DEPARTMENT OF SOCIAL WORK  
KURUKSHETRA UNIVERSITY, KURUKSHETRA  
DETERMINANTS OF INDUSTRIAL RELATIONS IN AUTOMOBILE INDUSTRY IN HARYANA: A STUDY OF GURGAON  

WORKER SCHEDULE/QUESTIONNAIRE  

Research Scholar  
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Assistant Professor,  
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Research Supervisor  
Dr. Ramesh Kumar Bhardwaj,  
Professor & Chairman  
Deptt. of Social Work,  
Kurukshetra University,  
Kurukshetra.  

Employees/Workers Profile:  

1. Name of the Employee: …………………………  
2. Age: ………….  
3. Sex: (i) Male (ii) Female: …………………………  
4. Marital Status: …………………………………………..  
   (i)Married (ii)Unmarried (iii)Widow (iv)Divorced  
5. Caste: (i)SC (ii)BC (iii)General ………………………  
6. Religion: (i)Hindu (ii)Muslim (iii)Sikh: ………………….  
7. Educational Level: (i)Illiterate (ii)Primary (iii)Middle (iv) 10+2  
   (v)Graduate (vi) M.A. and above……………………………  
8. Place of Birth: (i)Rural (ii)Urban ………………………  
9. State: (i)Haryana (ii)Punjab (iii)U.P. (iv)Bihar (v)Delhi (vi) Any other specify  
   …………………………………………………………………………  
10. Type of Family: (i)Nuclear (ii) Joint ………………………………...
11. Type of House: (i) Own House (ii) Rented House (iii) Factory House
   (iv) Any other specify .................................................................

12. Family Occupation: (i) Agriculture (ii) Non-Agriculture (iii) Business
   (iv) Service (v) Any other .............................................................

13. Total members in Family: ...........................................................

14. No. of person in your family engaged in this company/industry ........

15. Designation: ...............................................................................

16. Type of Employee: (i) Permanent/Regular (ii) Temporary (iii) Casual worker
    (iv) Any other Specify ...............................................................

17. Name of the Deptt. .......................................................................

18. Length of service: (a) In this organization (______ Month/Year)
   (b) Total Service (______ Month/Year)

19. Do You Know the Statutory Health Facilities According to Factory Act-1948?

   1. Yes
   2. No
   3. Can not say

20. If yes: give your views on the following Health Facilities According to
    Factory Act-1948

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Responses</th>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Not Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Cleanliness</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Disposal of Wastes and Effluents</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Ventilation and Temperature</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Artificial Humidification</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Over Crowding</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Lighting</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Drinking Water</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Latrine and Urinal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Spittoons</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
21. Do you know about the Provision of statutory welfare facilities?
1. Yes
2. No
3. Can not say

22. If yes: give your perception on the following Provision of statutory welfare facilities

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Responses</th>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Not Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Washing Facilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Facilities for Storing and Drying Clothes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Facilities for Sitting</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>First Aid Boxes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Canteens</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Shelter, Rest room, Lunch Room</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Crèches</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Welfare Officer</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Any Others</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

23. Do You Know about Provision of non-statutory welfare facilities?
1. Yes
2. No
3. Can not say
24. If yes: give your opinions on the following Provision of non-statutory welfare facilities

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Responses</th>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Not satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Medical facilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Educational facilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Recreational facilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Housing facilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Consumer cooperative stores</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Loans through Cooperative credit Society</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Other facilities</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

25. Do You Know about Safety Measures/ Facilities According to Factory Act-1948
1. Yes
2. No
3. Can not say

26. If yes: give your views on the following Safety Measures/ Facilities According to Factory Act-1948

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Responses</th>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Not Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Fencing of Machines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Employment of Young Persons on dangerous Machines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Casting of New Machinery</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Prohibition on Employment of Women and Children near Cotton Openers</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 5. Hosts and Lifts

### 6. Lifting Machines, Chains, Ropes and Lifting Tackles

### 7. Floor, Stairs and Means of Access

### 8. Pits, Sums opening in floor

### 9. Protections of Eyes

### 10. Precautions Against Dangerous Fumes, Gases

### 11. Safety of Building and Machinery

### 12. Safety Officer

### 13. Any Others

27. **Do You Know about Occupational Stress in your Industry?**
   1. Yes
   2. No
   3. Can not say

28. **If Yes: What Types of Occupational Stress felt by workers in Automobile Industry.**

<table>
<thead>
<tr>
<th>No.</th>
<th>Responses</th>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Not Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Job is stressful</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Feel stress very often</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Occupational Stress has a negative impact on their Performance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Occupational stress does not have any impact on their Performance at work</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Any Others</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
29. Do You Know about Perception of Respondents Causes of Occupational Stress?
1. Yes
2. No
3. Can not say

30. If Yes: What Types of Causes on Occupational Stress in automobile Industry

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Responses</th>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Not Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Work Related Causes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Organizational Related Causes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Psychological Causes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Physical Causes</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>5</td>
<td>Any Others</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

31. Do You Know about Factor in Promoting Labour Management Relationship?
1. Yes
2. No
3. Can not say

32. If Yes: What Types of Factor in Promoting Labour Management Relationship.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Responses</th>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Not Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Monetary benefits</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Welfare measures</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Work environment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Dispute settlement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Leadership quality of unions and Managements</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sr. No.</td>
<td>Responses</td>
<td>Highly Satisfied</td>
<td>Satisfied</td>
<td>Not Satisfied</td>
</tr>
<tr>
<td>--------</td>
<td>----------------------------------------</td>
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<td>---------------</td>
</tr>
<tr>
<td>1</td>
<td>Wages</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Work load</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Poor working conditions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Worn-out Machinery</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Political interference</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Retrenchment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Personal conflicts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Poor welfare facilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Bonus</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Payment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Absenteeism</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

33. **Do You Know about Major Causes for Industrial Disputes**
1. Yes
2. No
3. Can not say

34. **If Yes: What Types of Major Causes for Industrial Disputes.**

35. **Do You Know about Settlement of Disputes in your Industry?**
1. Yes
2. No
3. Can not say

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Responses</th>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Not Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Conciliation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Adjudication</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Mediation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Collective</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Bargaining</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Arbitration</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

37. Do You Know about the Various Methods of Disputes Settlement?
1. Yes
2. No
3. Can not say

38. What are the Level of Satisfaction of Workers towards Wages and Allowances?
1. Wage structure
2. Dearness allowance
3. Night shifts
4. Incentive Schemes
5. Overtime rates
6. Bonus
7. Wages based on promotion
8. Paid Holidays
9. Provident Fund
10. Advances

39. What is Satisfaction about the Wage Structure of the Workers?
1. Highly satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied

40. **What is Dearness allowance paid by the Industry to Workers**
1. Highly satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied
4. Dissatisfied

41. **What are Overtime rates paid by the Industry to Workers**
1. Highly satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied
4. Dissatisfied
5. Not at all satisfied

42. **What are the Night shift allowances paid by the Industry to Workers**
1. Highly satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied
4. Not Satisfied

43. **What are the Incentive Received by Workers**
1. Highly satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied
4. Not Satisfied

44. **What is Opinion about the Bonus Received by Workers?**
1. Highly satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied
4. Not Satisfied
5. Not at all satisfied

45. **What is Linkage of Wages and promotion of Workers?**
1. Highly satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied
4. Not Satisfied

46. What Paid holidays are satisfied of Workers?
1. Highly satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied
4. Not Satisfied
5. Not at all satisfied

47. What is Provision for Provident Fund is a normal as per the norms of the Government, Contribution made by the Companies to Workers
1. Highly satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied

48. What is Opinion on the Advances given by the organization to Workers?
1. Highly satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied
4. Not Satisfied
5. Not at all satisfied

49. What is Provision of social security benefits?
1. Provident fund
2. Gratuity
3. Pension
5. Accidental Benefits
6. Insurance benefits

50. What is Opinion on the quantum of provident fund benefit?
1. Very high
2. High
3. Moderate
4. Low

50. What is Opinion on the quantum of provident fund benefit?
1. Very high
2. High
3. Moderate
4. Low
5. Very low

51. What is Opinion on the quantum of gratuity benefit?
1. Very high
2. High
3. Moderate
4. Low
5. Very low

52. What is Adequacy of Insurance Benefits?
1. Very highly adequate
2. Highly adequate
3. Moderately adequate
4. Inadequate
5. Highly inadequate

53. What is Adequacy of mortality benefits?
1. Very highly adequate
2. Highly adequate
3. Moderately adequate
4. Inadequate
5. Highly inadequate

54. What are Overall satisfactions with Social Security Benefits?
1. Very highly adequate
2. Highly adequate
3. Moderately adequate
4. Inadequate
5. Highly inadequate

55. What is the Provision of welfare and social security measures help in increasing the productivity of the Industry.
1. Yes
2. No
3. Can’t say

56. **What is the Provision of welfare and social security measures help in improving industrial peace**
1. Yes
2. No
3. Can’t say

57. **What is the Provision of welfare and social security measures helps in controlling employee absenteeism**
1. Yes
2. No
3. Can’t say
DEPARTMENT OF SOCIAL WORK
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DETERMINANTS OF INDUSTRIAL RELATIONS IN AUTOMOBILE INDUSTRY IN HARYANA : A STUDY OF GURGAON TRADE UNIONS LEADERS SCHEDULE/QUESTIONNAIRE

Research Scholar
Mr. Balinder Singh,
Assistant Professor,
Deptt. of Social Work,
Kurukshetra University,
Kurukshetra.

Research Supervisor
Dr. Ramesh Kumar Bhardwaj,
Professor, & Chairman
Deptt. of Social Work,
Kurukshetra University,
Kurukshetra.

Trade Unions Leaders Profile:

1. Name of the Employee: ………………………… 2. Age: …………
3. Sex: (i) Male (ii) Female: …………………………………………………
4. Marital Status: ……………………………………………………………
   (i) Married (ii) Unmarried (iii) Widow (iv) Divorced
5. Caste: (i) SC (ii) BC (iii) General …………………………………………
6. Religion: (i) Hindu (ii) Muslim (iii) Sikh: ……………………………
7. Educational Level: (i) Illiterate (ii) Primary (iii) Middle (iv) 10+2
   (v) Graduate (vi) M.A. and above……………………………………
8. Place of Birth: (i) Rural (ii) Urban ………………………………………
9. State: (i) Haryana (ii) Punjab (iii) U.P. (iv) Bihar (v) Delhi (vi) Any other specify ……………………………………………………………
10. Type of Family: (i) Nuclear (ii) Joint ……………………………………
11. Type of House: (i) Own House (ii) Rented House (iii) Factory House
12. Family Occupation: (i) Agriculture (ii) Non-Agriculture (iii) Business (iv) Service (v) Any other

13. Total members in Family: ..................................................

14. No. of person in your family engaged in this company/industry……

15. Designation: ........................................................................

16. Type of Employee: (i) Permanent/Regular (ii) Temporary (iii) Casual worker (iv) Any other Specify

17. Name of the Deptt. .................................................................

18. Length of service: (a) In this organization (______ Month/Year) (b) Total Service (______ Month/Year)

19. What are the workers opinions on the need for trade union?
1. Necessary
2. Not necessary
3. No opinion

20. What are the Workers participations in Trade Unions Activities?
1. Very actively involved in day to day activities of the Trade Union
2. Very actively involved in the General Body Meeting Only
3. Involved as per the Agenda of Meeting
4. Involved by the Pressure of Trade Union Peer Group or Co-Workers Only
5. Any Others

21. What are the opinions of Trade unions leader regarding the need of the Trade Union?
1. It helps in maintaining the workers unity & solidarity.
2. It protects the basic rights of the workers
3. Safeguard against the victimization
4. It helps to resolve the workers grievances/problems.
5. Trade union always fights to enhance their wages and other monetary benefits.
6. It helps to maintain the adequate promotion of the team spirit policy
7. It maintains the programmes for workers job security.
8. It helps to maintain better working conditions.
9. It helps to maintain better health facilities
10. It helps to maintain the better welfare facilities
11. It helps to maintain the better safety provisions
12. It helps to maintain the better social security
13. It helps in maintaining the industrial peace and better healthy, harmonious industrial relations.
14. Any others

22. **What are the preferences of the trade unions leader for the structure of the unions?**
   1. One union per unit
   2. Two unions per unit
   3. More than two unions per unit

23. **What are the Opinions of the Workers on enrolment of membership?**
   1. Voluntary decision by members
   2. Through canvassing
   3. Any other

24. **What are the opinions of the workers about the change of membership one union to another union?**
   1. Yes
   2. No

25. **What are the opinions of the trade union leaders on the extent of cooperation among former trade union leaders?**
   1. Very Co-operative
   2. Co-operative
   3. Non-co-operative

26. **What are the opinions of the trade union leaders regarding the problems faced by them as a trade union leader?**
   1. Hostile attitude of the management
   2. Lack of acceptance as a bargaining agent in different forms
   3. `Lack of recognition as trade union leaders/representatives of workers.
   4. Lack of recognition as a partner of the factory/industry
5. Recognized as burden/problem creator.
6. Any others

**27. What are the Suggestions made by the trade union leaders regarding to maintain the industrial relations.**

1. Positive attitude of the management
2. Management accepts the trade union as an agent of collective bargaining.
3. Management involves in decision making process.
4. Provide better working conditions.
5. Provide better condition of work as the labor legislation requirements.
6. Provide better health/welfare/safety provisions
7. Early settlements of grievances/disputes.
8. Avoid unnecessary prejudices conflicts/biases/discrimination as a trade union leader.
9. Avoid chance of strike/lock out
10. Any others
ANNEXURE-III

(CONFIDENTIAL)
DEPARTMENT OF SOCIAL WORK
KURUKSHETRA UNIVERSITY, KURUKSHETRA
DETERMINANTS OF INDUSTRIAL RELATIONS IN AUTOMOBILE INDUSTRY IN HARYANA : A STUDY OF GURGAON

MANAGEMENT SCHEDULE/QUESTIONNAIRE

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Research Supervisor
Dr. Ramesh Kumar Bhardwaj,
Professor& Chairman
Deptt. of Social Work,
Kurukshetra University,
Kurukshetra.

Management Profile:

1. Name of the Employee : ……………………. 2.Age: ………
3. Sex:(i) Male (ii) Female: ………………………………………
4. Marital Status: …………………………………………
   (i)Married (ii)Unmarried (iii)Widow (iv)Divorced
5. Caste:(i)SC (ii)BC (iii)General ……………………………
6. Religion : (i)Hindu (ii)Muslim (iii)Sikh: …………………
7. Educational Level : (i)Illiterate (ii)Primary (iii)Middle (iv) 10+2
   (v)Graduate (vi) M.A. and above…………………………
8. Place of Birth: (i)Rural (ii)Urban ………………………
9. State :(i)Haryana (ii)Punjab (iii)U.P. (iv)Bihar (v)Delhi (vi) Any other specify
   …………………………………………………………………
10. Type of Family : (i)Nuclear (ii) Joint ……………………………
11. **Type of House:**
   (i) Own House (ii) Rented House (iii) Factory House
   (iv) Any other specify ............................................................... 

12. **Family Occupation:**
   (i) Agriculture (ii) Non-Agriculture (iii) Business
   (iv) Service (v) Any other ............................................................ 

13. **Total members in Family:** .................................................. 

14. **No. of person in your family engaged in this company/industry:** 

15. **Designation:** ................................................................. 

16. **Type of Employee:**
   (i) Permanent/Regular (ii) Temporary (iii) Casual worker (iv)
   Any other Specify ........................................................................ 

17. **Name of the Deptt.** ............................................................ 

18. **Length of service:**
   (a) In this organization (______ Month/Year)
   (b) Total Service (______ Month/Year)  

19. **Do you know about Collective Bargaining?**
   1. Yes (Known)
   2. No (Unknown)
   3. Can Not Say (Neutral) 

20. **What are the need / Requirement of Collective Bargaining?**
   1. It Provide a Platform to the Workers Representaves/Management
   2. Involment of Management
   3. It increase the Working Conditions/Conditions of Work
   4. It provides a common Platform to resolve the Conflict/Grevenese/Disputes.
   5. It Minimizes the Human Conflicts/Industrial conflicts
   6. It affects the Industrial Relations
   7. Any Other 

21. **Do you know about their Substance/Contents/Functions of Collective Bargaining.**
   1. Wages and Working Conditions
   2. Job Security
   3. Change in Technology
   4. Staff Transfer and Promotions
   5. Grievances
6. Disciplinary Matters
7. Health and Safety
8. Insurance and Benefits
9. Union recognition
10. Union activities/Responsibility
11. Management Rights

22. **What are the Factors effecting The Forum of Collective Bargaining**
   1. Employer’s Reluctance
   2. Weak Trade Union
   3. Inadequate Interventions
   4. Rivalries among the Trade Unions/Conflicts among the Trade Unions leaders
   5. Lack of Clarity about the Agenda
   6. Weak Implementation
   7. Any Other

23. **What are your Suggestions for Effective Collective Bargaining?**
   1. Unanimity among Workers
   2. Recognized of Trade Union
   3. Regular intervene/Meeting
   4. Proper Minutes/Recording of Collective Bargaining
   5. Fix the Time Framework for implementations
   6. Fix the Responsibility for implementations
   7. Proper Training of Trade Union Leaders about the Collective Bargaining
   8. Any Other

24. **Do you know about the Scheme of Worker Participation in Management?**
   1. Yes
   2. No
   3. Can Not Say

25. **Why are the need/ Requirement of Worker Participation in Management?**
   1. Establishing Harmonious Industrial Relations
   2. Promoting Solidarity among Workers
   3. Higher Productivity and Increased Production
4. Promoting Industrial Democracy
5. Improve the Quality of Working Life
6. Secure the Mutual Cooperation of Employees and Employers
7. Any Other

26. What is the existence of Bodies in Organization?
1. Works Committee
2. Quality Circle
3. Any Others

27. What is the Factors Responsible for the Failure of Worker Participation in Management?
1. Managers fear of giving up Power
2. Workers fear of Victimization by Management
3. Lack of Education/Training of Workers to Participate
4. Lack of Leadership among Workforce
5. Attitude of Trade Union
6. Multiplicity of Trade Union
7. Any Other

28. What are your Suggestions for Effective Worker Participation in Management?
1. Managerial Attitude
2. Union Co operations
3. Meaningful Participations
4. Workers Attitude
5. Any Other

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