Table 6.45 that the average level of participation in trade union is high in the category of members who have lodged less complaints. In order to find whether the complaints lodged is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

**H₀:** Complaints lodged are not associated with level of participation in trade union.

**TABLE 6.46**

<table>
<thead>
<tr>
<th>Complaints Lodged</th>
<th>Level of Participation</th>
<th>Total</th>
<th>(\chi^2) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>Low</td>
<td>78 (16.10%)</td>
<td>343 (71.00%)</td>
<td>62 (12.80%)</td>
</tr>
<tr>
<td>Moderate</td>
<td>32 (9.70%)</td>
<td>248 (75.20%)</td>
<td>50 (15.20%)</td>
</tr>
<tr>
<td>High</td>
<td>14 (9.00%)</td>
<td>101 (64.70%)</td>
<td>41 (26.30%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>124</strong></td>
<td><strong>692</strong></td>
<td><strong>153</strong></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 \(\chi^2\) One per cent level: 13.277

From the Table 6.46 it is clear that, Out of 483 members who have lodged less complaints, the level participation is low in 78 (16.10%) members. The level of participation of 343 (71.00%) members is moderate and 62 (12.80%) members is high. Out of 330 members who have lodged moderate complaints, the level of participation of 32 (9.70%) members is low, 248 (75.20%) members is moderate and 50 (15.20%) members is high. Of the 156 members who have lodged large number on complaints, the participation level is low in 14 (9.00%) members, is moderate in 101 (64.70%) members and it is high in 41 (26.30%) members.
The level of participation in trade union is high in the category of members who has lodged high amount of complaints. As the calculated Chi-square value (23.759) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the number of complaints lodged and level of participation of members in trade unions.

6.3.24 SATISFACTION ON THE OUTCOME OF THE PROBLEM AND MEMBER PARTICIPATION

A member when he faces a problem approaches trade union for support. He lodges complaint based on the guidance of union. If he gets a favourable outcome on the complaint lodged, he enhances the participation in trade union. In this backdrop, it is assumed that the satisfaction on the outcome of the problem would create differences in the level of members’ participation in trade unions. According to the extent of satisfaction on the outcome of the problem, members are classified into three groups. Members who are with high level of satisfaction are brought under the first group. The second group consists of members who are with moderate level of satisfaction. Members with low level of satisfaction are brought under the third group.

**TABLE 6.47**

SATISFACTION ON THE OUTCOME OF THE PROBLEM AND MEMBER PARTICIPATION INDEX

<table>
<thead>
<tr>
<th>Satisfaction on the outcome of the Problem</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>168(17.30%)</td>
<td>81.53</td>
<td>32.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Moderate</td>
<td>452(46.60%)</td>
<td>74.19</td>
<td>27.14-100.00</td>
<td>63.032**</td>
</tr>
<tr>
<td>Low</td>
<td>349(36.00%)</td>
<td>65.86</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005

One per cent level : 4.627
There are 168 (17.30%) members who are highly satisfied on the outcome of the problem. Their participation index is 81.53. It ranges between 32.86 and 100. Out of 168 members, the participation index of 100 (59.52%) members is above average and for 68 (40.48%) members is below average. In the category of members who are satisfied moderately on the outcome of the problem, there are 452 (46.60%) members. Their participation index is 74.19. It ranges between 27.14 and 100. Out of 330 members, the participation index of 263 (58.18%) members is above average and 189 (41.82%) is below average. In the category of members who are with less satisfaction, there are 349 (49.80%) members. Their participation index is 65.86. It ranges between 22.86 and 100. Out of 349 members, the participation index of 184 (52.72%) members is above average and in 165 (47.28%) members it is below average.

As the calculated F value (63.032) is greater than the table value (4.627) at one per cent level of significance, it is inferred that there exists significant difference in the mean participation of members who are classified on the basis of the satisfaction obtained on the outcome of the problem.

From the Table 6.47, it is evident that the average level of participation in trade union is high in the category of members who are highly satisfied on the outcome of the problem. In order to find whether the satisfaction on the outcome of the problem is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

H₀: Satisfaction on the outcome of the problem is not associated with level of participation in trade union.

From the Table 6.48 it is clear that, Out of 168 members who are with high level of satisfaction, six (3.60%) members participation is low, 113 (67.30%) is moderate and 49 (29.20%) is high. Of the 452 members who are with moderate satisfaction, the level of participation of 38 (8.40%) members is low, 359 (79.40%) is moderate and 55 (12.20%) is high. Out of 349 members who are with low satisfaction, 80 (22.90%) members participation is low, the participation of 220 (63.00%) members is moderate and 49 (14.00%) members is high.
Table 6.48
Satisfaction on the outcome of the problem and level of participation

<table>
<thead>
<tr>
<th>Satisfaction on the outcome of the Problem</th>
<th>Level of Participation</th>
<th>Total</th>
<th>$\chi^2$ Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>High</td>
<td>6(3.60%)</td>
<td>113(67.30%)</td>
<td>49(29.20%)</td>
</tr>
<tr>
<td>Moderate</td>
<td>38(8.40%)</td>
<td>359(79.40%)</td>
<td>55(12.20%)</td>
</tr>
<tr>
<td>Low</td>
<td>80(22.90%)</td>
<td>220(63.00%)</td>
<td>49(14.00%)</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488
One per cent level: 13.277

The percentage of members with high level of participation in trade union is high in the category of members who are with high level of satisfaction on the outcome of the problem. As the calculated Chi-square value (77.310) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the satisfaction on the outcome of the problem and level of participation of members in trade unions.

6.3.25 Filing of appeal on the outcome of the problem and member participation

The trade unions support the members when he encounters problems, guides him to approach the authorities to solve the problem. If the outcome of the problem, is not satisfactory, the union extends its hands to file an appeal on the outcome of the problem. If the appeal is favourable he enhances the level of participation with the trade union. This would create differences in the level of members’ participation in trade unions. Based on the extent of filing appeal on the outcome of the problem of the members are classified into three categories. Members who have made high number of appeals are in
the first group. Members who have made moderate number of appeal form the second group. Members who have appealed less form the last group.

TABLE 6.49

FILING OF APPEAL ON THE OUTCOME OF THE PROBLEM AND MEMBER PARTICIPATION INDEX

<table>
<thead>
<tr>
<th>Extent of filing Appeal</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>161(16.60%)</td>
<td>73.38</td>
<td>32.14-100.00</td>
<td></td>
</tr>
<tr>
<td>Moderate</td>
<td>304(31.40%)</td>
<td>73.55</td>
<td>26.43-100.00</td>
<td>1.748</td>
</tr>
<tr>
<td>Low</td>
<td>504(52.00%)</td>
<td>71.51</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 3.005 One per cent level: 4.627

In the category of members who have made large number of appeals, there are 161 (16.60%) members. Their participation index is 73.38. It ranges between 32.14 and 100. Out of 161 members, the participation index of 92 (57.14%) members is above average and 69 (42.86%) members is below average. In the category of members who have made moderate number of appeal, there are 304 (31.40%) members. Their participation index is 73.55. It ranges between 26.43 and 100. Out of 330 members, the level of participation index of 164 (53.95%) members is above average and 140 (46.05%) members is below average. There are 504 (52.00%) members in the category of members who have appealed less, and their participation index is 71.51. It ranges between 22.86 and 100. Out of 504 members, the participation index of 298 (59.13%) members is above average and 206 (40.87%) is below average.

As the calculated F value (1.748) is less than the table value (3.005) at five per cent level of significance. It is inferred that there exist no significant difference among the members who are classified based on their level of filing of appeal.

From the Table 6.49, it is inferred that the average level of participation in trade union is high in the category of members who have made moderate number of appeals.
In order to find whether the satisfaction on the outcome of the appeal is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

\( H_0: \) Filing of appeal on the outcome is not associated with level of participation in trade union.

**TABLE 6.50**

**FILING OF APPEAL ON THE OUTCOME OF THE PROBLEM AND LEVEL OF PARTICIPATION**

<table>
<thead>
<tr>
<th>Extent of filing Appeal</th>
<th>Level of Participation</th>
<th></th>
<th></th>
<th></th>
<th>( \chi^2 ) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
<td>Total</td>
<td></td>
</tr>
<tr>
<td>High</td>
<td>13 (8.10%)</td>
<td>102 (63.40%)</td>
<td>46 (28.60%)</td>
<td>161 (100.00%)</td>
<td>33.038**</td>
</tr>
<tr>
<td>Moderate</td>
<td>29 (9.50%)</td>
<td>230 (75.70%)</td>
<td>45 (14.80%)</td>
<td>304 (100.00%)</td>
<td></td>
</tr>
<tr>
<td>Low</td>
<td>82 (16.30%)</td>
<td>360 (71.40%)</td>
<td>62 (12.30%)</td>
<td>504 (100.00%)</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>124</strong></td>
<td><strong>692</strong></td>
<td><strong>153</strong></td>
<td><strong>969</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488  
One per cent level: 13.277

Out of 161 members who have made high number of appeals on the outcome of the problem, the level of participation of 13 (8.10%) members is low, 102 (63.40%) members is moderate and 46 (28.60%) members is high. Of the 304 members who have made moderate number of appeals, the level of participation of 29 (9.50%) members is low, 230 (75.70%) is moderate and 45 (14.80%) members is high. There are 504 members who have made less number of appeals. Among them 82(16.30%) members level of participation is low, the level of participation of 360 (71.40%) members is moderate and in 62 (12.30%) members it is high.

The percentage of members with high level of participation in trade union is high in the category of members who have made high number of appeals on the outcome of the problem. As the calculated Chi-square value (33.038) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected, Hence it could be inferred that there exists significant association between the satisfaction on the outcome of the appeal and level of participation of members in trade unions.
6.3.26 SATISFACTION ON THE GRIEVANCE MANAGEMENT STYLE AND MEMBER PARTICIPATION

Every organization has its own way of dealing with the grievances. Time consuming and lengthy procedures, undue delay in solving the issues lead to dissatisfaction of members. The dissatisfaction makes the members participate more in the unions. The satisfaction of members in the grievance management style followed could create difference in the participation. To find out the differences among the members who are classified based on the level of satisfaction on the grievance management style. The first group consists of members with high satisfaction in the grievance management style followed. In the second group there are members with moderate satisfaction, in the third group there are members who are with less amount of satisfaction.

TABLE 6.51

SATISFACTION ON THE GRIEVANCE MANAGEMENT STYLE AND MEMBER PARTICIPATION INDEX

<table>
<thead>
<tr>
<th>Extent of Satisfaction</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>115(11.90%)</td>
<td>82.02</td>
<td>45.71-100.00</td>
<td>99.580**</td>
</tr>
<tr>
<td>Moderate</td>
<td>409(42.20%)</td>
<td>77.67</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td>Low</td>
<td>445(45.90%)</td>
<td>65.21</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>969</td>
<td>72.46</td>
<td>22.86-100.00</td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level : 3.005  One per cent level : 4.627

In the category of members who have high satisfaction in the grievance management style followed, there are 115 (11.90%) members. Their participation index is 82.02. It ranges between 45.71 and 100. Out of 115 members, the participation index of 63 (54.78%) members is above average and in 52 (45.22%) members it is below average. There are 409 (42.20%) members in the category of members who have moderate level of satisfaction. Their participation index is 77.67. It ranges between 26.43 and 100.
Out of 330 members, the participation index of 164 (53.95%) members is above average and 140 (46.05%) members are below average. In the category of members who have less satisfaction, there are 445 (45.90%) members. Their participation index is 65.21. It ranges between 22.86 and 100. Out of 445 members, the participation index of 231 (51.91%) members is above average and 214 (48.09%) members is below average.

As the calculated F value (99.580) is greater than the table value (4.627) at one per cent level of significance, it is inferred that there exists significant difference in the mean participation index of members who are classified on the basis of the satisfaction obtained in the grievance management style.

From the Table 6.51 it is evident that the average level of participation in trade union is high in the category of members who have high level of satisfaction on the grievance management style followed. In order to find whether the satisfaction on the grievance management style followed is associated with the level of participation in trade union the following null (Ho) hypothesis is framed and tested.

H₀: Satisfaction on the grievance management style followed is not associated with level of participation in Trade union.

**TABLE 6.52**

SATISFACTION ON THE GRIEVANCE MANAGEMENT STYLE AND LEVEL OF PARTICIPATION

<table>
<thead>
<tr>
<th>Extent of Satisfaction</th>
<th>Level of Participation</th>
<th>Total</th>
<th>( \chi^2 ) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>High</td>
<td>4</td>
<td>76</td>
<td>35</td>
</tr>
<tr>
<td></td>
<td>(3.50%)</td>
<td>(66.10%)</td>
<td>(30.40%)</td>
</tr>
<tr>
<td>Moderate</td>
<td>27</td>
<td>330</td>
<td>52</td>
</tr>
<tr>
<td></td>
<td>(6.60%)</td>
<td>(80.70%)</td>
<td>(12.70%)</td>
</tr>
<tr>
<td>Low</td>
<td>93</td>
<td>286</td>
<td>66</td>
</tr>
<tr>
<td></td>
<td>(20.90%)</td>
<td>(64.30%)</td>
<td>(14.80%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 One per cent level: 13.277
From the Table 6.52 it is clear that, Out of 115 members who are highly satisfied on the grievance management style followed, the level of participation of four (3.50%) members is low, for 76 (66.10%) members is moderate and 35 (30.40%) members is high. There are 409 members with moderate level of satisfaction on the grievance management style followed. Among them, the participation of 27 (6.60%) members is low, 330 (80.70%) is moderate and 52 (12.70%) members is high. Of the 445 members who are with low level of satisfaction on the grievance management style followed, the participation of 93 (20.90%) members is low, 286 (64.30%) is moderate and 66 (14.80%) is high.

The percentage of members with high level of participation in trade union is high in the category of members who are highly satisfied on the grievance management style followed. As the calculated Chi-square value (69.789) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the satisfaction on the grievance management style followed and level of participation of members in trade unions.

6.3.27 UNION RELATED FACTORS AND MEMBER PARTICIPATION

In order to make the members participate in unions and to enhance the level of participation, the unions should provide equal opportunities to the members. Unbiased treatment among the members will encourage the members to participate more. The opportunities provided by the union, favouritisms, and the like factors will create differences in the level of participation. The level of favoritism, member’s integration, member’s influence, union identification and the like are termed as union related factors. To study the satisfaction obtained in the union related factors members are classified into three categories. Members who are with high level of satisfaction form the first group. The second group consists of members who are with moderate level of satisfaction. Members with low level of satisfaction in the union related factors belong to the third group.
### TABLE 6.53
UNION RELATED FACTORS AND MEMBER PARTICIPATION INDEX

<table>
<thead>
<tr>
<th>Extent of satisfaction</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>251 (25.90%)</td>
<td>77.66</td>
<td>39.29-100.00</td>
<td>61.906**</td>
</tr>
<tr>
<td>Moderate</td>
<td>586 (60.50%)</td>
<td>73.20</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Low</td>
<td>132 (13.60%)</td>
<td>59.32</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 3.005  
One per cent level: 4.627

In the category of members who are highly satisfied in union related factors, there are 251 (25.90%) members. Their participation index is 77.66. It ranges between 39.29 and 100. Out of 251 members, the participation index of 150 (69.76%) members is above average and the remaining 101 (40.24%) is below average. There are 586 (60.50%) members in the category of members who are moderately satisfied with union related factors. Their participation index is 73.20. It ranges between 22.86 and 100. Out of 586 members, the participation index of 346 (59.04%) members is above average and the remaining 240 (40.96%) is below average. In the category of members who are with less amount of satisfaction, there are 132 (13.60%) members. Their participation index is 59.32. It ranges between 26.43 and 100. Out of 132 members, the participation index of 61 members (46.21%) is above average and the remaining 71 (53.79%) is below average.

As the calculated F value (61.906) is greater than the Table value (4.627) at one per cent level of significance. It is inferred that there exists significant difference in the mean participation index of members who are classified on the basis of satisfaction obtained in union related factors.

From the Table 6.53 it is inferred that the average level of participation in trade union is higher in the category of members who are highly satisfied in the union related factors. In order to find whether the union related factors is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

H₀: Union related factors are not associated with the level of participation in Trade union
### TABLE 6.54

**UNION RELATED FACTORS AND LEVEL OF PARTICIPATION**

<table>
<thead>
<tr>
<th>Extent of satisfaction in union related factors</th>
<th>Level of Participation</th>
<th>Total</th>
<th>$\chi^2$ Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>High</td>
<td>4 (1.60%)</td>
<td>146 (58.20%)</td>
<td>101 (40.20%)</td>
</tr>
<tr>
<td>Moderate</td>
<td>41 (7.00%)</td>
<td>498 (85.00%)</td>
<td>47 (8.00%)</td>
</tr>
<tr>
<td>Low</td>
<td>79 (59.80%)</td>
<td>48 (36.40%)</td>
<td>5 (3.80%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>124</strong></td>
<td><strong>692</strong></td>
<td><strong>153</strong></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488  
One per cent level: 13.277

From the Table 6.54 it is clear that, Out of 251 members who are highly satisfied in union related factors, the level of participation of four (1.60%) members is low, 146 (58.20%) members is moderate and 101 (40.20%) members is high. Out of 586 members with moderate satisfaction, the participation of 41 (7.00%) members is low, 498 (85.00%) is moderate and 47 (8.00%) is high. Of the 132 members who are with low level of satisfaction. The participation level of 79 (59.80%) members is low, 48 (36.40%) members is moderate and five (3.80%) members is high.

The percentage of members with high level of participation in trade union is high in the category of members who are highly satisfied with the union related factors. As the calculated Chi-square value (441.840) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the satisfaction on union related factors and level of participation of members in trade unions.

### 6.3.28 PSYCHOLOGICAL FACTORS AND MEMBER PARTICIPATION

Members in trade union are proud to hold a position as a leader, secretary, committee member and so on. They believe that they can gain more by just being a union
member. The sense of pride of a member in a union is brought under the heading called psychological factors. It includes pride in being a union member, pride in holding union offices. To study the extent of pride in the psychological factors members are classified into three groups. Members who are with high level of pride form the first group. The second group consists of members who are with moderate level of pride. Members with low level of pride belong to the last group.

**TABLE 6.55**

**PSYCHOLOGICAL FACTORS AND MEMBER PARTICIPATION INDEX**

<table>
<thead>
<tr>
<th>Extent of pride</th>
<th>Numbers</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>364(37.60)</td>
<td>76.38</td>
<td>32.14-100.00</td>
<td>76.580**</td>
</tr>
<tr>
<td>Moderate</td>
<td>477(49.20)</td>
<td>73.58</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td>Low</td>
<td>128(13.20)</td>
<td>57.19</td>
<td>26.43-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 3.005  One per cent level: 4.627

In the category of members who are with high level of pride, there are 364 (37.60%) members. Their participation index is 76.38. It ranges between 32.14 and 100. Out of 364 members, the participation index of 207 (56.87%) members is above average and the remaining 157(43.13%) members are below average. There are 477 (49.20%) members in the second group who are with moderate level of pride. Their participation index is 73.58. It ranges between 22.86 and 100. Out of 477 members, the level of participation index of 286 (59.96%) members is above average and 191 (40.04%) members is below average. In the third category of members who are with less pride, there are 128 (13.20%) members. Their participation index is 57.19. It ranges between 26.43 and 100. Out of 128 members, the participation index of 62 members (48.44%) is above average and the remaining 66 (51.56%) is below average.

As the calculated F value (76.850) is greater than the table value (4.627) at one per cent level of significance, it is inferred that there exists significant difference in the mean participation index of members who are divided based on their extent of pride.
It is clear from the Table 6.55, that the average level of participation in trade union is high in the category of members who are highly proud. In order to find whether the psychological factors is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

H₀: Psychological factors are not associated with level of participation in trade union.

**TABLE 6.56**

**PSYCHOLOGICAL FACTORS AND LEVEL OF PARTICIPATION**

<table>
<thead>
<tr>
<th>Extent of pride</th>
<th>Level of Participation</th>
<th>Total</th>
<th>( \chi^2 ) Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low (%)</td>
<td>Moderate (%)</td>
<td>High (%)</td>
</tr>
<tr>
<td>High</td>
<td>3 (0.80%)</td>
<td>244 (67.00%)</td>
<td>117 (32.10%)</td>
</tr>
<tr>
<td>Moderate</td>
<td>44 (9.20%)</td>
<td>399 (83.60%)</td>
<td>34 (7.10%)</td>
</tr>
<tr>
<td>Low</td>
<td>77 (60.20%)</td>
<td>49 (38.30%)</td>
<td>2 (1.60%)</td>
</tr>
<tr>
<td>Total</td>
<td>124</td>
<td>692</td>
<td>153</td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 One per cent level: 13.277

From the Table 6.56 it is clear that, Out of 364 members with high pride, the level of participation of three (0.80%) members is low, 244 (67.00%) is moderate and 117 (32.10%) members is high. Of the 477 members who are with moderate level of pride, the participation of 44 (9.20%) members is low, 399 (83.60%) is moderate and 34 (7.10%) members is high. Among the 128 members with low level of pride, the level of participation of 77 (60.20%) members is low, 49 (38.30%) is moderate and for two (1.60%) members it is high.

The percentage of members with high level of participation in trade union is high in the category of members who are highly proud with regard to the psychological factors. As the calculated Chi- square value (401.257) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the satisfaction of psychological factors and level of participation on members in trade unions.
6.3.29 LEADERSHIP FACTORS AND MEMBER PARTICIPATION

The members’ participation in unions largely depends on the leader of the union. Dynamic leadership will motivate members’ participation. The qualities and abilities of the leader increase the level of participation. To study, whether the leaders role would create differences in the level of participation, various leadership related factors like the leadership’s role in gaining success in trade union activities, leader’s affiliation to political parties and leader’s support for members to participate in trade union activities are taken into consideration. Based on extent of satisfaction on leadership role and style, the members are classified into three group based on the level of satisfaction. Members with high level of satisfaction forms the first group, members with moderate satisfaction belong to the second group and members with low satisfaction in the leadership are included in the third group.

**TABLE 6.57**

**LEADERSHIP RELATED FACTORS AND PARTICIPATION INDEX**

<table>
<thead>
<tr>
<th>Extent of leadership</th>
<th>Members</th>
<th>Participation Index</th>
<th>Range</th>
<th>F Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>259(26.70%)</td>
<td>77.98</td>
<td>35.00-100.00</td>
<td></td>
</tr>
<tr>
<td>Moderate</td>
<td>571(58.90%)</td>
<td>72.81</td>
<td>26.43-100.00</td>
<td>55.037**</td>
</tr>
<tr>
<td>Low</td>
<td>139(14.30%)</td>
<td>60.78</td>
<td>22.86-100.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>969</strong></td>
<td><strong>72.46</strong></td>
<td><strong>22.86-100.00</strong></td>
<td></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 3.055 One per cent level: 4.627

In the category of members who are with high level of satisfaction in the leadership factors, consists of 259 (26.70%) members. Their participation index is 77.98. It ranges between 35.00 and 100. Out of 259 members, the participation index of 152 (58.69%) members is above average and the remaining 107 (41.31%) is below average. In the second group there are 571 (58.90%) members who are moderately satisfied with the extent of leadership factors. Their participation index is 72.81. It ranges between 26.43 and 100. Out of 571 members, the participation index of 332 (58.14%)
members is above average and 239 (41.86%) is below average. There are 139 (14.30%) members in the category of members who are with less amount of satisfaction, their participation index is 60.78. It ranges between 22.86 and 100. Out of 139 members, the participation index of 69 members (49.64%) is above average and the remaining 70 (50.36%) members it is below average.

As the calculated F value (55.037) is greater than the Table value (4.627) at one per cent level of significance. It is inferred that there exists significant difference in the mean participation index of members who are classified on the basis of leadership factors.

From the Table 6.57, it is evident that the average level of participation in trade union is high in the category of members who are highly satisfied in the leadership factors. In order to find whether the leadership factors is associated with the level of participation in trade unions the following null (Ho) hypothesis is framed and tested.

**H₀:** Leadership factors are not associated with level of participation in Trade union

**TABLE 6.58**

<table>
<thead>
<tr>
<th>Extent of Satisfaction</th>
<th>Level of Participation</th>
<th>Total</th>
<th>χ² Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
<td>Moderate</td>
<td>High</td>
</tr>
<tr>
<td>High</td>
<td>11 (4.20%)</td>
<td>188 (72.60%)</td>
<td>60 (23.20%)</td>
</tr>
<tr>
<td>Moderate</td>
<td>50 (8.80%)</td>
<td>431 (75.50%)</td>
<td>90 (15.80%)</td>
</tr>
<tr>
<td>Low</td>
<td>63 (45.30%)</td>
<td>73 (52.50%)</td>
<td>3 (2.20%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>124</strong></td>
<td><strong>692</strong></td>
<td><strong>153</strong></td>
</tr>
</tbody>
</table>

Table Value: Five per cent level: 9.488 One per cent level: 13.277

From the Table 6.58 it is clear that, Out of 259 members who are highly satisfied on the extent of leadership, the level of participation of 11 (4.20%) members is low, 188 (72.60%) is moderate and 60 (23.20%) members is high. Among the 571 members who
are with moderate level of satisfaction, the level of participation of 50 (8.80%) members is low, 431 (75.50%) is moderate and 90 (15.80%) members is high. Of the 139 members who are with low level of satisfaction, the level of participation of 63 (45.30%) members is low, the participation of 73 (52.50%) members is moderate and for three (2.20%) members it is high.

The percentage of members with high level of participation in trade union is high in the category of members who are highly satisfied with the extent of leadership factors. As the calculated Chi-square value (170.606) is greater than the table value (13.277) at one per cent level, the null hypothesis is rejected. Hence it could be inferred that there exists significant association between the satisfaction of leadership factors and level of participation of members in trade unions.

6.4 CONCLUSION

Member participation in trade union depends on several factors. The socio-economic factors, information seeking behavior, awareness on labour laws, occupational, perceptual factors, grievances management, union related factors, psychological factors, and leadership factors determines the level of participation in trade unions. The Chi-square test was administered to examine the significance of association that exists between the twenty nine variables and level of participation. The results of Chi-square tests reveal that out of twenty nine variables, twenty three variables were found to be significantly associated with the level of participation. These twenty three variables are subjected to Correlation, Regression and Step-Wise Analysis. The results are presented in the next chapter.
REFERENCES


