WAGE COMPENSATION PAYABLE TO EMPLOYEES IN TIRUPPUR KNITWEAR UNITS IN COIMBATORE DISTRICT OF TAMILNADU

Questionnaire
# QUESTIONNAIRE

WAGE COMPENSATION PAYABLE TO EMPLOYEES IN TIRUPPUR
KNITWEAR UNITS IN COIMBATORE DISTRICT OF TAMIL NADU

1. Name

2. Age
   - Less than 20
   - 20-35 years
   - 35-45 years
   - 45-55 years
   - 55 and above

3. Sex
   - Male
   - Female

4. Marital Status
   - Married
   - Unmarried

5. Qualification
   - 8th standard & below
   - SSLC
   - HSLC
   - Degree

6. Department
   - Packing
   - Power table
   - Checking
   - Stitching
   - Office
   - Sales
   - Dyeing
   - Purchase
   - Ironing
   - Cutting
   - Steaming
   - Compacting
   - Fabrication
7. Designation

- Compacting
- Supervisor
- Cutting Master
- Ass. Supervisor
- Fabrication
- Accountant
- Helper
- Tailor
- Iron man
- Knitter
- Bleacher
- Packer
- Checker

8. Service Length

- 1-2 years
- 5-6 years
- 9-10 years
- 3-4 years
- 7-8 years
- 10 years & above

9. Are you a contract labourer?
   Yes ☐ No ☐

10. Are you a permanent employee in your concern?
    Yes ☐ No ☐

11. What is your level of satisfaction of being an employee of your esteemed concern?
    Very high ☐ High ☐ Neutral ☐ Low ☐ Very low ☐
12. Are you satisfied with the salary and other allowances paid to you?

Highly satisfied ✓
Satisfied ✓
Neither satisfied nor dissatisfied ✓
Highly Dissatisfied ✓
Dissatisfied ✓

13. Are you provided with provident fund benefits?

Yes ✓ No ✓

14. Are you provided with Employee State Insurance benefits?

Yes ✓ No ✓

15. Do you have lay days?

Yes ✓ No ✓

16. Do you avail lay day(s) benefits?

Yes ✓ No ✓

17. Are you satisfied with the working atmosphere?

Highly satisfied ✓
Satisfied ✓
Neither satisfied nor dissatisfied ✓
Highly Dissatisfied ✓
Dissatisfied ✓
18. Are you satisfied with ventilation and lighting facilities available in your work area?
   - Highly satisfied
   - Satisfied
   - Neither satisfied nor dissatisfied
   - Highly Dissatisfied
   - Dissatisfied

19. Are you satisfied by the drinking water facilities?
   - Highly satisfied
   - Satisfied
   - Neither satisfied nor dissatisfied
   - Highly Dissatisfied
   - Dissatisfied

20. Are there sufficient number of latrine, urinals and washing facilities?
   - Highly satisfied
   - Satisfied
   - Neither satisfied nor dissatisfied
   - Highly Dissatisfied
   - Dissatisfied

21. State your opinion on availability of safety measures in your work environment?
   - Highly adequate
   - Adequate
   - Partly adequate
22. State your opinion on availability necessary working equipments in your concern?
- Highly adequate
- Adequate
- Partly adequate
- Partly inadequate
- Not at all adequate

23. State your level of knowledge on the Tamil Nadu state labour welfare benefit schemes
- Very good knowledge
- Good knowledge
- Average knowledge
- Poor knowledge
- No knowledge

24. What do you feel about contribution of the Tamil Nadu state labour welfare Fund?
- Excellent
- Good
- Average
- Below average
- Poor
25. Whether your concern rewards you on attaining recorded production?

- Always
- Often
- Occasionally
- Rarely
- Never

26. State your opinion on the death relief fund provided to family of the deceased?

- Very much useful
- Useful
- Neutral
- Partially helpful
- Not at all helpful

27. Do you agree to the statement that the welfare measures provided by the concern will be helpful to bring out positive attitude and commitment among the employees towards the organisation?

- Strongly agree
- Agree
- Undecided
- Disagree
- Strongly disagree
28. Does the concern take interest in the welfare of the family members of the employee?
   - Strongly agree
   - Agree
   - Undecided
   - Disagree
   - Strongly disagree

29. Does the welfare department play a vital role in the overall performance of the employee?
   - Very true
   - True
   - Undecided
   - False
   - Very False

30. Are you satisfied with the working time?
   - Highly satisfied
   - Satisfied
   - Neither satisfied nor dissatisfied
   - Highly Dissatisfied
   - Dissatisfied

31. How far are you satisfied with the introduction of new programme of employee care?
   - Highly satisfied
   - Satisfied
Neither satisfied nor dissatisfied □
Dissatisfied □
Highly Dissatisfied □

32. What do you feel about the performance appraisal system of your concern?

Highly satisfied □
Satisfied □
Neither satisfied nor dissatisfied □
Dissatisfied □
Highly Dissatisfied □

33. Do you get appreciation from your superior when you are doing hard work?
Yes □ No □

34. Do you have promotion schemes?
Yes □ No □

35. If your answer is yes – what is your opinion?

Highly satisfied □
Satisfied □
Neither satisfied nor dissatisfied □
Dissatisfied □
Highly Dissatisfied □

36. State your opinion regarding transport, canteen and hospital facilities in your concern?

Highly satisfied □
Satisfied □
Neither satisfied nor dissatisfied □
Dissatisfied □
Highly Dissatisfied □

37. Do you think that participate style management is followed in your concern?
    Yes □  No □

38. Are you aware of loans, allowances, advances provided under various schemes to workers under various grades?
    Very good knowledge □
    Good knowledge □
    Average knowledge □
    Poor knowledge □
    No knowledge □

39. State your opinion on the availability of recreation club facilities available.
    Highly satisfied □
    Satisfied □
    Neither satisfied nor dissatisfied □
    Dissatisfied □
    Highly Dissatisfied □

40. What is your opinion regarding grievances handling procedure?
    Highly satisfied □
    Satisfied □
    Neither satisfied nor dissatisfied □
    Dissatisfied □
    Highly Dissatisfied □
41. State your opinion on the availability of the safety instruments and medical facilities provided by your management?

- Highly satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Highly Dissatisfied

42. How many hours do you work daily?

- Less than 10 hours
- 10 hours to 12 hours
- More than 12 hours

43. Are you paid on the basis of

- Monthly salary
- Piece Rate basis
- Weekly salary
- As per the days work

44. Are you paid with over timework benefit?

- Yes
- No

45. Do you have

- Life insurance policy
- Medical claim
46. Is your organisation registered under

<table>
<thead>
<tr>
<th>Act</th>
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<tbody>
<tr>
<td>Companies Act</td>
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<td>Factories Act</td>
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<tr>
<td>None of these</td>
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47. Please tick the financial benefits you receive from your concern

<table>
<thead>
<tr>
<th>Benefit</th>
<th>□</th>
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<tbody>
<tr>
<td>Wage and Salary</td>
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<tr>
<td>Leave Salary</td>
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<tr>
<td>Retirement benefits</td>
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<td>Medical Services</td>
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<tr>
<td>School facilities</td>
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<td>Bonus</td>
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<td>Housing facilities</td>
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<td>Co-operative societies</td>
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<tr>
<td>Training motivation</td>
<td></td>
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<tr>
<td>Performance appraisal</td>
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48. Please tick the non-financial benefits you receive from your concern

<table>
<thead>
<tr>
<th>Benefit</th>
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<tbody>
<tr>
<td>Prize and recognition</td>
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<tr>
<td>Promotion</td>
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<td>Sports and other Competitions</td>
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<td>Cinema and other Cultural activities</td>
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<tr>
<td>Status</td>
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<tr>
<td>Recreation clubs</td>
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<tr>
<td>Safety motivations</td>
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<tr>
<td>Job security</td>
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<tr>
<td>Job rotation</td>
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</tbody>
</table>

49. Please give your valuable suggestion for the betterment of workers.