PREFACE

The development of a country depends on the development of its workforce because without the productive efforts of human beings material resources will remain untapped and unused. As Yoder states the "development, allocation, utilisation and conservation of human resources through their employment is a continuous and inevitable process". Unlike other material resources the resource of labour needs an entirely different orientation and approach. For the proper utilisation of this resource there are various human factors which need closer attention.

The performance of a worker depends upon his physical and mental capabilities which in turn depend on various factors like working and living conditions, education, health, housing, hygiene and sanitation. In view of the several peculiarities of Indian labour such as illiteracy, ignorance, conservatism, heterogeneous composition, migratory nature, low levels of living etc. the importance of these welfare activities hardly needs any emphasis.
The study of welfare activities in a medium industrial establishment like the Super Spinning Mill at Kirikera, has evoked two principal considerations. Normally in bigger industries there are well established personnel departments charged with the responsibility of personnel functions as well as the welfare of the workers. But in the medium and small scale industries the management concentrates on productivity and profitability totally ignoring the welfare of the workers. A study of this nature will certainly enlighten some of the day-to-day problems with regard to the adequacy of welfare amenities provided, and bring to light certain conclusions which may help the management in the redressal of workers' grievances.

Secondly, the problems of rural labour, who form the largest single majority in medium and small industry, are different from those of the workers from urban industrial centres. The problems of rural labour are broadly social and economic. The social aspect has its origin in the low status the rural labour enjoys in urban
setting, and the economic aspect in the endurance of the rural worker in putting up with the low level of living. Yet another factor is their vulnerability to unscrupulous leadership.

The present study has been prompted by a desire to know the organisation and personnel management practices and the situation of industrial relations in a medium scale industry. The aim of the dissertation is to present a first hand knowledge about the socio-economic condition of the workers and to critically assess the statutory as well as non-statutory welfare amenities provided for in the mill. Since the present day emphasis is on MBO and workers' participation, the reaction and involvement of workers in the welfare activities is also explored.

I deem it a great pleasure to express my sincere and deep sense of gratitude to my revered teacher Dr. D.P. Sharma for his inspiring guidance throughout the course of my study.
My sincere thanks are due to the authorities of the Super Spinning Mill, Kirikera, for their help and willingness in providing me much of the information. I also express my deep sense of gratitude to the Union Office bearers and the workers for their willing and enthusiastic co-operation.

I tender my grateful thanks to Dr. G.S.Venugopal, M.A., Ph.D., Department of English, Government College, Anantapur for going through the manuscript.

I am also thankful to the authorities and Librarians of the SVU Autonomous Post-Graduate Centre and the Sri Venkateswara University for affording me the necessary facilities for research.

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