Annextures -

a) QUESTIONNAIRES

- Questionnaire for Workers
- Questionnaire for Trade Union Leaders
- Questionnaire for Management Executives
QUESTIONNAIRE FOR WORKERS

Questionnaire on Labour Problem of
Super Cooperatives with Special Reference
to Marathwada Region.

Request / Instruction.

01) Please read the questions carefully and make the right mark (   ) on the most accurate answer.

02) Request you to answer the question freely and honestly. Because the very success of the questionnaire lies with your cooperation.

03) Assure you that your individual answers will be kept secret and they will be used purely for academic purpose.

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Questionnaire for workers.

(Main Points Covered)

01) Bio-data of a worker.
02) Nature of job.
03) Wage and Salary Structure.
05) Service Conditions and Promotion Policies.
06) Motivational Strategies adopted by management.
07) Redressal of Grievances.
08) Role of Trade - Union.
Questionnaire for workers

Name of the Cooperative sugar Factory: --------------------------

I) Bio-data of a worker.

II Name of worker: -------------------------------------------

III Name of Department: -------------------------------------

III Place of Birth: -----------------------------------------

Rural ( ) Urban ( )

IV Distance From birth place to Factory: ( )

V Educational Qualification:

Illiterate ( ) Literate ( )

Non-metric ( ) Matric ( )

Under-Graduate ( ) Graduate ( )

Post-Graduate ( )

VI Position at the time of first appointment:

Worker ( ) Foreman ( )

Clerk ( ) Supervisor ( )

VII Present position in the department:

Worker ( ) Foreman ( )

Clerk ( ) Supervisor ( )
02) Nature of Job.

I Job is daily: ( ) Badali ( Temporary) ( )
    Permanent ( ) Seasonal ( )
    Clerical ( ) Supervisory ( )

II Job is:
    Unskilled ( ) Skilled ( )
    Semi-Skilled ( ) Highly Skilled ( )
    Technical ( ) Non-Technical ( )

III IF the job is technical, are you required to undergo special Training programme before you joined present job?
    Yes ( ) No ( )

IV Are you absolutely safe while performing this technical job?
    Yes ( ) No ( )

V Do you need the guidance of your supervisor time to time in performing your duty?

VI Seasonal nature of the job has affected adversely the workers.
    Family life ( ) Economic life ( )
    Social life ( ) Organisational ( )

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03) Wage and Salary Structure.

I State your present position: ____________________________

II Present pay Scale: ____________________________

III Present total emolument: ____________________________

IV Do you get the wages/Salary as per the IIIrd central wage Board for Sugar Industry? 

V Are you satisfied with the wages that you get?
   Yes ( )  No ( )

VI If not, how much addition in pay you expect?:
   Rs.________

VII Are you satisfied with the ranking method?
   Yes ( )  No ( )

VIII What incentives are offered at present?
   A. Financial  1........  2............
   B. Non-Financial  1........  2............

IX Are you satisfied with the present incentive scheme?
   Yes ( )  No ( )

X If unsatisfied, what are your expectations from management?
   1................
   2................
   3................
XI Is there any group incentive plan in the organisation?
Yes ( ) No ( )

XII Do you have the piece rate system?
Yes ( ) No ( )

XIII Do you feel job security in the organisation?
Yes ( ) No ( )

XIV Is there careful formulation of career development policy?
Yes ( ) No ( )

4. IMPLEMENTATION OF THE PROVISIONS OF INDUSTRIAL AND LABOUR LAWS

Note: (Put the right mark ( ) in bracket).

I. The floor of every work room is cleaned at least once in every week:
Yes ( ) No ( )

II. There is adequate ventilation in every work room:
Yes ( ) No ( )

III. There is sufficient lighting in every part of the factory premises:
Yes ( ) No ( )

IV. You are given safety training and safety education:
Yes ( ) No ( )
V. Every dangerous part of the machinery is fenced securely by safeguards of substantial construction
Yes ( ) No ( )

VI. Cranes and lifting machines are of good construction:
Yes ( ) No ( )

VII. Floors, Steps, Stairs, Passages are of sound construction:
Yes ( ) No ( )

VIII. Practical measures are used for removal of gas, fumes:
Yes ( ) No ( )

IX. Management has provided:
I. First Aid box for workers
Yes ( ) No ( )

II. Sitting arrangement for those who are working in standing position:
Yes ( ) No ( )

III. Canteen facility:
Yes ( ) No ( )

IV. Lunch room, rest room:
Yes ( ) No ( )

X. Is there any incidence:
I. When the workman is not paid compensation:
(On personal injury caused by accident in course of employment and occupational disease).

A. Name the person injured ..................
B. Year of accident ...........................

II. When the workman is paid compensation (on personal injury caused by accident in course of employment and occupational disease).
A. Name then person injured .................
B. Year of accident ...........................

5. SERVICE CONDITIONS AND PROMOTION POLICIES

I. Appointments are made on the basis of merit:
   Yes ( ) No ( )

II. Are you satisfied with the recruitment procedure?
   Yes ( ) No ( )

III. Lay off is given only in the off season:
    Yes ( ) No ( )

IV. Classification of workers and gradation is done as per III Central Wage Board:
    Yes ( ) No ( )

V. Promotions are given as and when they are due:
    Yes ( ) No ( )

VI. For retirement the rules and regulations are strictly observed:
    Yes ( ) No ( )
VII. Year of last promotion: .......................... 

VIII. Promotion vacancies are adequate:
Yes ( ) No ( )

IX. Promotion are done by:
Seniority ( ) Merit ( )

X. Promotions are linked to career planning:
Yes ( ) No ( )

6. MOTIVATIONAL STRATEGY ADOPTED BY MANAGEMENT

I. Salary is:
Adequate ( ) Inadequate ( )

II. Job is:
Secured ( ) Unsecured ( )

III. Payment of Bonus is
Adequate ( ) Inadequate ( )

IV. Performance appraisal is done yearly:
Yes ( ) No ( )

V. There is opportunity for training and learning:
Yes ( ) No ( )

VI. Incentive plans are:
Monetary ( ) Non-monetray ( )

VII. What type of participation of workers is there in the factory:
1. Consultation ( )
2. Association in the works committee ( )
3. Any other ( )
VIII. Your good work done is highly recognised by
Management:
Yes ( ) No ( )

IX. Are you satisfied with the job that you are doing?
Yes ( ) No ( )

X. The motivational strategy implemented at different levels is justifiable:
Yes ( ) No ( )

7. REDRESSAL OF GRIEVANCES

I. What type of Grievances do you have?
Wage adjustment ( ) Under payment ( )
Demotion ( ) Dismissal ( )
Viciousisation ( ) Punishment ( )
Non-recognition ( ) transfer
Unpunctuality of ( ) Withholding of ( )
workers increments.

II. Grievances of workers are resolved by -
Open door policy ( ) Mutual understanding ( )
Arbitration procedure ( ) Threat (pressures)
Grievance committee ( ) Top level management ( )
Middle level management ( ) Lower level management ( )

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III. Do you have upward channel of communication for Redressal of Grievances?
   Yes ( )  No ( )

IV. Are you satisfied with functioning of welfare officer of your factory?
   Yes ( )  No ( )

V. Do you have separate log book for recording grievances?
   Yes ( )  No ( )

VI. What is the time limit for settlement of grievance.
   One day ( )  Week ( )
   Month ( )  More than this ( )

VII. Does the trade Union have prominent role in the settlement of Group Grievances:
   Yes ( )  No ( )

VIII. Do the self-discipline exist in the organisation:
   Yes ( )  No ( )

8. ROLE OF TRADE UNION

I. Name of the Existing Trade Union: .................

II. Trade Union is registered:
   Yes ( )  No ( )
III. Are you member of the Trade Union:
   Yes ( )   No ( )

IV. Are you paying subscription regularly:
   Yes ( )   No ( )

V. How much subscription you pay per month:
   Rs. .......

VI. Yearly conventions are held:
   Yes ( )   No ( )

VII. Trade Union is:
   Factory level ( )   Regional level ( )
   State level ( )   National level ( )

VIII. T/U is capable ( )   Uncapable ( )
   to solve the existing problems of labour.

IX. Labour management relations are:
   Sound ( )   Unsound ( )

X. Altitude of management to labour is:
   Contempt ( )   Neutral ( )
   Sympathetic ( )
Questionnaire for Trade-Union Leaders

(Main Points Covered)

I) Bio-data of T/U leader.

II) Nature of Job.

III) Wages and Salary Structure.


V) Service Conditions and Promotion policies.

VI) Motivational Strategies adopted by management.

VII) Redressal of Grievances.

VIII) Labour Productivity.

IX) Role of Trade-Union.
Questionnaire for Trade Union Leader

Name of Co-op. Sugar Factory: ____________________________

1) Bio-data of a Union Leader

1) Name of the Leader: ____________________________

2) Name of the department: ____________________________

3) Place of Birth:
   Rural ( ) Urban ( )

4) Distance from the birth place to the Factory (Km).

5) Educational Qualification:
   Illiterate ( ) Literate ( )
   Non-Matric ( ) Matric ( )
   Under-Graduate ( ) Graduate ( )
   Post-Graduate ( ) Certificate or ( ) Diploma Course

6) Position at the time of first appointment:
   Worker ( ) Foreman ( )
   Clerk ( ) Supervisor ( )

7) Present Position in the working department:
   Worker ( ) Forman ( )
   Clerk ( ) Supervisor ( )

8) Present Position in the Trade Union:

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2) **Nature of Job**

1) Job is-daily: (   ) Badaly (Temporary) (   )
   a) Permanent (   ) Seasonal (   )
   b) Clerical (   ) Supervisory (   )

2) Job is-unskilled (   ) Skilled (   )
   a) Semi-skilled (   ) Highly skilled (   )
   b) Non-Technical (   ) Technical (   )

3) If the job is technical, are you required to undergo some special training before you joined present job?:
   Yes (   ) No (   )

4) Are you absolutely safe while performing this technical job:
   Yes (   ) No (   )

5) Do you need the guidance of your superior time to time in performing your duty?:
   Yes (   ) No (   )

6) Seasonal nature of the job has affected adversely the workers:
   a) Family life (   ) Economic life (   )
   b) Social life (   ) Organisational life(   )

7) Do you feel that the present Qualification, skill, and experience are adequate to perform the job well?
   Yes (   ) No (   )
8) If not, Do you think that further training is essential for improvement of your skill?:
Yes ( ) No ( )

3) Wage and Salary Structure

1) State your present position: _____________________________

2) Present pay Scale: _________________________________

3) Present total emolument: ____________________________

4) Do you get the wages/Salary as per III central wage Board?:
   Yes ( ) No. ( )

5) Are you satisfied with the wages/salary that you get?:
   Yes ( ) No ( )

6) If not, how much addition in pay Do you expect?:
   Rs. _________

7) Are you satisfied with the ranking method adopted by the management?:
   Yes ( ) No ( )

8) What incentives are offered at present?:
   A) Financial:
      i) ___________________________ ii) ___________________________
      iii) __________________________ iv) ___________________________
   B) Non-Financial:
      i) ___________________________ ii) ___________________________
      iii) __________________________ iv) ___________________________
9) Are you satisfied with the present incentive schemes?:
   Yes ( ) No ( )

10) If unsatisfied, give your expectation:
     i) __________________  ii) __________________
     iii) __________________ iv) __________________

11) Is there any group incentive plan?:
    Yes ( ) No ( )

12) Do you have piece rate system?:
    Yes ( ) No ( )

13) Do you have job security in the organisation?:
    Yes ( ) No ( )

14) Have you represented sometimes in the central wages Board Committees:
    Yes ( ) No ( )

15) Is there careful formulation of Career Development Policy in the factory?:
    Yes ( ) No ( )

16) Do the unskilled and semiskilled worker get the retention Allowance?:
    Yes ( ) No ( )

1) The floor of every work room is cleaned at least once in every weeks:
   Yes ( )  No ( )

2) There is adequate ventilation in every work room
   Yes ( )  No ( )

3) There is sufficient lighting in every part of factory premises:
   Yes ( )  No ( )

4) You are given safety training and safety education:
   Yes ( )  No ( )

5) Every dangerous part of machinery is fenced securely by safe-guards of substantial construction:

6) Cranes and lifting machines are of good construction:
   Yes ( )  No ( )

7) Floor, Steps, Stairs, Passages are of sound construction:
   Yes ( )  No ( )

8) Practical measures are used for removal of gas, fumes:
   Yes ( )  No ( )

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9) Management has provided:
   i) First aid box for workers:
      Yes ( ) No ( )
   ii) Sitting arrangement for those who are working in standing position:
      Yes ( ) No ( )
   iii) Canteen Facility:
      Yes ( ) No ( )
   iv) Lunch room, rest room:
      Yes ( ) No ( )

10) Is there any incidence:
   i) When the workman is not paid compensation (on personal injury caused by accident in course of employment and occupational disease.)
      a) Name the person: ________________________________
      b) Year of accident: ________________________________
   ii) When the workman is paid compensation (on personal injury caused by accident in course of employment and occupational disease.)
      a) Name the person injured: __________________________
      b) Year of accident: ________________________________

11) Central Wage Board for Sugar Industry is implemented
Wage Board Came in Existence the year Implemented the year
1st _____________________________ ____________
2nd _____________________________ ____________
3rd _____________________________ ____________

12) Give your valuable suggestions on Health, Safety and welfare measures:

1. _____________________________ 2. _____________________________
3. _____________________________ 4. _____________________________
5. _____________________________ 6. _____________________________

5. Service Conditions and Promotion Policy.

1) Appointments are made on the basis of merit:
   Yes ( ) No ( )

2) Are you satisfied with the recruitment Procedure:
   Yes ( ) No ( )

3) Lay-off is given only in the off season:
   Yes ( ) No ( )

4) Classification and gradation of work is done as per Central Wage Board:
   Yes ( ) No ( )

5) Promotions are given as and when they are due:
   Yes ( ) No ( )

6) Year of last promotion: ( )
7) Promotion Vacancies are adequate:
   Yes ( ) No ( )

8) Promotions are made by seniority ( ) merit ( )

9) Promotions are linked to career planning:
   Yes ( ) No ( )

10) Reservation posts for SC/ST Category are filled in:
    Yes ( ) No ( )

11) Govt. of Maharashtra is reluctant on the problems of Labour:
    Yes ( ) No ( )

12) Give your valuable suggestions to improve the promotion policy of the Factory:
    i) ______________________ ii) ______________________
    iii) ______________________ iv) ______________________


1) Salary is:
   Adequate ( ) Inadequate ( )

2) Job is:
   Secured ( ) Unsecured ( )

3) Payment of bonus is:
   Adequate ( ) Inadequate ( )
4) Performance appraisal is done every year:
   Yes (   ) No (   )

5) There are opportunities for training and learning:
   Yes (   ) No (   )

6) Incentive plans are:
   Monetary (   ) Non-Monetary (   )

7) What type of participation of workers is there in the Factory?:
   Consultation (   ) Association in (   ) Works Committee

8) Your good work done is highly recognised by the management:
   Yes (   ) No (   )

9) Are you satisfied with the job that you are doing:
   Yes (   ) No (   )

10) What sort of additional Financial incentive plans do you expect?:
    i) __________________________ ii) __________________________
    iii) __________________________ iv) __________________________

11) What sort of additional non-Financial incentive plans do you expect?:
    i) __________________________ ii) __________________________
    iii) __________________________ iv) __________________________
12) The motivational strategy, implemented at different levels is justifiable:
Yes ( ) No ( )

13) Give your valuable suggestions for effective motivational strategy increasing the productivity:
   i) ____________________ ii) ____________________
   iii) ____________________ iv) ____________________

7) Redressal of Grievances

1) What type of Grievances do you have?:
   Wage Adjustment ( ) Underpayment ( )
   Demotion ( ) Dismissal ( )
   Victimization ( ) Punishment ( )
   transfer
   Non-recognition ( ) Unpunctuality of( ) workers.
   Withholding of ( ) increments

2) Grievances are resolved by:
   Open door policy ( ) Mutual under- ( )
   standing.
   Arbitration procedure ( ) Threat Pressures ( )
   Grievance commit- ( )
   tees
Top level ( ) Middle Level ( )
Management Management
Lower level ( )
Management

3) Do you have upward channel of communication for redressal of Grievances?:
   Yes ( ) No ( )

4) Are you satisfied with the implementation of Provision of Factories Act 1948?:
   Yes ( ) No ( )

5) Are you satisfied with the functioning of welfare officer?:
   Yes ( ) No ( )

6) Do you have separate log book for recording grievances?:
   Yes ( ) No ( )

7) What is the time limit for settlement of Grievance?:
   One day ( ) Week ( )
   Month ( ) More than this ( )

8) Does the trade Union have prominent role in the settlement of Group Grievance?:
   Yes ( ) No ( )

9) Does the self-discipline exist in the organisation?:
   Yes ( ) No ( )

10) Attitude of management towards Labour grievances is sympathetic ( ) Fair ( )
    Unfair ( )

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11) Labour management relation are:

Sound ( ) Unsound ( )

12) Give your valuable suggestions on the grievance settlement:

i) ____________________  ii) ____________________

iii) ____________________  iv) ____________________

v) ____________________

8. Labour Productivity

1) Do you agree that Labour productivity is lower as compared to other organised industries?:

Yes ( ) No ( )

2) Who is responsible for low productivity?:

Labour ( ) Management ( )

Seasonal nature ( ) Govt. Policy( )

of Industry

3) Would you suggest to link wages to productivity?:

Yes ( ) No ( )

4) If not why?:

i) ____________________  ii) ____________________

iii) ____________________  iv) ____________________

v) ____________________
5) Give your valuable suggestions to increase the Labour productivity in the factory:

   i) __________________________ ii) __________________________
   iii) __________________________ iv) __________________________
   v) __________________________

9) **Role of Trade Union**

1) Name of existing trade Union: __________________________

2) Trade Union is registered:
   Yes ( )    No ( )

3) Are you member of Trade Union?:
   Yes ( )    No ( )

4) Are you paying subscription regularly?:
   Yes ( )    No ( )

5) Yearly conventions are held:
   Yes ( )    No ( )

6) Trade Union is:
   Factory level ( )    Regional level ( )
   State level ( )    National level ( )

7) The Trade Union is:
   Capable ( )    Incapable ( )

   To solve the existing problems of Labour?

8) Union-management meetings are held:
   Monthly ( )    Quarterly ( )
   Six monthly ( ) Yearly ( )
9) Union-management relations are:
   Fair   (   )  Unfair   (   )

10) Trade Union movement in Sugar Industry has become weak because of:
   Seasonal nature (   )  Poor membership (   )
   Altitude of Management (   )  Govt.'s indifferent attitude
   Inactive leadership (   )

11) Give your valuable suggestions for healthy growth of the movement:
   i) ________________________  ii) ________________________
   iii) ________________________  iv) ________________________
   v) ________________________
QUESTIONNAIRE FOR MANAGEMENT EXECUTIVES

(MAIN POINTS COVERED)

1. BIO-DATA OF THE EXECUTIVE

2. WAGE AND SALARY STRUCTURE

3. IMPLEMENTATION OF PROVISIONS OF INDUSTRIAL AND LABOUR LAWS AND RECOMMENDATIONS OF CENTRAL WAGE BOARD FOR SUGAR INDUSTRY.

4. SERVICE CONDITIONS AND PROMOTION POLICIES.

5. MOTIVATIONAL STRATEGY ADOPTED BY MANAGEMENT.

6. REDRESSAL OF GRIEVANCES.

7. LABOUR PRODUCTIVITY.

8. ROLE OF TRADE UNION.
QUESTIONNAIRE FOR MANAGEMENT EXECUTIVES

Name of the Cooperative Sugar Factory : ________________________

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1. BIO-DATA OF THE EXECUTIVE

I. Name of executive : ________________________

II. Name of the department where working ________________________

III. Place of Birth :
    Rural ( ) Urban ( )

IV. Distance from the birth-place to factory (Km.) ________________________

V. Educational Qualification :
    Non-matric ( ) Matric ( )
    Under-graduate ( ) Graduate ( )
    Post-graduate ( ) Certificate or ( ) Diploma course

VI. Position at the time of first appointment :

-----------------------------

VII. Present position in the working department :

-----------------------------

VIII. No. of times promoted after first appointment :

-----------------------------

IX. Do you feel that you have an opportunity for your career growth ?

    Yes ( ) No ( )
2. WAGES AND SALARY STRUCTURE

I. State your present position: __________________________

II. Present pay scale: __________________________

III. Present total emolument: Rs. __________________________

IV. Wages paid to workers are:

   Minimum wage ( )   Living wage ( )
   Fair wage ( )

V. Are the wages paid as per the recommendation of Central Wage Board?

   Yes ( )   No ( )

VI. Are you satisfied with the present pay structure?

   Yes ( )   No ( )

VII. Do the unskilled and semi-skilled workers get the restriction allowances?

   Yes ( )   No ( )

VII. Seasonal nature of the industry has adversely affected the workers:

   Family life ( )   Economic life ( )
   Social life ( )   Organisational ( )

   life

IX. Are you satisfied with the ranking method adopted by the management?

   Yes ( )   No ( )

X. What incentives are offered at present in the factory:

   A. Financial: 1........ 2 ...........
      3........ 4...........

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B. Non-financial
1. ....... 2. ...........
3. ....... 4. ...........

XI. Do you have Group Incentive Plan?
Yes ( ) No ( )

XII. Do you have the piece rate system:
Yes ( ) No ( )

XIII. Are you satisfied with the present incentive scheme?
Yes ( ) No ( )

XIV. If unsatisfied, give your expectations:
1. ............... 2. ............... 3. ............... 4. ............... 

3. IMPLEMENTATION OF THE PROVISIONS OF INDUSTRIAL LAWS AND IMPLEMENTATION OF RECOMMENDATION OF III CENTRAL WAGE BOARD.

I. The floor of every work room is cleaned at least once in every week:
Yes ( ) No ( )

II. There is adequate ventilation in every work room:
Yes ( ) No ( )

III. There insufficient lighting in very part of the factory premises:
Yes ( ) No ( )
IV. Workers are given safety training and safety education:
   Yes ( ) No ( )

V. Every dangerous part of the machinery is fenced securely by safe-guards of substantial construction:
   Yes ( ) No ( )

VI. Crane’s and lifting machines are of good construction:
   Yes ( ) No ( )

VII. Floors, steps, stairs, passages are of sound construction:
   Yes ( ) No ( )

VIII. Practical measures are used for removal of gas, fumes:
   Yes ( ) No ( )

IX. Management has provided:
   I. First aid box for workers:
      Yes ( ) No ( )

   II. Sitting arrangement for those who are working in standing position:
      Yes ( ) No ( )

   III. Canteen facility:
      Yes ( ) No ( )

   IV. Lunch room, rest room:
      Yes ( ) No ( )
X. Is there any incidence:

I. When the workman is not paid compensation:
   (On personal injury caused by accident in course of employment and occupational disease).
   A. Name the person injured ......................
   B. Year of accident ..............................

II. When the workman is paid compensation (on personal injury caused by accident in course of employment and occupational disease).
   A. Name then person injured ......................
   B. Year of accident ..............................

XII. Central Wage Board for Sugar Industry is implemented:

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XII. Give your valuable suggestions on health, safety and welfare measures:

1. ........ 2. .......... 3. ........

4. ........ 5. ........

4. SERVICE CONDITIONS AND PROMOTION POLICIES

I. Appointments are made on the basis of merit:

Yes ( )  No ( )
II. Are you satisfied with the recruitment procedure?
   Yes ( )    No ( )

III. Classification & Gradation of work is done
      as per III Central Wage Board:
   Yes ( )    No ( )

IV. Promotions are given as and when they are due:
   Yes ( )    No ( )

V. Year of last promotion: .....................

VI. Promotion vacancies are adequate:
   Yes ( )    No ( )

VII. Promotion are done by:
      Seniority ( )  Merit ( )
      Performance ( )
      Appraisal

VIII. Promotions are linked to career planning:
   Yes ( )    No ( )

IX. Reservation posts for SC/ST category are
    filled in:
   Yes ( )    No ( )

X. Give your valuable suggestions to improve the
    promotion policy of the factory:
   1........ 2........ 3........ 4...........

5. MOTIVATIONAL STRATEGY ADOPTED BY MANAGEMENT

I. Salary is:
   Adequate ( )  Inadequate ( )
II. Payment of Bonus is
   Adequate ( )     Inadequate ( )

III. Performance appraisal is done yearly:
   Yes ( )         No ( )

IV. There is opportunity for training and learning:
   Yes ( )         No ( )

V. Incentive plans are:
   Monetary ( )    Non-monetary ( )

VI. Your good work done is highly recognised by
    Management:
   Yes ( )         No ( )

VII. What type of participation of workers is there in the factory:
   1. Consultation ( )
   2. Association in the works committee ( )

VIII. Do you have greater delegation of authority principle:
   Yes ( )         No ( )

IX. Do you have careful formulation of career development policy:
   Yes ( )         No ( )

X. Give your valuable suggestions for the effective motivational strategy increasing the productivity:
   1. ............  2. ............  3. ............
   4. ............  5. ............
6. REDRESSAL OF GRIEVANCES

I. What type of Grievances of workers are there in your organisation?

Wage adjustment ( ) Under payment ( )
Demotion ( ) Dismissal ( )
Victimisation ( ) Punishment ( )
Non-recognition ( ) transfer
Unpunctuality of ( ) Withholding of ( )
workers increments.
Disoriented ( )
leadership

II. Grievances are resolved by -

Open door policy ( ) Mutual understanding ( )
Arbitration ( )
procedure
Grievance ( ) Top level ( )
committee management
Middle level ( ) Lower level ( )
management

III. Do you have upward channel of communication for redressal of Grievances?

Yes ( ) No ( )

IV. Are you satisfied with functioning of welfare officer of your factory?

Yes ( ) No ( )

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V. Do you have separate log book for recording grievances?
Yes ( ) No ( )

VI. What is the time limit for settlement of grievance.
One day ( ) Week ( )
Month ( ) More than this ( )

VII. Give your valuable suggestions for grievances redressal:
1. ........ 2. ........ 3. ........
4. ........ 5. ........

7. LABOUR PRODUCTIVITY

I. Do you agree that labour productivity is lower than other peripheral industries:
Yes ( ) No ( )

II. According to you who is responsible for low productivity:
Worker ( ) Management ( )
Executives
Top management ( ) Seasonal nature ( )
of the industry
Govt. policy ( )

III. Do you suggest the linkage of wages to productivity of sugar industry:
Yes ( ) No ( )

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IV. If yes, why?

1. ........... 2. ........... 3. ...........
4. ...........

V. How much productivity do you expect as reasonable from workers in sugar industry? 

VI. Give your valuable suggestions to increase labour productivity:

1. ........... 2. ........... 3. ...........
4. ........... 5. ...........

B. ROLE OF TRADE UNION

I. Name of the Existing Trade Union in the Factory:

II. Trade Union is registered:
Yes ( ) No ( )

III. Trade Union is:
Factory level ( ) Regional level ( )
State level ( ) National level ( )

IV. The Trade Union is one Majority Trade Union:
Yes ( ) No ( )

V. Do you think that Trade Union is playing important role in resolving the problems:
Yes ( ) No ( )

VI. Do you think that Trade Union leader need education of unionism?
Yes ( ) No ( )
VII. Labour management relations are:

Sound ( ) Unsound ( )

VIII. Give your valuable suggestion for healthy growth of Trade Union movement:

1............. 2............. 3.............

4.............
b) Statement showing the cooperative sugar factories in Marathwada Region

c) Glossary (Abbreviations)
ANNEXURE - 1

STATEMENT SHOWING THE COOPERATIVE SUGAR FACTORIES IN
MARATHWADA REGION AS ON 31ST MARCH 1976.

<table>
<thead>
<tr>
<th>Sr No</th>
<th>Name &amp; Location of the Factory</th>
<th>Year of Establishment</th>
<th>District</th>
</tr>
</thead>
<tbody>
<tr>
<td>04</td>
<td>Vinayak Coop. Sugar Factory Ltd., Parsoda, Vinayaknagar, Tq. Vaijapur, Dist. Aurangabad.</td>
<td>1975</td>
<td>Aurangabad</td>
</tr>
<tr>
<td>05</td>
<td>Shri Sant Eknath Coop. Sugar Factory Ltd., Ekanathnagar, Paithan, Tq. Paithan, Dist. Aurangabad.</td>
<td>1980</td>
<td>Aurangabad</td>
</tr>
<tr>
<td>06</td>
<td>Devgiri Coop. Sugar Factory Ltd., Phulambri, Tq. Dist. Aurangabad.</td>
<td>1989</td>
<td>Aurangabad</td>
</tr>
<tr>
<td>Sr No</td>
<td>Name &amp; Location of the Factory</td>
<td>Year of Establishment</td>
<td>District</td>
</tr>
<tr>
<td>-------</td>
<td>--------------------------------</td>
<td>-----------------------</td>
<td>----------</td>
</tr>
<tr>
<td>12</td>
<td>Kada Coop. Sugar Factory Ltd., Tq. Asti, Dist. Beed.</td>
<td>1974</td>
<td>Beed</td>
</tr>
<tr>
<td>Sr No</td>
<td>Name &amp; Location of the Factory</td>
<td>Year of Establishment</td>
<td>District</td>
</tr>
<tr>
<td>-------</td>
<td>--------------------------------</td>
<td>-----------------------</td>
<td>----------</td>
</tr>
<tr>
<td>17</td>
<td>Manjara Shetkari Coop. Sugar Factory Ltd., Vilasnagar, Chincholirao (Wadi), Tq. Dist. Latur.</td>
<td>1984</td>
<td>Latur</td>
</tr>
<tr>
<td>18</td>
<td>Terna Shetkari Coop. Sugar Factory Ltd., Dhoki (Teranangar), Tq. Dist. Osmanabad.</td>
<td>1968</td>
<td>Osmanabad</td>
</tr>
<tr>
<td>20</td>
<td>Bahganga Shetkari Sahkari Sakhar Karkhana Ltd., Bhoom, Dist. Osmanabad.</td>
<td>1989</td>
<td>Osmanabad</td>
</tr>
<tr>
<td>Sr No</td>
<td>Name &amp; Location of the Factory</td>
<td>Year of Establishment</td>
<td>District</td>
</tr>
<tr>
<td>-------</td>
<td>--------------------------------</td>
<td>----------------------</td>
<td>----------</td>
</tr>
</tbody>
</table>

**SOURCE:** I. DAILY LOKMAT, "Sahakari Sakhar Udyog Visheshank.", January-1992, EDITOR, DAILY LOKMAT, AURANGABAD.
GLOSSARY (ABBREVIATIONS).

COOP - Cooperatives.
TCD - Tonnes of Crushing per day.
TI - Total.
MT - Metric Tonnes.
NA - Not Available.
SSK - Sahakari Sakhar Karkhana.
VDA - Variable Dearness Allowance.
GDA - Graduated Dearness Allowance.
FA - Fixed Allowance.
CPI - Consumer Price Index.
CWB - Central Wage Board.
I & LLS - Industrial and Labour Laws.
CSO - Central Statistical Organization.
NFCSF - National Federation of Cooperatives Sugar Factories.
ISMA - Indian Sugar Mills Association.
VSI - Vasant Dada Sugar Institute.
BB - Bow Bazar  "These are the locations
LS - Lenin Sarani" of Head Quarters in
       "Calcutta.
DIR ACT - Bombay Industrial Relations Act.
HRD - Human Resources Development.