APPENDIX - A

INTERVIEW SCHEDULE FOR EMPLOYEES TO ASCERTAIN THEIR ATTITUDE TOWARDS MANPOWER MANAGEMENT PRACTICES IN TAMIL NADU STATE ROAD TRANSPORT CORPORATION, MADURAI (DIVISION - II) LIMITED

I. GENERAL INFORMATION

1.1 Name :

1.2 E.D.P. Number :

1.3 Age : _______ Years

1.4 Sex : Male ☐ Female ☐

1.5 Marital Status : Married ☐ Unmarried ☐

1.6 Native Place :

1.7 Social Group (Community) : FC / BC / MBC / SC / ST

1.8 Educational Qualification
   a) Below SSL.C ☐ b) SSL.C ☐
   c) Higher Secondary ☐ d) Graduate ☐
   e) Post Graduate ☐ f) Technical Qualification ☐

1.9 Designation :

1.10 Category/Cadre of Employment
   a) Administrative ☐ b) Operation ☐
   c) Maintenance ☐ d) Others ☐

1.11 Place of Employment : Branch ☐ Head Office ☐

1.12 Length of Service : Years ☐ Months ☐

1.13 Monthly Salary : Rs.
II. MANPOWER PLANNING, RECRUITMENT, TRAINING AND DEVELOPMENT

2.1 Is Manpower Planning done in your Corporation?

Yes □ No □ Do not know □

2.1.1 If yes, Where it is done?

a) Branch level □ b) Corporation level □

Do not know □

2.1.2 How it is done?

a) Category-wise □ b) Department-wise □

c) Branch-wise □ d) Do not know □

2.2 Do you know about the Bus-staff ratio followed by TNSTC, Madurai (Division II) Limited?

Yes □ No □

2.2.1 Do you want any change in the existing Bus-staff ratio?

Yes □ No □

2.2.2 If yes, which ratio you want to be changed?

a) Traffic □ b) Maintenance □

c) Administrative □

2.3 How did you enter the present job?

a) Through employment exchange □ b) Transferred from other corporation □

c) Through Advertisement □ d) Compassionate grounds □

e) Any other □
2.4 Whether reservation policy is adopted strictly?
  Yes ☐ No ☐

2.5 Do you know the promotion policy followed by the corporation?
  Yes ☐ No ☐

2.5.1 If yes, the promotion is done on the basis of?
  a) Merit ☐ b) Seniority ☐
  c) Merit-cum-seniority ☐ d) Any other basis ☐

2.6 When will you be promoted to the next post?
  a) After stipulated period ☐
  b) Depending on vacancy ☐
  c) No chance for promotion ☐

2.7 Do you know the transfer policy of TNSTC, Madurai (Division II) Limited?
  Yes ☐
  No ☐

2.7.1 If yes, on what basis transfer is done by the corporation?
  a) Individual application ☐ b) Compulsory transfer ☐
  c) Favouritism ☐ d) Recommendation by the trade union ☐

2.8 Does the corporation provide training to all the employees?
  Yes ☐
  No ☐

2.8.1 If yes, have you undergone any training?
  Yes ☐
  No ☐

2.8.2 Have you gone for any external training?
  Yes ☐
  No ☐
2.8.3 Are you provided with allowance for external training programme?

Yes ☐  No ☐

2.8.4 Whether allowances for external training programme is adequate?

Yes ☐  No ☐

2.9 Rank the problems connected with manpower planning

a) Management not interested ☐  b) Rigid government rules and regulations ☐

c) Opposition by trade unions ☐  d) Political pressure ☐

e) Caste and other factors ☐

2.10 Rank which will be considered at the time of recruitment

a) Reference from employment exchange ☐  b) Political pressure ☐

c) Compassionate ground ☐  d) Recommendation by staff ☐

e) Through advertisement ☐

2.11 Rank the problems connected with external training

a) Biased selection for training ☐  b) Theme of external training programme is not suitable ☐

c) Affect the regular operation of buses ☐  d) Allowances inadequate ☐

e) Long distance travel ☐
2.12 ATTITUDE SCALING TECHNIQUE

(Kindly (✓) tick the relevant item)

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<tr>
<th>S.No.</th>
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13. The Corporation is not maintaining seniority list while carrying out transfer

14. Transfers are done according to the discretion of the management

15. Compulsory transfers affect the morality of the employees

16. Biased treatment prevails in the Corporation while transferring employees

17. The Transfer Policy followed by the Corporation is Satisfactory

18. Training provided by Private Agencies are Satisfactory than Training provided by the Corporation

19. Allowances provided for outside Training are Satisfactory

20. The theme of Training inputs are best suited to the Employees

21. Equal chance has not been given to Employees to attend Training Programme

III EMPLOYEE REWARDS AND BENEFITS

3.1 Mode of payment of salary
   a) Cash
   b) Cheque
   c) Credited in SB A/c.

3.2 Are you aware of the standing orders of the corporation?
   a) Aware
   b) Unaware
3.3 State your opinion about the implementation of the various provisions of wage settlement
   a) Totally implemented [ ]
   b) Partially implemented [ ]
   c) Not Implemented [ ]

3.4 What is your opinion on various allowances provided?
   a) Adequate [ ]
   b) Inadequate [ ]
   c) Moderate [ ]

3.5 Are you provided with proper incentive?
   Yes [ ]
   No [ ]

3.5.1 If yes, state the basis of incentives?
   a) On collection basis [ ]
   b) On productivity basis [ ]
   c) On hours worked [ ]
   d) Any other [ ]

3.6 When the bonus and ex-gratia amount will be disbursed?
   a) At the end of financial year [ ]
   b) At the end of calendar year [ ]
   c) At the time of festivals [ ]
   d) Any other time [ ]

3.7 Whether the corporation has its own dispensary?
   Yes [ ]
   No [ ]

3.7.1 If yes, whether the timing is suitable to you?
   Yes [ ]
   No [ ]

3.7.2 Are you given proper medical check-up periodically?
   Yes [ ]
   No [ ]
3.7.3 Are you allowed to take treatment in private hospitals?

Yes □ No □

3.8 What is your opinion about medical facilities?

a) Adequate □

b) Inadequate □

c) Moderate □

3.9 Are you aware of the leave rules of the corporation?

Yes □ No □

3.10 Rank the problems connected with the revision of wage, salary and allowances

a) Wide disparity in wages and salary among staff □

b) Not according to the present cost of living index □

c) Revised at the bargaining of the trade unions □

d) Allowances inadequate □

3.11 Rank the problems involved in obtaining leave facilities

a) Employees are unaware of the leave rules □

b) The superiors are not ready to sanction leave □

c) Prior permission from the superiors □

d) Latest leave rules are not communicated to the employees □

e) Threat from the Management □
3.12 Rank the problems connected with medical facilities provided by the corporation

a) Inadequate facility in the Corporation Dispensary

b) Improper care by the hospital staff other than Doctors

c) Referring cases to Private Hospitals

d) Not equipped with relevant medicines

e) Very difficult to get reimbursement

3.13 Rank the problems connected with canteen facilities provided by the corporation

a) Quality foods not served

b) Irregular food supply

c) Timing unsuitable to all the Employees

d) Hygienic and Sanitation Problems

3.14 ATTITUDE SCALING TECHNIQUE

(Kindly (✓) tick the relevant item)

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5. There is a wide disparity of Salary and Wages to Employees under Wage Settlement and Pay Commission

6. At the time of Wage Revision due Weightages are given only to Operative Staff

7. The Incentive Schemes are highly beneficial to Workers

8. The Productivity bonus is within the reach of all Employees of the Corporation

9. Bonus and Ex-gratia Payment provided by the Corporation are satisfactory

10. Bonus and Ex-gratia are paid at the right time to the Workers

11. Medical Facilities provided by the Corporation are adequate

12. Adequate Uniform clothes are supplied to the Workers

13. Quality food is supplied by the canteen run by the Corporation

14. Welfare facilities provided by the Corporation are satisfactory

15. It is easy for the Corporation Employees to avail of the Welfare Facilities

VI EMPLOYER -EMPLOYEE RELATIONS

4.1 Are you aware of the existing labour laws applicable to the corporation?

Yes ☐ No ☐
4.1.1 If yes, does the corporation implement the provisions of Labour Laws?
   a) Fully
   b) Partially
   c) Not implementing

4.2 Does the supervisor evaluate your performance periodically?
   Yes
   No

4.3 Whether the supervisors are helpful in doing your job?
   Yes
   No

4.4 Are you a member of trade union?
   Yes
   No

4.4.1 If yes, in how many unions are you a member?
   a) One
   b) Two
   c) More than two unions

4.4.2 When did you become the member in the union?

4.5 Whether the trade union is recognised by the management?
   Yes
   No

4.6 Mention the reason for joining the trade union
   a) To settle problems
   b) To avoid punishment
   c) To become leader
   d) To get recognition
   e) To avail benefits

4.7 Whether punishment is given on valid grounds?
   Yes
   No

4.8 Do you have grievances with the management?
   Yes
   No
4.9 Rank the causes for grievances

a) Delay in promotion  □ b) Poor working conditions  □

c) Biased transfer policy  □ d) Suspension  □

e) Increment cut  □ f) Demotion  □

4.10 Whether the grievances are redressed quickly

Yes  □  No  □

4.11 Have you participated in any strike?

Yes  □  No  □

4.12 Rank the reasons for strike

a) To get high wages  □ b) To get high bonus  □

c) To achieve workers' rights  □ d) To improve the working conditions  □

e) To make the management realise that they are big force  □

4.13 Which method of settlement of dispute you prefer?

a) Conciliation  □ b) Labour court  □

c) Government intervention  □

4.14 Do you think that the management encourages workers' participation in managerial decision making?

Yes  □  No  □
4.15 Give your opinion about the following work environment prevailing in the corporation

<table>
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<th></th>
<th>Adequate</th>
<th>Inadequate</th>
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<td>a) First Aid Appliances</td>
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<td>e) Drinking Water</td>
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<td>f) Latrine and Urinals</td>
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4.16 Are you satisfied with the overall work environment?

- Satisfied [ ]
- Dissatisfied [ ]
- No Opinion [ ]

4.17 Rank the procedure followed for representing grievances

- a) Through official machinery [ ]
- b) Through direct representation [ ]
- c) Through Trade Unions [ ]
- d) Reference to managing director [ ]

4.18 Attitude Scaling Technique

(Kindly [ ] tick the relevant item)

5A – Strongly agree
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4. Satisfactory working conditions are prevailing in Madurai (Division II) Limited.

5. The Corporation is strictly adhering to the labour laws.

6. The management punishes a worker on valid grounds only.

7. The management recognises the trade union properly.

8. Management is not interested in solving the genuine grievances of the workers.

9. TNSTC, Madurai (Division II) Limited encourages workers' participation in management affairs.

10. The management is reluctant in implementing the concept of workers' participation in management.

11. Workers' participation in management would help improving employer-employee relations.

12. The workers are inferior to managers, so they are not able to make participative management a success.

13. The multiplicity of trade unions is not conducive to workers' participation in management.

14. TNSTC, Madurai Division II Limited, as a public sector, should act as a model employer in respect of workers' participation in management.

15. There is a cordial relationship between labour and management.
APPENDIX - B
MANPOWER MANAGEMENT PRACTICES IN TNSTC, MADURAI (DIVISION - II) LIMITED
INTERVIEW SCHEDULE FOR MANAGERS

GENERAL INFORMATION

1.1 Name :

1.2 Age : ___________ Years

1.3 Sex : Male □ Female □

1.4 Marital Status : Married □ Unmarried □

1.5 Native Place :

1.6 Social Group (Community) : FC / BC / MBC / SC / ST

1.7 Educational Qualification
   a) Graduate □ b) Post Graduate □
   c) Technical qualification □ d) Professional Graduate □

1.8 Designation :

1.9 Category/Cadre of Employment
   a) Administrative □ b) Operation □
   c) Maintenance □

1.10 Place of Employment : Branch □ Head Office □

1.11 Length of Service : Years □ Months □

1.12 Monthly Salary : Rs.
Regarding manpower management practices in TNSTC, Madurai (Division II) Limited, the various issues are given in the form of statement.

(Please rank the statements)

**I. OPINION ON RECRUITMENT, PROMOTION, TRAINING AND DEVELOPMENT**

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<td>3.</td>
<td>TNSTC, Madurai (Division-II) Limited encourages workers’ participation in management affairs</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>The Management is reluctant in implementing the concept of workers’ participation in management</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>Workers’ participation in management would help improving employer-employee relations</td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>The workers are inferior to managers, so they are not able to make participative management a success</td>
<td></td>
</tr>
<tr>
<td>7.</td>
<td>The multiplicity of trade unions is not conducive to workers’ participation in management</td>
<td></td>
</tr>
<tr>
<td>8.</td>
<td>TNSTC, Madurai (Division II) Limited, as a public sector, should act as a model employer in respect of workers’ participation in management</td>
<td></td>
</tr>
<tr>
<td>9.</td>
<td>There is a cordial relationship between labour and management</td>
<td></td>
</tr>
</tbody>
</table>
### APPENDIX - C

#### STATE TRANSPORT UNDERTAKINGS IN INDIA

<table>
<thead>
<tr>
<th>Corporations</th>
<th>Government Departments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Andhra Pradesh SRTC</td>
<td>1. Andaman &amp; Nicobar ST</td>
</tr>
<tr>
<td>2. Assam STC</td>
<td>2. Arunachal Pradesh ST</td>
</tr>
<tr>
<td>4. Calcutta STC</td>
<td>4. ST Haryana</td>
</tr>
<tr>
<td>5. Delhi TC</td>
<td>5. Mizoram ST</td>
</tr>
<tr>
<td>7. Himachal RTC</td>
<td>7. ST Punjab</td>
</tr>
<tr>
<td>10. Kerala RTC</td>
<td>10. Metropolitan TCL (CNI-II)</td>
</tr>
<tr>
<td>12. Maharashtra SRTC</td>
<td>12. State Express TCL (TN-II)</td>
</tr>
<tr>
<td>13. Manipur SRTC</td>
<td>13. Tamil Nadu State TCL (CBE-I)</td>
</tr>
<tr>
<td>14. Meghalaya TC</td>
<td>14. Tamil Nadu State TCL (CBE-II)</td>
</tr>
<tr>
<td>15. North Bengal STC</td>
<td>15. Tamil Nadu State TCL (CBE-III)</td>
</tr>
<tr>
<td>16. Orissa SRTC</td>
<td>16. Tamil Nadu State TCL (KUM-I)</td>
</tr>
<tr>
<td>17. Pepsu RTC</td>
<td>17. Tamil Nadu State TCL (KUM-II)</td>
</tr>
<tr>
<td>18. Rajasthan SRTC</td>
<td>18. Tamil Nadu State TCL (KUM-III)</td>
</tr>
<tr>
<td>19. South Bengal STC</td>
<td>19. Tamil Nadu State TCL (KUM-IV)</td>
</tr>
<tr>
<td>20. Tripura RTC</td>
<td>20. Tamil Nadu State TCL (MDU-I)</td>
</tr>
</tbody>
</table>

#### Municipal Undertakings

1. Ahmedabad MTS
2. Amristar Nigam TPT
3. BEST Undertakings
4. Jamnagar MTS
5. Kolhapur MTU
6. Ludhiana MTD
7. Pimpri Chinchwad MT
8. Pune MT
9. Solapur MTU
10. Thane MTU
11. Navi Mumbai MT
12. Metropolitan TCL (CNI-I)
13. Metropolitan TCL (CNI-II)
14. Metropolitan TCL (CNII-II)
15. Metropolitan TCL (CNII-III)
16. Metropolitan TCL (CNII-IV)
17. Tamil Nadu State TCL (MDU-I)
18. Tamil Nadu State TCL (MDU-II)
19. Tamil Nadu State TCL (MDU-III)
20. Tamil Nadu State TCL (MDU-IV)
21. Tamil Nadu State TCL (MDU-V)
22. Tamil Nadu State TCL (MDU-VI)
23. Tamil Nadu State TCL (MDU-VII)
24. Tamil Nadu State TCL (MDU-VIII)
25. Tamil Nadu State TCL (MDU-IX)
26. Tamil Nadu State TCL (MDU-X)
27. Tamil Nadu State TCL (MDU-XI)
28. Tamil Nadu State TCL (MDU-XII)
29. Tamil Nadu State TCL (MDU-XIII)
30. Tamil Nadu State TCL (MDU-XIV)
31. Tamil Nadu State TCL (MDU-XV)
32. Tamil Nadu State TCL (MDU-XVI)
33. Tamil Nadu State TCL (MDU-XVII)
34. Tamil Nadu State TCL (MDU-XVIII)
35. Tamil Nadu State TCL (MDU-XIX)
36. Tamil Nadu State TCL (MDU-XX)
37. Tamil Nadu State TCL (MDU-XXI)
38. Tamil Nadu State TCL (MDU-XXII)
39. Tamil Nadu State TCL (MDU-XXIII)
40. Tamil Nadu State TCL (MDU-XXIV)
41. Tamil Nadu State TCL (MDU-XXV)
42. Tamil Nadu State TCL (MDU-XXVI)
43. Tamil Nadu State TCL (MDU-XXVII)
44. Tamil Nadu State TCL (MDU-XXVIII)
45. Tamil Nadu State TCL (MDU-XXIX)
46. Tamil Nadu State TCL (MDU-XXX)
47. Tamil Nadu State TCL (MDU-XXXI)
48. Tamil Nadu State TCL (MDU-XXXII)
49. Tamil Nadu State TCL (MDU-XXXIII)
50. Tamil Nadu State TCL (MDU-XXXIV)
51. Tamil Nadu State TCL (MDU-XXXV)
52. Tamil Nadu State TCL (MDU-XXXVI)
53. Tamil Nadu State TCL (MDU-XXXVII)
54. Tamil Nadu State TCL (MDU-XXXVIII)
55. Tamil Nadu State TCL (MDU-XXXIX)
56. Tamil Nadu State TCL (MDU-XXXX)
57. Tamil Nadu State TCL (MDU-XXXXI)
58. Tamil Nadu State TCL (MDU-XXXXII)
59. Tamil Nadu State TCL (MDU-XXXXIII)
60. Tamil Nadu State TCL (MDU-XXXXIV)
61. Tamil Nadu State TCL (MDU-XXXXV)
62. Tamil Nadu State TCL (MDU-XXXXVI)
63. Tamil Nadu State TCL (MDU-XXXXVII)
64. Tamil Nadu State TCL (MDU-XXXXVIII)
65. Tamil Nadu State TCL (MDU-XXXXIX)
66. Tamil Nadu State TCL (MDU-XXXXX)
67. Tamil Nadu State TCL (MDU-XXXXXI)
68. Tamil Nadu State TCL (MDU-XXXXXII)
69. Tamil Nadu State TCL (MDU-XXXXXIII)
70. Tamil Nadu State TCL (MDU-XXXXXIV)
71. Tamil Nadu State TCL (MDU-XXXXXV)
72. Tamil Nadu State TCL (MDU-XXXXXVI)
73. Tamil Nadu State TCL (MDU-XXXXXVII)
74. Tamil Nadu State TCL (MDU-XXXXXVIII)
75. Tamil Nadu State TCL (MDU-XXXXXIX)
76. Tamil Nadu State TCL (MDU-XXXXXX)
77. Tamil Nadu State TCL (MDU-XXXXXXI)
78. Tamil Nadu State TCL (MDU-XXXXXXII)
79. Tamil Nadu State TCL (MDU-XXXXXXIII)
80. Tamil Nadu State TCL (MDU-XXXXXXIV)
81. Tamil Nadu State TCL (MDU-XXXXXXV)
82. Tamil Nadu State TCL (MDU-XXXXXXVI)
83. Tamil Nadu State TCL (MDU-XXXXXXVII)
84. Tamil Nadu State TCL (MDU-XXXXXXVIII)
85. Tamil Nadu State TCL (MDU-XXXXXXIX)
86. Tamil Nadu State TCL (MDU-XXXXXXX)
87. Tamil Nadu State TCL (MDU-XXXXXXXI)
88. Tamil Nadu State TCL (MDU-XXXXXXXII)
89. Tamil Nadu State TCL (MDU-XXXXXXXIII)
90. Tamil Nadu State TCL (MDU-XXXXXXXIV)
91. Tamil Nadu State TCL (MDU-XXXXXXXV)
92. Tamil Nadu State TCL (MDU-XXXXXXXVI)
93. Tamil Nadu State TCL (MDU-XXXXXXXVII)
94. Tamil Nadu State TCL (MDU-XXXXXXXVIII)
95. Tamil Nadu State TCL (MDU-XXXXXXXIX)
96. Tamil Nadu State TCL (MDU-XXXXXXXX)
97. Tamil Nadu State TCL (MDU-XXXXXXXXI)
98. Tamil Nadu State TCL (MDU-XXXXXXXXII)
99. Tamil Nadu State TCL (MDU-XXXXXXXXIII)
100. Tamil Nadu State TCL (MDU-XXXXXXXXIV)
101. Tamil Nadu State TCL (MDU-XXXXXXXXV)
# APPENDIX - D

## STATE TRANSPORT UNDERTAKINGS IN TAMIL NADU

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the Corporations / Division</th>
<th>Integrated Constitution of the Respective Corporation / Division</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Express Transport Corporation [Tamil Nadu]</td>
<td>I. Thiruvalluvar Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>II. Rajeev Gandhi Transport Corporation</td>
</tr>
<tr>
<td>2.</td>
<td>Chennai – Division</td>
<td>I. Pallavan Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>II. Ambetkar Transport Corporation</td>
</tr>
<tr>
<td>3.</td>
<td>Coimbatore – Division</td>
<td>I. Cheran Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>II. Jeeva Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>III. Bharathiar Transport Corporation</td>
</tr>
<tr>
<td>4.</td>
<td>Kumbakonam – Division</td>
<td>I. Cholan Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>II. Dheeran Chinnamalai Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>III. Maruthu Pandiar Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>IV. Veeran Alagumuthu Kone Transport Corporation</td>
</tr>
<tr>
<td>5.</td>
<td>Madurai – Division</td>
<td>I. Pandian Road Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>II. Kattabomman Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>III. Nesamony Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>IV. Ranimangammal Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>V. Veeran Sundaralingam Transport Corporation</td>
</tr>
<tr>
<td>6.</td>
<td>Viluppuram – Division</td>
<td>I. Thanthai Periyar Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>II. Pattuikkottai Alagiri Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>III. MGR Transport Corporation</td>
</tr>
<tr>
<td>7.</td>
<td>Salem – Division</td>
<td>I. Anna Transport Corporation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>II. Annai Sathiya Transport Corporation</td>
</tr>
</tbody>
</table>
## APPENDIX - E

### Selected Sponsoring Agencies and the Theme of Training Imparted to the Employees

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Theme of Training</th>
<th>Sponsoring Agency</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Maintenance and repair of vehicles</td>
<td>TELCO</td>
</tr>
<tr>
<td>2.</td>
<td>Finance for non finance executives</td>
<td>Anna institute of management</td>
</tr>
<tr>
<td>3.</td>
<td>Training on DBASE</td>
<td>Pallavan consultancy service</td>
</tr>
<tr>
<td>4.</td>
<td>Automotive engine rebuilding</td>
<td>India piston company</td>
</tr>
<tr>
<td>5.</td>
<td>Seminar on diesel conservation</td>
<td>Petroleum conservation and research wing</td>
</tr>
<tr>
<td>6.</td>
<td>Computer ‘Basic’ languages</td>
<td>Central institute of road transport</td>
</tr>
<tr>
<td>7.</td>
<td>Special service training</td>
<td>TELCO</td>
</tr>
<tr>
<td>8.</td>
<td>Self growth</td>
<td>Madras productivity council</td>
</tr>
<tr>
<td>9.</td>
<td>Service training programme</td>
<td>Ashok leyland</td>
</tr>
<tr>
<td>10.</td>
<td>Tyre retreading</td>
<td>ELGI tyre company</td>
</tr>
<tr>
<td>11.</td>
<td>Discipline in freedom</td>
<td>Tamil Nadu labour studies</td>
</tr>
<tr>
<td>12.</td>
<td>Refresh course in supervisory development</td>
<td>Institute of road transport</td>
</tr>
<tr>
<td>13.</td>
<td>System approach to road safety</td>
<td>Institute of road transport</td>
</tr>
<tr>
<td>14.</td>
<td>Senior conductor trainees to checking inspector</td>
<td>Institute of road transport</td>
</tr>
<tr>
<td>15.</td>
<td>Training for tradesman promotees to foreman</td>
<td>Institute of road transport</td>
</tr>
<tr>
<td>16.</td>
<td>Finance management</td>
<td>Institute of road transport</td>
</tr>
<tr>
<td>--------</td>
<td>----------</td>
<td>------</td>
</tr>
<tr>
<td>1</td>
<td>Contingency staff</td>
<td>740-15-950</td>
</tr>
<tr>
<td>4</td>
<td>Senior Conductor and Junior Assistant</td>
<td>820-20-1-60</td>
</tr>
<tr>
<td>5</td>
<td>Driver</td>
<td>890-20-190-25-1265</td>
</tr>
<tr>
<td>6</td>
<td>Senior Driver</td>
<td>1080-20-1630</td>
</tr>
<tr>
<td>8</td>
<td>Special Grade Driver/Trade</td>
<td>940-25-1065-30-1425</td>
</tr>
<tr>
<td>13</td>
<td>Junior Engineer and Other Superintendent</td>
<td>1165-45-1730-55-2720</td>
</tr>
</tbody>
</table>
APPENDIX - G

List of Trade Unions in TNSTC, Madurai (Division – II) Limited

1. Thesia Tholilalar Sangam (I.N.T.U.C.)
2. Anna Tholilalar Sangam (A.I.A.D.M.K.)
3. Tamil Nadu Pokkuvarathu Kalaga Tholilalar Sangam (Non-Political)
4. Administerial Staff Union (Non-Political)
5. Drivers Union (Non-Political)
6. Anna Administrative and Checking Inspector Union (A.I.A.D.M.K.)
7. Employees Union (Janatha Dhal)
8. Nellai Mavatta Pokkuvarathu Sangam (C.I.T.U.)
9. Tholilalar Munnetra Sangam (D.M.K.)
10. Anna Technical Staff Union (A.I.A.D.M.K.)
11. Tirunelveli Mavatta Kattabomman Pokkuvarathu Kalaga Sangam (A.I.T.U.C.)
12. Engineers Association (Non-Political)
13. Security Guards Welfare Association (Non-Political)
15. I.T.I. Employees Union (Non-Political)
16. Administrative Staff and Supervisory Staff Progressive Union (D.M.K.)
17. Nadathunar Pathukappu Sangam (Non-Political)
18. Checking Inspector and Supervisory Staff Progressive Union (D.M.K.)
19. Dr. Ambedkar Pokkuvarathu Tholilalar Sangam (Non-Political)