INTERVIEW SCHEDULE
INTRODUCTION SCHEDULE FOR SUPERVISOR / MANAGER / MASTER / ENGINEER / OPERATOR / OTHERS

CAPACITY UTILISATION IN PRODUCTION PROCESSES

A) Mixing Process

1) Name of the Mill:
   Unit: a) I b) II c) III

2) Name of the respondent:

3) Your Occupation: a) Supervisor b) Engineer c) Operator d) Other

4) Experience in year: a) Below 5yrs b) 5-10yrs c) 11-15yrs d) 15-20yrs e) Above 15yrs

5) How many mixing machines are working in process?

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<tr>
<th>No of installed</th>
<th>No of Utilisation</th>
<th>Percentage of Utilisation</th>
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6) What is your mixing production capacity per day?

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7) How many inputs are utilised under this process? (Per day)

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<td>Power</td>
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8) What is the major problem for under utilisation of mixing process?

   a) Labourer problem       b) Management problem
   c) More time taken for cleaning d) Lack of technology
   e) Repair of machines     f) Lack of raw materials
B) Blow Room Process

1) How many Blow Room machines are working in process?

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<th>No of installed</th>
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<tr>
<td>Hopper bale blender</td>
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<tr>
<td>Step cleaners</td>
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2) What is your blow room production capacity per day?

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4) What is the major problem for under Utilisation of mixing process?
   a) Labourer problem
   b) Management problem
   c) Shortage of power
   d) Lack of technology
   e) Repair of machines
   f) Absolute Machines

C) Cording Process

1) How many cording machines are working in process?

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2) What is your cording production capacity per day?

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4) What is the major problem for under Utilisation of carding process?
   a) Labourer problem
   b) Management problem
   c) Lack of raw material
   d) Lack of technology
   e) Repair of machines
   f) More time taken for cleaning

D) Drawing Process

1) How many drawing machines are working in process?

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<th>No of installed</th>
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<td>Breaker Drawing</td>
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<td>Finisher Drawing</td>
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2) What is your drawing production capacity per day?

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4) What is the major problem for under Utilisation of drawing process?
   a) Labourer problem  b) Management problem
   c) Shortage of power d) Lack of technology
   e) Repair of machines f) more time taken for cleaning

E) Simplex Process

1) How many simplex machines are working in process?

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2) What is your simplex production capacity per day?

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4) What is the major problem for under Utilisation of simplex process?
   a) Labour problem  b) Management problem
   c) Shortage of power d) Lack of technology
   e) Repair of machines f) more time taken for cleaning

F) Spinning Process

1) How many spinning machines are working in process?

<table>
<thead>
<tr>
<th>No of installed Ring spinning</th>
<th>No of Utilisation</th>
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2) What is your spinning production capacity per day?

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4) What is the major problem for under Utilisation of spinning process?
   a) Labour problem   b) Management problem
   c) Shortage of power d) Lack of technology
   e) Repair of machines f) More time taken for cleaning

G) Doubling Process
1) How many Doubling machines are working in process?

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<th>No of installed</th>
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2) What is your Doubling production capacity per day?

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3) How many inputs are utilised under this process? (Per day)

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4) What is the major problem for under Utilisation of doubling process?
   a) Labour problem   b) Management problem
   c) Shortage of power d) Lack of technology
   e) Repair of machines f) More time taken for cleaning

H) Cheese winding (twisting) Process
1) How many cheese winding machines are working in process?

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<th>No of installed</th>
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2) What is your cheese winding production capacity per day?

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3) How many inputs are utilised under this process? (Per day)

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4) What is the major problem for under Utilisation of cheese winding process?
   a) Labourer problem       b) Management problem
   c) Shortage of power      d) Lack of technology
   e) Repair of machine      f) More time taken for cleaning

I) Auto cone Process
1) How many auto cone machines are working in process?

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2) What is your auto cone production capacity per day?

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4) What is the major problem for under Utilisation of auto cone process?
   a) Labourer problem       b) Management problem
   c) Shortage of power      d) Lack of technology
   e) Repair of machine      f) More time taken for cleaning

J) Cone Winding Process
1) How many cone winding machines are working in process?

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2) What is your cone winding production capacity per day?

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3) How many inputs are utilised under this process? (Per day)

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<tr>
<td>Labour</td>
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<td>Power</td>
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4) What is the major problem for under Utilisation of cone winding process?
   a) Labour problem       b) Management problem
   c) Shortage of power    d) Lack of technology
   e) Repair of machine    f) More time taken for cleaning
K) Reeling Process
1) How many reeling machines are working in process?

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<thead>
<tr>
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2) What is your reeling production capacity per day?

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4) What is the major problem for under Utilisation of Reeling process?
   a) Labour problem
   b) Management problem
   c) Shortage of power
   d) Lack of technology
   e) Repair of machine
   f) More time taken for cleaning

L) Bundling & Packing Process
1) How many bundling & packing machines are working in process?

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<tr>
<th>No of installed</th>
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<tr>
<td>Bundling</td>
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<tr>
<td>Baling</td>
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2) What is your bundling & packing production capacity per day?

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4) What is the major problem for under Utilisation of bundling & packing process?
   a) Labour problem
   b) Management problem
   c) Shortage of power
   d) Lack of technology
   e) Repair of machine
   f) More time taken for cleaning
INTERVIEW SCHEDULE FOR WORKER

A) General Information
1) Name of the Mill:
    Unit: a) I\textsuperscript{st} b) II\textsuperscript{nd} c) III\textsuperscript{rd} d) General

2) Name of the respondent:

3) Sex: a) Male b) Female
4) Age: a) Below 20yrs b) 20-30yrs c) 30-40yrs d) 40-50yrs e) Above 50yrs

5) Qualification a) Illiterate b) Primary c) Secondary d) Above secondary

6) Type of Employees:
a) Permanent b) Temporary c) Trainee

7) Year of Experience: a) Below 5 b) 5-10 c) 11-20 d) Above 20

B) Recruitment
8) What is the method of recruitment?
a) Direct b) Interview c) Compassionate d) Private consultants e) Service

9) What kind of training do you have?
a) Work related b) On behavioural aspect c) Both

10) Do you need more training? Y/N
    If yes, Please specify reasons.
a) Incomplete training b) Out dated training c) Lack of refresh training

C) Wage and Motivation
11) On what base are you getting payment?
a) In time production of yarn b) Seniority base c) shift base

12) How much wage do you get? (Per shift Rs)
    a) Below 40 b) 40-60 c) 60-80 d) 80-100 e) above 100

13) What is your monthly income?
    a) Below 1000 b) 1000-1500 c) 1500-2000 d) 2000-2500 e) Above2500

14) Do you save money from your income? (In month) Y/N
    If yes, How much in rupees,
    a) Below 100 b) 100-300 c) Above 300

15) Are you satisfied with your wage? Y/N

16) How much wage do you expect? (Per shift)
    a) 100-150 b) Above 150

17) Are you demanding wage hike? Y/N
18) Is there any loan or advance pay in your mill? Y/N
   If yes, on what base they have extended loan to you?
   a) Effort & Efficiency  b) service  c) If any other

19) For what purpose loan is sanctioned?
   a) Festival  b) Marriage  c) Education
d) Economic problem  e) Shelter  f) Medical

20) Do you remain absent due to not availability of loan in the mill in the time of
    crisis? Y/N

D) Welfare Facilities

21) What are the facilities are there in the mill?
   a) Canteen  b) Rest room  c) Drinking water
d) wash/bath  e) Housing/Rent  f) Toilet
g) First Aid/ Medical  h) Travelling charge  i) Entertainment

22) Are you satisfied with these? Y/N

23) Is there any motivation policy? Y/N
   If yes, on what basis?
   a) Efficiency & Effort  c) Service  d) On work base

24) Have you received any incentive? Y/N
   If yes, which are those?
   a) Financial  b) Non-financial  c) Both

25) Have you received allowance? Y/N

26) Do you get any bonus? (In year) Y/N
   If yes, please specify.
   a) Below 1000Rs  b) 1000-1500Rs  c) 1500-2000Rs
d) 2000-2500Rs  e) Above2500Rs

27) Do you demand of more facilities? Y/N
   If yes, please specify.
   a) Incentive and Allowance  b) More bonus
c) Medical  d) Housing/Rent facility
e) More wage
28) Are you a member of trade union? Y/N
   If yes, how do you solve labour problem?
   a) Accommodation  b) Discussion  c) Strike
29) Are you a member of any labourer co-op society? Y/N

E) Work condition & Problems
30) How much yarn do you produce in a shift? (In Kg)
   a) Below 40  c) 40-50  d) Above 50
31) In which shift can you produce more yarn?
   a) 1st  b) 2nd  c) 3rd
32) How many hours do you work in a day?
   a) 8 hours  b) 8-12 hours  c) 12 to 16
33) Do you feel tired and less interested in work on account of excess OT? Y/N
34) Is there any bonus payment for more yarn production in a shift? Y/N
35) Is there any possibility of more yarn production in a given time? Y/N
36) Do you get over time (OT) opportunity? (In day) Y/N
37) Why do you require more leave?
   a) Health problem  b) Economic problem  c) Incident  d) Tired
38) How many days are you leave in a month?
   a) Below 6 days  b) 6-8 days  c) Above 8 days

F) Work safety
39) Do workers have safety while working? Y/N
40) Are there adequate facilities in the work place to control smoke & odours? Y/N
41) Are the following facilities adequate?
   a) Illumination  b) Ventilation  c) Humidification
d) Temperature Control  e) Mechanical Environment
42) Is there any training for safety? Y/N
43) Are you satisfied with the existing safety system? Y/N
44) Are you satisfied with your work in the mill? Y/N
45) What are the causes for the workers grievances in the mill?
   a) Loss of interest in work  b) Low quality and production
c) Increase in absenteeism  d) Indiscipline
46) How is your relation with management and organisation?
   a) Cordial  b) Co-operative
d) Common  e) Litigation
# Interview Schedule for Managerial Employees

## A) General Information:

1. **Name of the Mill:**
   - Unit: a) I  b) II  c) III

2. **Name of the Respondent:**

3. **Age:**
   - a) 20-30yrs  
   - b) 30-40yrs  
   - c) 40-50yrs  
   - d) Above 50yrs

4. **Sex:**
   - a) Male  
   - b) Female

5. **Your Qualification:**

6. **What is your job?**
   - a) Manager  
   - b) Director  
   - c) Master  
   - d) Auditor  
   - e) Accountant

7. **Experience in years:**
   - a) Below 5yrs  
   - b) 5-10yrs  
   - c) 11-15yrs  
   - d) Above 15yrs

## B) Recruitment and Training

8. **How do you recruit workers?**
   - a) Service  
   - b) Interview  
   - c) Direct

9. **Do you get adequate labourers?**

10. **Have you conducted good training?**
    - If yes, what kind of training
      - a) On-job training  
      - b) In-mill training  
      - c) External training

11. **Are you satisfied with the work efficiency of recruited labourers?**
    - If no, please state the major reason
      - a) Lack of training  
      - b) Inefficiency in productivity  
      - c) Lack of interest

12. **Is your worker satisfied with the management’s relations existing in your organisation?**

13. **Do you think that under capacity Utilisation is because of labourers?**

## C) Wage & Motivation

14. **What is the base to fix the wage for your workers?**
    - a) In time Production base  
    - b) Seniority base  
    - c) Shift base

15. **What is the average payment of a worker per month? (In Rs)**
    - a) Below 2000  
    - b) 2000-2500  
    - c) Above 2500

16. **Whether your workers are satisfied with wages?**
    - If no, how many labourers?
      - a) Few labourers  
      - b) More labourers  
      - c) All labours

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17) Whether your workers demand wage hike?  Y/N
    If yes, what way?
    a) Requesting demand   b) absent & Strike

18) Whether your workers are in the habit of remaining absent?  Y/N
19) Whether these types of activities stop production process? (In month)  Y/N
    If yes, how many days?
    a) Below 2 days   b) 2-4 days   c) Above 4 days

20) Do your labours are ready to work overtime?  Y/N
21) Is your labuorers’ productivity good?  Y/N
22) How is labourers’ turnover in your mill?
    a) High   b) Normal   c) Low

D) Work Facilities

23) What are the necessary facilities you have provided for labour welfare?
    a) Canteen   b) First Aid   c) Education
    d) Medical   e) Housing/Rent   f) Rest room
    g) Drinking water & Wash/bath   h) Labour Union
    i) Co-operative society   j) ESI

24) Do you have any motivation policy?  Y/N
25) On what base you are giving motivation to the workers?
    a) Efficiency & Effort   c) Service   d) If any other

26) Will you provide the allowances and Incentive to your workers?  Y/N
27) Are you giving incentive to your workers?  Y/N
28) Do you pay bonus to your workers?  Y/N
    If yes, How much rupees,
    a) Below 1000   b) 1000-1500   c) 1500-2000   d) Above 2000

29) Are there any adequate facilities for lighting & ventilation?  Y/N
30) Is there any demand from labours for more welfare facilities?  Y/N
    If yes, what are their demands?
    a) Housing/Rent   b) Medical   c) Traveling charge
    d) Bonus   e) More Incentive   f) More Allowance
E) Raw material (cotton) input

31) Where do you get raw cotton?
   a) Locally   b) In state   c) In country

32) In which month do you purchase more cotton?
   a) January-April   b) May-August   c) September-December

33) Why do you purchase in these months?
   a) Low price   b) Harvesting season   c) Availability of qualitative cotton

34) What is average price per kg for the raw cotton?
   a) Below Rs 40   b) Rs 40-60   c) Rs 60-80

35) What is the major reason for decline in raw cotton?
   a) Climatic condition & Falling yield   b) Change of crops   c) Competition from other mills   d) High price

F) Production & Work condition

36) How much of yarn is produced in a day in a spindle?
   a) Below 400g   b) 400-450g   c) 450-500g   d) Above 500g

37) What is wastage of cotton while spinning the yarn?
   a) Below 10 %   b) 11-15 %   c) Above 15 %

38) Which type of count is more produced in the mill?
   a) 10s-20s   b) 20s-30s   c) 30s-40s   d) 40s-50s   e) Above 50s

39) What is the major reason for not producing qualitative yarn in the mill?
   a) Lack of qualitative machine   b) Lack of qualitative raw cotton   c) Lack of Skilled labourer   d) Capital & Management problem

40) Do you give any bonus for more yarn production? Y/N

41) Are there any production problems in your mill? Y/N

42) Is there any machinery and equipment problem in your mill? Y/N
G) Power problem

43) What is the source of power in your mill?
   a) Electricity power   b) Generator   c) Both

44) How many units of power is consumed in a day?
   a) 1400 units   b) 1500 units   c) 1600 units   d) 1700 units

45) How many hours do you get power per day?
   a) Below 20 hrs   b) 20-22 hrs   c) Above 22 hrs

46) How many litres of diesel is used in a day?
   a) 100 litre   b) 150 litre   c) 200 litre   d) Above 200 litre

47) Have you experienced any loss of production due to high rate of Power?
   Y/N

48) Do you get technicians for changing technology?
   Y/N

49) Do you stop spinning for want of machine & equipment problem?
   Y/N

H) Marketing

50) What is the current average sales price per kg of production yarn?
   a) Below 80   b) 80-90   c) 90-100   d) Above 100

51) How do you fix price for your product?
   a) Based on cost plus profit   b) Based on competitors
   c) Based on demand & supply

52) Where do you sell your product?
   a) In state   b) In country   c) In country & foreign   d) Above all

53) Do you get good demand for your yarn?
   Y/N
   If no, please state the reasons.
   a) More expenditure of marketing   b) Improper distribution changes
   c) Inadequate sales ways   d) Low quality
   e) If any other

54) Is there any decline in production due to demand?
   Y/N

55) Who are your major marketing competitors?
   a) Modern units   b) Substitute products   c) Foreign company
56) How much amount do you spend for advertisement?
   a) Below 10000  b) 10000-20000  c) Above 20000

57) Do you allow discount on the sale of yarn?  Y/N

58) Do you have good facility of storekeeping in your mill?  Y/N

59) Are you facing losses due to problems in store keeping?  Y/N
   If yes, which are problems?
   a) Fire  b) Rain  c) Stock of yarn quality decrease

60) Do you have good transport facility?  Y/N

61) Is there any loss in sale due to heavy taxation?  Y/N

62) Is your mill going to shift to other place?  Y/N

63) Is there any possibility of closing your mill?  Y/N

64) What are the main causes for under utilisation of capacity of your mill?
   Rank the causes
   a) Labour problem
   b) Low wage & facilities
   c) Poor quality & Shortage of raw cotton
   d) Power shortage & High cost
   e) Marketing & demand
   f) Machinery & technology problem
   g) High cost of production
   h) Entry of modern unit
   i) International competition
   j) Government policy
   k) Management and Financial problem

65) Do you have any plans to improve the production and capacity utilisation?  Y/N

66) What is your major suggestion to improve production & capacity Utilisation?
   a) Skill training  b) New technique of production
   c) Installation of new machines

67) What is the main reason for closure of mills in Davangere?
   a) Labourer problem  b) Management problem
   c) More competition

68) Is there any possibility to open Textile Park in Davangere?  Y/N

69) Do you think that there is any possibility of rejuvenating Davangere as a Manchester of Karnataka?  Y/N