APPENDIX – I

BYE-LAWS OF NCUI

NAME AND AREA OF OPERATION:
1. The union shall be called "The National Co-operative union of India Ltd."
The headquarters of the union shall be at New Delhi. The area of operation of
the union shall extend to whole of India.

DEFINITION:
2. The words/expressions appearing in these bye-laws shall have the following
meaning unless otherwise provided:
a) The ‘Union’ means the National Co-operative Union of India Ltd.
b) ‘Society’ means a Co-operative Society registered under the Co­
operative Societies Act applicable to the State or Union Territory in
which it is established or under the Multi-Unit Co-operative Societies
Act 1942.
c) Federal Society means:
i) A society not less than five members of which are themselves
societies and
ii) In which the voting rights are so regulated that the members
which are societies have not less than four-fifth of the total
number of votes in the general meeting of such society.
d) ‘Appex Society’ means a federal society which has the area of
its operation extending to the whole of a State or a Union
Territory.
e) ‘National Co-operative Federation/Society’ means a federal
society the area of operation of which extends to the whole of
India with membership including apex societies.
f) ‘Member’ means a society or a person who, for the time being,
is a member of the Union.
g) ‘Delegate’ means a person who is duly appointed by a member-
society in accordance with these bye-laws as its representative
to the General Body of the Union and includes an individual member.

OBJECTIVES OF NCUI

The objectives of the Union are to promote and develop the co-operative movement in India, to educate, guide and assist the people in their efforts, to build up and expand the co-operative sector and to serve as an exponent of co-operative opinion in accordance with cooperative principles:

i) Organise cooperative education and training programmes and popularize the principles and practices of cooperation.

ii) Develop inter-cooperative relations and help the coordinated functioning of the cooperative movement in various sectors as a coordinated system.

iii) Organise, conduct, collaborate and assist in carrying out research, investigation of cooperative problems and formulation of projects for cooperative development.

iv) Arrange for the production and publication of literature and audio-visual and other aids including films, filmstrips on cooperation and on allied subjects.

v) Give publicity to the achievements of cooperatives through periodical, journals, newspapers, pamphlets, brochures, books, films, broadcasts, television and the like for creating favourable atmosphere for the development of the cooperative movement.

vi) Maintain an information bureau and a library for the study to scholars, readers, teachers, researchers for the upliftment of cooperative movement and have a complete record of cooperative books, journals, magazines, periodicals, articles and to distribute them throughout the country to various institutions, universities, organizations, companies and other departments so as to make the general mass aware about the objectives and motives of cooperative movement so as to become them self reliant and self dependent.

vii) Express opinion on matters of cooperative policy and act as the accredited representative of the Indian Cooperative Movement in the national and international spheres.
vii) Convene and hold the National Cooperative Congress and Cooperative Seminars, meetings, conferences, exhibitions etc. in order to accelerate the cooperative movement to every corner of the country especially the areas of cooperatively less developed states. Where experts and qualified persons are invited.

ix) Select delegates, representatives and observers on behalf of the Union for participation in the National, International and State Conferences.

x) Facilitate the promotion of cooperative institutions and assist the member societies in resolving their problems and difficulties and formulation of programmes and their implementation and preserve and safeguard the democratic character of cooperative movement in the country.

xi) To confer honour on the eminent cooperators

xii) Acquire, hire, purchase, own or dispose of immovable property by way of sale, lease or otherwise far the furtherance of the objects of the union.

xiii) Promote international cooperative relations through active collaboration with International Cooperative Alliance (ICA) United Nations Organization (UNO) Food and Agricultural Organization (FAO) International Labour Organization (ILO) United Nations International Development Organization (UNIDO) and other international organizations and agencies involved in cooperative development.

xiv) Establish effective liaison and relations with International Cooperative Alliance (ICA) member organizations and national cooperative organizations of other countries.

xv) Help, promote international marketing on cooperative to cooperative basis by documenting necessary information and to act as nodal agency for the benefit of Indian Cooperative Movement.

xvi) To provide consultancy services to the cooperatives.

xvii) To maintain the following funds:

a) Cooperative Education Fund.

b) National Cooperative Training Fund

c) Any other fund as decided by the Governing Council from time to time.
xviii) Generally undertake such activities or functions as are considered incidental or conducive to the attainment of the objects of the union.

MEMBERSHIP
The membership of the union shall be open to:

i) National Cooperative Federations/Societies

ii) State Cooperative Unions

iii) Cooperative Unions of Union Territory.

iv) State level and Union Territories Cooperative Federations including other apex societies

v) State Tribal Development Cooperative Corporations registered under the Cooperative Law.

vi) Multi-unit Cooperative Societies not included in (i) above.

vii) Ex-presidents of NCUI who have served their full term of office provided they consent to become members.

viii) Individuals with knowledge and distinction in the field of cooperation, their number not exceeding 15 at any given point of time.

LIABILITY
The liability of the members to meet the deficit in the event of liquidation of the union shall be limited to the amount of subscription payable by them on the date of liquidation.

The membership of a cooperative society or individual member of the union shall cease:

i) on the cancellation of the registration or liquidation of a society.

ii) On a member society deciding to withdraw from the membership of the union provided that such a decision is taken by a competent body of the society and is duly communicated to the union. The withdrawal in such cases shall take effect after three month from the date of receipt of such a resolution by the union subject to the payment of arrears, if any

iii) On death, resignation or completion of term of membership in the case of individuals.
The membership of the union may be terminated by a resolution of the Governing Council in case a member society fails to pay the annual subscription for a consecutive period of two years with due notice as decided by the Governing Council.

**FUNDS OF THE UNION**

The bye-laws of NCUI provide for the following recriving

i) Annual subscriptions of varying amounts from member institutions

ii) One percent of profits/surplus of member institutions subject to a maximum of Rs. 2500/= in case of national cooperative business federation and Rs.7500 in case of others.

iii) The State Cooperative Unions contribute 50% of the receipts under their Education Fund subject to a maximum of Rs.10000/=.

iv) The other non-business member institutions contribute 10% of their surplus subject to a maximum of Rs. 25000/=. In addition to this, the union derives income from publications. The Central Government gives Governmental grant to the NCUI on tempering basis.

**GENERAL BODY**

i) The General Body of the union shall consist of delegates of member societies and individual members.

ii) The delegates of member society shall be nominated for a period of 3 years by a resolution of the General Body or Management or other competent body of the member-society as the case may be. Such delegates shall continue to function till otherwise their nomination is with drawn by a competent authority of the society. In case of change of delegate(s)a 30 day notice shall be given and new delegate (s) shall function for the unexpired term of the original delegate(s)

Each member society will send delegates to General Body as follows:

i) National Cooperative Federations/Societies ... 3 each

ii) State Cooperative Unions an cooperative Unions of Union Territories:

   a) With population of 1 crore and above of the state ... 3 each

   b) With population of 25 lakhs and above but less than one crore ... 2 each
iii) State level including Union Territories Cooperative Federations
Including Central Cooperative Land Development Banks and State
Tribal Development Cooperative Corporations:
   a) With population of 2 crore and above... 3 each
   b) With population of 40 lakhs and above but less than 2 crore... 2
each
   c) With population of less than 40 lakhs... 1 each

v) Multi-unit cooperative societies, not covered under (i) above... 1 each

2. a) Every delegate and individual member shall have one vote, provided
that in the case of equality of votes the chairman, presiding officer shall
have an additional casting vote.

b) The delegate or delegates of a member society which has not been a
member for at least 90 days before the date of the General Body may
attend the General Body Meeting but shall not be eligible either to
exercise the right of vote or to hold office.

c) The delegates from defaulting members shall not be entitled to exercise
the right of vote or to seek election to any office. The delegates of
defaulting societies, if holding any office of the union, shall forfeit their
right to hold such office with effect from the date on which the society
becomes defaulter under bye-law 9 (iv) provided notice is given to the
defaulting society and it fails to pay within thirty days after the receipt
of notice.

MEETINGS OF THE GENERAL BODY

The meetings of the General Body shall be of the following types

a) Annual General Meeting

b) Special General Meeting

i) The Annual General Meeting of the union shall be held every year
within a period of six months after the 15th of July following expiry of
each cooperative year, at such place and time as the Governing
Council of the union may decide. At least 30 days notice shall be necessary for Annual General Body Meeting.

ii) Special General Meeting may be convened by the Governing Council of the Union to transact any urgent business at any time by giving 15 days notice as also on requisition by members as provided in clause(iv).

iii) The Governing Council shall convene the special Meeting on requisition with in one month of the receipt of requisition in writing from not less than 1/5th of the total members of the General Body or 30 members which ever in less. Period of notice for such a meeting shall be 15 days.

A requisition for special General Meeting shall state the purpose of the meeting, time and date of the meeting and shall be signed by the members and sent to the registered office of the union. Such a meeting shall transact the subject specified in the notice only.

The quorum for the General Body Meeting shall be 1/3rd of the total members subsisting as such on the date of the notice of meeting subject to a minimum of 10 members. In case of want of quorum with an hour of the scheduled time, the meeting shall stand adjourned for the same day, time and place in the next week. Provided that at the adjourned meeting no quorum shall be necessary. If the meeting is called upon the requisition of the members and there is no quorum, it shall stand dissolved and requisition shall lapse.

iv) The Agenda for the meeting of two General Body shall be circulated by the Chief Executive /Director

In case of Annual General Meeting any member/delegate may give notice of any item of business for inclusion in the Agenda, which shall be sent to the union within not less than 15 days of the date of the meeting. The president of the union shall consider such items before they are included in the Agenda and take necessary steps for their inclusion if such subjects are necessary.

In case of special meeting of General body the Agenda shall be the one circulated along with notice.
FUNCTIONS OF GENERAL BODY

The authority of the union shall vest in the General Body.

Besides exercising general supervision and control on the activities of the union, the General Body shall perform the following functions:

i) Elect the following office bearers of the Union once in three years from among the delegates to the General Body.
   a) The President
   b) Five vice-Presidents.

The General Body shall elect one Vice-President from each of the following zones:

1) **North Zone**: Punjab, Haryana, Himachal Pradesh, Jammu and Kashmir, Chandigarh, Delhi and Rajasthan.
2) **West Zone**: Maharashtra, Gujrat, Goa and Daman, Nagar Haveli.
3) **Central Zone**: Uttar Pradesh and Madya Pradesh
4) **South Zone**: Tamil Nadu, Karnatakaka, Kerala, Andra Pradesh and Pondicherry.
5) **East Zone**: West Bengal, Bihar, Orissa, Assam, Meghalaya, Manipur, Tripura, Nagaland, Arunachal Pradesh and Mizoram.

6) To consider the report, audit note and balance sheet.
7) Approve the programme of work and budget estimates for the ensuring year.
8) Fix the maximum credit limit of the union subject to the approval of the Registrar.
9) Amend the bye-laws and rules of business of the Union whenever necessary.
10) To consider, decide appeal against the decisions of the Governing Council.
11) Consider the problems or questions of policy regarding cooperative development affecting any section of the movement or group of member-societies referred to it by the Governing Council.
12) Expulsion of the member.
13) To elect Governing Council as per bye-law No.14.

**Governing Council**: The Union shall have a Governing Council consisting of:

i) All office bearers elected under bye-law 13(i)
ii) The outgoing President provided he has served for a full term.
iii) One representative from each National Cooperative Federation/Society.
iv) One representative from each State Cooperative Union
v) Two representatives from Cooperative Unions of the Union Territories.
vi) One representative from State Cooperative Marketing Federations
vii) One representative from State Cooperative Banks
viii) One representative from State Cooperative Land Development Banks
ix) One representative from State Cooperative Consumer Federation
x) One representative from State Cooperative Housing Finance Societies/Housing Societies Federations.
xi) One representative from other State Cooperative Federations not included in (vi - x)
xii) One representative from Tribal Development Cooperative Cooperation(s).
xiii) One representative from Multi-Unit Cooperative societies.
xiv) Three eminent cooperators, who may be coopted by the Governing Council. Out of them two shall be ladies provided no lady is elected/nominated under the above provision. The other will be representative of weaker section, if not elected.

The representatives mentioned in (v - xii) will be elected by respective constituencies according to procedures as may be laid down by rules framed by the Governing Council. The Governing Council shall ordinary meet twice a year. However, except under the special circumstances 15 days notice for the meeting shall be necessary. The quorum for a meeting of Governing Council shall be 15.

**Functions of the Governing Council:** The following are the main functions of the Governing Council:

i) decide the manner in which the funds of the Union shall be invested

ii) subject to a right of appeal to the General Body, decide applications for membership

iii) consider and accept the resignation of the President, Vice-Presidents or any other member of the Governing Council, Executive Committee or other Committees
iv) formulate policy and programme of work, prepare budget and consider audited statement of accounts and administration reports

v) confer membership on distinguished cooperators in accordance with bye-law No.4(iii) for a period coterminus with the new Governing Council

vi) call the meeting of the General Body and fix agenda for the same

vii) convene the National Cooperative Congress in accordance with the rules framed for the purpose

viii) determine the strength of the staff, create posts, fix scales of pay and frame leave and service rules of the employees of the Union or any other rules relating to recruitment and service conditions of the employees.

ix) institute provident fund, gratuity and such other funds for the employees of the union as might be considered desirable and frame rules for their administration.

x) fix the scale of travelling and other allowances for the employees

xi) consider for further action the recommendations of Executive and Standing Committees

xii) fix honorarium or allowances for the office bearers and members of the Union

xiii) consider quarterly statement of receipts and payments and quarterly progress reports

xiv) fill a vacancy that may occur in the Governing Council by coopting a delegate (for the remainder of the term) from the same state or constituency to which the vacating member belonged

xv) fill in 45 days any vacancy that may occur in the office of the President due to resignation, death or otherwise by electing one of the Vice-Presidents as President till the next meeting of the General Body

xvi) fill a vacancy that may occur in the office(s) of the Vice-President(s) due to resignation, death, withdrawal of delegation or otherwise to be elected out of member of the Governing Council from that particular region for the remainder the term from the same constituency to which the vacating Vice-
President(s) belonged generally do all acts as are necessary to give effect to the objects of the Union.

xvii) excepting the power to admit members, the Governing Council may delegate such of its powers and functions to any Committee or office bearers of the Union as it may deem necessary.

COMMITTEES:

i) The Governing Council shall constitute an Executive Committee which shall comprise 15 members including office bearers provided that there will be not more than one member on the Executive Committee from one state, provided that a member representing a National Cooperative Federation would not be deemed to represent a state.

ii) The Governing Council may constitute the following and other such committees:

a) National Council for Cooperative Training to deal with Cooperative Training Programmes.

b) Committee for Cooperative Education to deal with Cooperative Education programme and National Centre for Cooperative Education
c) Two following specialized sub-Committee to deal with specific matters and such other sub-Committees as may be necessary to carry on the functions and business of NCUI.

i) Committee on development of Cooperation in hill and tribal areas.

ii) Committee for Development of Cooperative Movement in comparatively backward areas and for weaker sections.

iii) Committee for Planning, Development and Review of Cooperative Movement and Indian Cooperative Congress.

iv) Committee for Cooperative Law and Personnel Management.

v) Committee for International Relations consisting of the President and the five Vice-Presidents, two members of the Executive Committee out of which one will be representative of
State Cooperative Unions and the other National Cooperative Federations.

vi) Zonal Co-ordination Council.
vii) Committee on publicity and publications
viii) Committee for women and youth in Cooperative Movement.
ix) Committee for involvement of women in Cooperative Movement.

iii) The Governing Council may include in special committees constituted under (a), (b), (c) above persons who are not member of NCUI whose association is considered desirable.

iv) The sub-committees so constituted shall frame their own rules of business.

Notwithstanding anything contained in any other Bye-Law, the Governing Council of NCUI shall constitute a Standing Body to be known as the National Council for cooperative training to be referred to herein after as NCCT.

NCCT shall be constituted by the NCUI after obtaining approval of the Govt. of India.

The composition of NCCT shall not exceed 30 persons and shall include in following.

1. President of the NCUI as Chairman.
2. One of the Vice-Presidents of the NCUI to be nominated by the President as Vice-Chairman.
3. Directoral General of NCCT as executive Vice-chairman.
4. Six representatives of State Cooperative Unions one from each zone.
5. Zone representative of National Cooperative Federations.
6. Four Chief Executives of National/State level Cooperative Federations including at least one each from banking, marketing and consumer stores.
7. Three nominees of the Central Government.
8. Managing Director, NCDC.
9. Executive Director, RBI.
10. Deputy Director General (Education) ICAR
11. Director VMNICOM
12. A representative of the University Grants Commission.
13. A representative of Agricultural Universities.
15. A Secretary, Cooperation of a State Government.
16. A Registrar of Cooperative Societies.

While selecting the representatives/nominees, there shall be not more than one representative from any state. This shall not apply to representatives of Central Govt. and National Institutions.

The Chief Executive of NCUI shall be the Director General of NCCI, unless otherwise decided by the NCUI with the approval of Govt. of India.

The term of National Council for Cooperative Training (NCCI) shall be co-terminus with that of the Governing Council of NCUI.

RULES OF BUSINESS

For carrying out the objects of the union and administering its bye-laws the Governing Council of the union shall have powers to make rules of business and rules for admission of members. The rules of business thus framed by the Governing Council shall be placed before the General Body for approval.

POWERS AND FUNCTIONS OF EXECUTIVE COMMITTEE

The functions of executive committee shall be as follows.

i) to prepare annual report balance sheet and budget of the National Cooperative Union of India.

ii) to arrange for carrying on the administration of the union and to initiate such action as may be necessary for the execution of the decisions and resolutions passed by the Governing Council and General Body/Executive Committee.

iii) to raise funds for the union and control its finances.

iv) to authorise person/persons to sign the bills, notes, receipts, acceptances, enter into contract and documents on behalf of the NCUI and operate bank account etc.

v) to appoint trustees attorneys and agents for the union to defend and institute legal proceedings on behalf of NCUI.
vi) to organize state cooperative conferences and National Cooperative Congress.
vii) to arrange the publication of cooperative journals and other literature.
viii) to acquire, purchase, own or dispose of immovable property by way of sale, lease or otherwise for the furtherance of the objects of the union.
ix) to take action on all administrative matters and also to arrange for the custody of cash
x) the recruitment of various categories of staff for the union's secretariat including chief executive and also for zonal committee except class III and IV
xi) to deal with all staff matters, except class III and IV including promotion/disciplinary action, suspension or removal etc.
 xii) to delegate powers to the president, vice-presidents and chief executive or any other office of the union.
 xiii) any other duty or function entrusted by the Governing Council.
xiv) the executive committee may meet as often as possible and at least once in a quarter. An interim vacancy on the executive committee may be filled up by co-option by the remaining members of the Governing Council.

POWERS AND FUNCTION OF PRESIDENT
The president shall have the following powers and functions.

i) The president shall be the spokesman of the policy of the NCUI and shall have overall control and supervision of the administration and programme of the National Cooperative Union of India (NCUI). He shall preside over the meetings of the General Body, Governing Council, Executive Committee and National Cooperative Congress.

ii) He shall be the Chairman of the National Council for Cooperative Training (NCCT)

iii) He will approve and sanction expenditure on any one item as approved in the budget up to Rs.10000/= at a time and such other expenditure as approved and sanctioned by the Governing Council and Executive Committee as the case may be.

iv) Notwithstanding anything contained in the bye-laws it shall be competent for the president to empower the Chief Executive to ascertain the opinion of the Governing Council or Executive Committee on any matter he might consider urgent or expedient by circulation of paper to the members on receipt of such information the president may decide the question as per the opinion of the
majority of the members. The decision taken shall be placed before the next meeting of the Governing Council for information.

v) The president shall sign the proceedings of all the meetings presided by him.

vi) In the event of equality of votes on a resolution the president shall have an additional casting vote in the meeting.

vii) To convene the meetings of the Governing Council Executive Committee and other sub-committees of which he is the president.

viii) The president may delegate any of his powers and functions to the Vice-president or to the Chief Executive.

**VICE-PRESIDENTS**

The Vice-presidents shall have the following powers and functions

i) They will be the chairman of the Zonal Planning and Co-ordination Council of the respective zone.

ii) One of the Vice-presidents will be the Chairman of the cooperative Education Committee including the National Centre for Cooperative Education (NCCE)

iii) To be incharge of various functional committees mentioned under bye-laws 16 above.

iv) To preside over the meetings of the General Body, Governing Council, Executive Committee in the absence of president and exercise other such powers of the president in his absence in the execution of the duties of the president.

v) One of the Vice-Presidents shall also be on the National Council for Cooperative Training

vi) To convene the meetings of such sub-committees of which a vice-president in the chairman.

**POWERS AND FUNCTIONS OF CHIEF EXECUTIVE**

The Chief Executive shall function under the over all control and supervision of the president. He shall have the following powers, functions and responsibilities.

i) To summon meetings of various committees including of the Genera Body under the instructions of the president/vice-president, as the case may be. To maintain proper records of the union.

ii) To attend to all correspondence of the union.

iii) To manage the funds of the union and cause proper accounts to be maintained and audited.

iv) To be responsible for collection and safety of the funds.
v) To executive the policies and programmes of the union and take such action as is necessary to give effect to the resolution of the General Body, Governing Council or any other committee constituted under these bye-laws.

vi) To sign all deposit receipts of the union with banks in accordance with the resolution of the Executive Committee.

vii) To endorse and transfer promissory notes and other securities and to endorse, sign, encash cheques and negotiate instruments on behalf of the union.

viii) To be the officer of the union to sue or be sued on behalf of the unions, and sign all bounds and agreements in favour of the union.

ix) To appoint class III and IV personnel in the union in consultation with the president.

x) To determine powers functions and responsibilities of the employees of the union of all categories.

xi) To maintain a list of members correct and up-to-date

xii) To exercise administrative control in respect of all officers and staff, including granting of leave granting of annual increments and other matters relating to the service conditions of the employees.

xiii) To sanction contingent expenditure in so far as the amount involved is up to Rs.1500/

xiv) To sign on behalf of NCUI and conduct its correspondence.

xv) To record proceedings of meetings and have duly signed.

xvi) To perform all duties entrusted to him and to exercise such other powers as may be delegated to him by the Governing Council, Executive Committee and president.

GENERAL

i) In the event of conflict between the bye-laws of the union and the affiliated societies the bye-laws of the union shall prevail.

ii) No act of the General Body, the Governing Council or other committees shall be deemed invalid by reasons of defect in the election of the member. Therefore, or by reasons of any vacancy therein not having been filled in accordance with these bye-laws.

iii) All questions at the meetings shall be decided by a majority of votes. Presiding officer shall have a casting vote.
QUESTIONNAIRE

Dear Respondents

You are requested to go through the questionnaire and tick (✓) the appropriate answer which you think to the best of your experience and knowledge. Your responses will remain highly confidential. Please return the questionnaire after duly filled up.

Thank you,

G.H. Thakur
(Investigator)

QUESTIONNAIRE FOR PO/CEI/FGI/LM

Name of the Project ___________________________ State ________________________

1. Name _________________________________________
2. Qualification ____________________________________
3. Designation ____________________________________
4. Deputisation/Direct
5. Technical/Non-Technical
6. Length of Service in the present job ________________
7. Pay scale at the time of joining this organisation ________________
8. Present pay scale ________________________________
9. Total pay ________________________________________
10. Have you served in any organization before joining this organisation ________________ Yes No
11. While joining this organisation are you trained or un-trained ________________ Yes No
12. If untrained when you got the training in the present job ________________
13. What kind of training you have got (Specify the course) ________________
14. Where do you got the training within or outside the organization _________
15. What was the duration of the training period ________________________
16. Where do you got the training (Specify the Institute) ___________________
17. The Training which you got is a technical ________________ Yes No
18. The Training which you got is a non-technical ________________ Yes No
19. Do you think training period is sufficient ________________ Yes  No
20. Whether training is based on seniority ________________ Yes  No
21. Whether training is based on qualification ________________ Yes  No
22. Whether training expenses are borne by the organisation ________________ Yes  No
23. Do you think training is necessary for the present job ________________ Yes  No
24. Whether the training have helped you in resolving the problems in the field ________________ Yes  No
25. Have you got any increment of this training ________________ Yes  No
26. Whether there are promotion chances for higher posts after getting the training ________________ Yes  No
27. Whether the promotion depends upon the training ________________ Yes  No
28. Whether the promotion depends upon the seniority ________________ Yes  No
29. Whether there is any difference in pay between trained and untrained employees ________________ Yes  No
30. Whether there is any immediate grade revision after training ________________ Yes  No
31. Whether there is further need of training while promotion to higher post ________________ Yes  No
32. Whether the top management of this organization wants that her employees should be well versed in their fields ________________ Yes  No
33. Whether the top management of this organization calls you for decision making ________________ Yes  No
34. Whether the top management of this organization communicates you the latest coop. Developments, achievements, etc. ________________ Yes  No
35. Whether you are asked by the top management of this organization to lay down the targets to be achieved. ________________ Yes  No
36. Whether the top management of this organization helps you to rectify the variances in case the achievements fall short of targets Yes  No
37. Whether the top management of this organization rewards you in case your achievements are more than the targets __________ Yes No

38. Whether the top management of this organization holds you responsible and makes punishment in case the achievements are less than the targets ______________ Yes No

39. Are your activities monitored by your superior __________ Yes No

40. Does your superior pays surprise visits to your projects/blocks __________ Yes No

41. Does your superior criticises poor work __________ Yes No

42. Does your superior encourage your achievements __________ Yes No

43. Are you satisfied with your job __________ Yes No

44. Do you feel any problem in the project/block __________ Yes No

45. Any other suggestion, comments etc. relating to your job (Please mention)