CHAPTER-3
RESEARCH PROCESS
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3.1 Selection of the subject

It has already been mentioned earlier that after the industrial revolution, there was an industrial development all over the world. In India also there was a steady development of industries especially after independence. Industrial policy resolution of 1956 as well as 1986 gave a great relief to the growth of industries in India. Industrialization on a mammoth scale gave rise to industrial disputes because of complexities of Industrialization such as acute division of labour. Lack of direct rapport between employer and workmen & consequent frustration, fatigue etc. In India Industrial disputes have also been rising steadily along with the growth of industries. There has been general awareness amongst the people, especially that of working class, because of spread of liberal education in post independence era.

Akola district has been a nerve center of commercial and industrial activity in vidarbha region. Because of its geographical location, it has all the basic infrastructure for the establishment of industrial as well as commercial undertaking. As such some large & medium industries as well as many small industries have been established during the course of time. Naturally industrial disputes too were on the rise. However no study
trial disputes too were on the rise. However no study was made on Industrial Disputes, especially its causes & its resolution. The present study is therefore selected to make an in depth analysis of the causes, the administration & management as well as resolution of industrial disputes in Akola District.

3.2 Statement of problem

As stated earlier there has been steady growth of industrial activity as well as Industrial Disputes in Akola district. It has become necessary to find out the causes as well as the approach of employer & workmen & the peaceful or otherwise resolution of Industrial Disputes in this region & to offer solutions to the consequent problems arising there from. This is the main problem of the present study.

3.3 Statement of hypothesis

In the present study it is assumed that there is a great strain on the relations of the employer & employee because of emergence of industrial disputes. It is also hypothesized that there is a negative impact of attitude of workmen towards their work as a consequence of industrial disputes. It is also hypothesized that frequent occurrence of industrial disputers adversely affect the efficiency of workmen as well as the production. It is further hypothesized that employers & workmen tend to resolve their disputes peacefully, as well as there is an effective machinery for resolving the industrial disputes.
3.4 Operational Definitions

(i) Akola district

Means a territorial jurisdiction of akola district in Amravati revenue division of Maharashtra State.

(ii) Industrial disputes

Means any material difference between the workman or workmen and the employer relating to the work in the organization and includes the definition of individual disputes sec(2) of Industrial Disputes Act 1947.

(iii) Conciliation

Means amicable negotiations between the workman/workmen and the employer and includes the definition of conciliation as given in sec(2) of Industrial Dispute Act 1947 as well as the proceeding before conciliation officer and board of conciliation under Industrial Disputes Act 1947.

(iv) Arbitration

Means references of a material difference of opinion between workman/workmen and the employer to a third party who is not a party to the disputes and includes voluntary arbitration under sec(10A) of the Industrial Disputes Act 1947.

(v) Adjudication

Means a reference made by state government or central government as the case may be of industrial dispute between workman/workmen to labour court, industrial tribunal or a national tribunal under the provision of
industrial disputes act 1947.

(vi) Best Supervisor
Means any person in the cadre of supervisor who has a humanitarian approach towards the subordinate workers in relation to their work.

(vii) Worst Supervisor
Means a person in the cadre of supervisor who enforce rules strictly and does not have a humanitarian approach towards the subordinate workers.

(viii) Best Management
It means the employer who pay more attention to the welfare of the workmen working under them.

(ix) Worst Management
It means the employer who only pay attention to the rules and output of the workmen but who are not sympathetic towards the need of the workmen.

(x) The Words industry, workmen, employer, wage, retrenchment, dismissal, discharge, have the same meaning as given in sec(2) of Industrial Disputes Act 1947.

(xi) Working condition
It means the work environment in relation to the work of workmen prevailing at their work place.

(xii) Welfare Practice
It means all the measure adopted by the employer for the general well being of workmen working under him and also include all the social security measures.

3.5 General & Special objective of the study
The present study is undertaken to study the industrial
disputes, its causes, attitudes of employers & workmen towards industrial disputes & mutual or otherwise resolution of the industrial disputes in Akola district. Beside these general objectives the present study is undertaken with the following special objectives.

1) To identify & examine the various factors responsible for emergence of industrial disputes.

2) To Critically examine the attitudinal behavior of employer & workmen towards industrial disputes.

3) To critically evaluate the effectiveness or otherwise of preventive & settlement machinery at plant levels, as well as at arbitration & adjudication levels.

4) To identify & examine the factors responsible for non resolution of industrial disputes for a long duration.

5) To identify & examine the irritant in the amicable mutual settlement of disputes.

3.6 Methods of data collection

For the purpose of this study, both primary and secondary data was collected.

(1) Primary data

For the collection of primary data both observation method and survey method were used. For the purpose of observation several visits were paid to work places and the exiting relations between the employers/personnel officers/labour officers, trade union activists inter se were observed from the close quarters. For the survey purpose the information was collected with the help of
interview schedules. For this purpose separate interview schedules were prepared for workmen, managers/employer, Personnel officer/labour welfare officer/labour commissioner, trade union leaders etc. with the help of experts in the fields of industrial relations, industrial psychology, sociology and such other behavioral science. The interview schedule consisted of both structured as well as open ended questions in proper proportion.

A Likert type of scale was constructed to measure the attitudes of the respondents. The interview schedule were pretested. For this purpose fifty workmen, ten employers, five trade union leaders, five labour welfare officers/personnel officers were selected and after removing the ambiguity and confusion final interview schedule were prepared for interviewing the respondents.

(ii) Selection of sample

11125 workmen working in 1480 industries in Akola district formed the universe. In order to have a representative data a sample of about 3% of the universe was drawn by a method of stratified random sample. Thus 333 workmen and 50 employers were selected for the purpose of interview. Similarly ten trade union leaders representing all the major trade unions were also selected to elicit their opinions. Interviews of the selected respondents were personally conducted with the help of the finally constructed interview schedules. Out of 333 selected workmen 300 workmen actually responded. All the
rest of respondent in other category i.e. employers
, trade union leaders, labour officers/personnel officers responded during interview.

(iii) Collection of secondary data

For the collection of secondary data text books, reference books, journals, periodicals, records, reports, official gazette were used wherever necessary. Similarly necessary relevant data was collected from the office of chief labour commissioner Mumbai.

3.7 Analysis of collected data

Both primary and secondary data so collected was properly classified, tabulated and analyzed. For the purposes of analysis various statistical tools, techniques like percentage, proportions, chi-square method, correlation, regression, multiple regression were used wherever necessary. A graphic representation was made to have a collected data at a glance. Objective conclusions were drawn from the analysis of collected data. The results and other information was incorporated in the following chapters

1) Introduction
2) Profile of Akola District
3) Research Process
4) Management of Industrial Disputes in relation to frequent causes
5) Development of Industrial Dispute legislation
6) Resolution of Industrial Disputes
7) Conclusions and Suggestions
3.8 Limitations

The present study is carried on an individual basis. The study is confined to Akola district and the period under reference is 1985 to 1995. While conducting this study frequent and major causes of industrial disputes have been taken into account. However besides these there may be other subsidiary causes connected with the major frequent causes under this study. During the course of interviews it was observed that many workers as well as employers, the personnel officers, labour officers, trade union leaders gave guarded replies to sensitive questions. This has been kept in mind while writing this report. The findings of the study can be applied to all similarly situated districts or regions. Although the study is not qualitatively affected the same is to be considered along with these limitations.
Title: The Research Design

INTERVIEW SCHEDULES
  DRAFTING
  PRETESTING
  FINALIZATION

SECONDARY DATA USING
  TEXT BOOKS
  REFERENCE BOOKS
  GAZETTES
  JOURNALS AND
  PUBLICATIONS

SAMPLE WORKERS AND MANAGERS

TABULATION AND ANALYSIS

REPORT WRITING

SAMPLE DESIGNING
  INDUSTRIES  WORKERS  MANAGERS
  IN AKOLA DISTRICT  300  50

PRIMARY DATA USING INTERVIEW SCHEDULES

Fig. No. 3.1