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Appendix

Rural Non-Farm Employment – A Study on the Nature and Characteristics at the Contextual Level

This Schedule has been designed by me for my research work.

K.L. PRASAD
Research Scholar, DPPA

HOUSEHOLD SCHEDULE

VILLAGE:

BPL SURVEY LIST NO:

SELECTION NO:

1). Name of the Head of HH: (Male/Female): Shri/Smt.
2). HH details:

<table>
<thead>
<tr>
<th>Members</th>
<th>No.</th>
<th>Age</th>
<th>Male / Female</th>
<th>EDUCATION</th>
<th>Skills</th>
<th>Employment</th>
<th>Earnings farm/non farm</th>
</tr>
</thead>
<tbody>
<tr>
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<td>Principal</td>
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<td>Wife</td>
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<td>Sons</td>
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<td>Daughter</td>
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<tr>
<td>Other</td>
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</tr>
</tbody>
</table>

No of Members Living in Towns temporarily - (specify)

3) Profile of Occupations: 3 generations ---- Grand Father _________, Father _________, Self ________.

4) Caste of Group:
   Caste Mobility Yes No

5) BPL/APL :

6) Type of House: (specify)

7) Social Network: Caste based Employment based class based
1). Income as revealed : Annam : Agr wage Income: Own Agr. Income: (verbal response) RNF Income: Total:

7) Employment Details: For past 1 week current Daily Status - Emp / Week & Usual status [ No of days / Year]

No of hours of Primary Emp Secondary Emp

No of hours of Farm Emp Non-Farm Emp

Wage rate Primary Secondary
Wage rate Farm Non-Farm

1. A. Micro enterprise? Yes No Category ind ser Trade

C. Products Produced D. Capital & Machinery

E. Credit E. SOURCE OF CREDIT

G. Interest

12) Do you impute wages of self Y/N?

What is the prevailing wage rate?

What is MOP?

13). Skills acquired for each member

Nature of training / Diploma:

Duration of Course:

Years of experience in the field:

13) Place of Work:

Village itself

Distance

Nearby town

Other Vill/Place

14) a. Is any HH Member working in Cities/Town and commuting to work.

b. Is any HH Member Temporarily in Town/Cities and remits money home [Details].
15) Why did you choose RNF Employment?

- To hedge risk
- Caste based occupation
- Consumption Smoothing
- No other occupation available
- Cannot do Manual work
- Cannot do agr work

16) Family History: Did your family own any land in last 3 generation: Details of land owned (acreage).

17) Asset Profile:
   - a) Land (Agr & Non-Agr)
   - b) House: Type Kuccha/Pacca
   - c) Ownership of Animals
   - d) Durables
   - e) Vehicles
   - f) Pump sets/tape/wells/shop

18) Income (Change overtime & Space ) qualitative notes
   - a) Wages (cash & kind)
   - b) Agrl. Output
   - c) Rent
   - d) Sale of ME goods
   - e) Remittance from HH
   - f) Salary Income
   - g) Income from govt scheme.

AGR

Classify Income by Source

RNFE

Total

19) Expenditure Profile: (Change over time & space) Monthly Consumption expenditure pattern:

- Savings
- Loan for consumption
- Interest rate %

Collateral attached

Does the HH have Separate a/cs for ME loan & self consumption.

20) Opinion: Why RNF?
   - 1. Food Security
   - 2. Capacity for RNFE/better wages
3. Whether ever worked as agrl. Labour? □

4. Wage differential between Agri.Lab & RNFE

5. Why not migrated (threshold limit).

6. Extent of difference between job sought & work obtained:

7. What are the choices before you for employment?

8. Why did you chose RNFE.

9. Is there a patron-client relationship if wage earner.

10. Is RNFE seasonal?

11. RNFE Contractual (Flexible Spl).

21) Coping Strategy
   If unemployed & income less
   How do you cope hunger
   a) Draw down upon
      Savings or Loan for consumption
   b) Social network — relatives, friends
      Community (Religion/caste)
   c) Exploitative Patron-Client relationship.

   d) Do you feel that you are excluded if you are poor & helpless (vulnerable) because of
      seeking frequent and repeated loans, you are suffering humiliation, stigma and social
      exclusion?

   e) Do you have a SHG of Poor?

   f) Any Sign of breakdown in fly & Community Support System over generations.

   g) How do you cope with less income.
      — lower food quality — cut other unwanted expense
      — lower food quantity — withdraw children from school
      — cheaper food — child labour.
h) Do poor have a voice in collective sense or organised as SHG? Do poor have a community based skill sharing / info network?

i) Do Govt schemes reach you? Please tell how? TPDS food grains, FFW Programmes, other Emp.gen.Programmes, Nutrition Prog, Health Prog, etc.

j) How are you Vulnerable. (Poverty)
   - Seasonal Unemp
   - Drought
   - General livelihood Problem
   - Vulnerable to market Conditions.

k) Who are the real poor cuts across caste: Particular castes:
   (name them)

l) Do you enjoy common Property rights grazing land and community wells etc.

m) Why do you think that you are vulnerable
   a) Fatalistic
   b) no option

n) Do you know any success story of a similarly placed person coming up in life? Any idea how he came up?

0) What value you place on children’s education?.
   - rating scale (5)

p) Why / How do you think you are poor? Whether you permanently poor? When did you get more income or satisfaction of not being poor last? Do you move in and out of poverty?

q) Has health constrained you in work participation? No of days of illness recently

Social Exclusion:

Bond between you & society ruptured. You are avoided?

Socially discriminated because of any reason (state)

Stigmatized?

Are you barred from land ownership or other common sources of employment because of ethnicity/gender/health.
Are democratic & political right captured by elite which results in your lack of voice?

Are you excluded from CPR? land?

Are you excluded from schooling?

Are you excluded from kinship association?

Was there ever a threat of physical violence for claiming political rights?

Have you been provided /considered for Housing (free) Schemes when others have been considered or one you excluded.

Are excluded from TPDS? or any other?

Personal Vision - how you will cross poverty?

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**Micro Enterprise Schedule (12)**

Product Profile:

a) Products Produced: I) ii)

b) Level of Production: Local, nearby town, global (market)

c) Technology: Poor, Average, Modern

d) Capital higher: Yes/No.

e) Labour higher: No of workers emp on regular basis

f) Assessment of market niche.

g) Who are the workers: Paid, OAE, Fly Labour.

h) Whether workers (paid wage): a) from your Caste.

b) without any affinity.
i) Imputed value of own labor : Yes/No.

j) Credit
   Institutional availability
   Others
   Affordability.
   Repayment terms.

k) Information Base:
   - Knowledge of market
   - Competition price
   - Movements

l) Access to raw material ____ problem?

m) Any insurance mechanism.

n) Failures Hedging how?

o) Credit mix up Domestic & for ME

p) What made you start ME?

q) Direct marketing or middleman Marketing?

r) Price remunerative?

s) Agri Business ____ is possible.

t) Method of costing / Pricing and assessment of profit (Give Details)

u) Threat perception of competition ____.
ARTS AND SCIENCE COLLEGES IN AND AROUND CHENNAI CITY

Thesis submitted for the award of the degree of

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MAY – 2004
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Chapter 1

Introduction to Job Satisfaction

certain psychologists have come up with other theories and following from this a number of other theories have been identified and extensively researched. Some of these needs, which are closely tied to work, are: (Gerdes 1988:248)

- The need for achievement
- The need for power
- The need for affiliation.

A need for achievement motivates a person to compete and strive for success. By excelling and doing better than others, his self-esteem increased. A person with a strong need for achievement will likely be satisfied by a job that involves competition, provides a challenge and offers a fair chance for success.

The need for power may be perceived as a need to have impact through powerful action, assertiveness, giving help and persuading others. It also has to do with a person’s concern for his autonomy and prestige.

Occupational choice is more often than not influenced by a need for power. People with above-average power needs are often found in positions of social power such as chairpersons of societies and organisations and in careers in which they are able to exert strong influence on others such as business management, teaching, pastoral occupations and psychology. According to Mc Clelland (1975), people with a strong need for power have been found among criminal lawyers, politicians and journalists.

A need for affiliation is a need to be with people. People with a strong need for affiliation would rather seek for opportunities where they can interact and co-operate with people rather than surpass them. They are also more concerned with achieving acceptance and maintaining positive relationships, than with personal success.