Sample Questionnaire-2

A Comparative study of the Impact of the JMC's on Managerial Decision making in Dairy Plants of Gujarat in the co-operative sector.

**Questionnaire**

*(For worker representative)*

1. **Name :**

2. **Age :**
   - a) Religion : ________
   - b) Caste : ________
   - c) Mother tongue : ________
   - d) Father's occupation : ________
   - f) Yearly income: ________

3. **Educational Qualifications**
   - i) Std. I to IV
   - ii) Up to Std. VII
   - iii) S.S.C.E. Pass
   - iv) Graduate / Post Graduate
   - v) Technical Diploma / Degree

4. **a) Designation:** __________  **b) Sine how many years :** __________
   - c) Total year of Job : __________
   - d) Name of the Dept. : __________
   - e) Cadre / Pay scale: __________

5. **Are you member of any labour Union? Y / N**

6. **Joint committee or Joint management council or technology of participation or any joint assembly / committee is there in your organization? Y / N**

7. **Are you its' member? Y / N**

8. **What is the function of JMC / T.O.P.?**
9. How much these intentions are useful? (Please tick answer)
   (1) 20 %  (2) 40 %  (3) 60 %  (4) 80 %  (5) 100 %

10. Are you going in the meeting carrying all problems of the workers' of your section?
    (1) Always  (2) Sometimes  (3) Often  (4) Seldom  (5) Never

11. Do you find convenor of JMC / T.O.P. taking interest in the function of JMC / T.O.P. effectively?
    (1) 20 %  (2) 40 %  (3) 60 %  (4) 80 %  (5) 100 %

12. (A) How was the attitude of convenor in the committee?
    (1) Indifferent  (2) Modulate  (3) Co-operative

    (B) If the attitude was indifferent then as per your opinion what are the reasons?
    (1) Lack of self confidence in workers
    (2) Lack of confidence in committee
    (3) Any other (Please clearly mention)

13. How far the convenor gave information regarding future planning or good achievement?
    (1) 20 %  (2) 40 %  (3) 60 %  (4) 80 %  (5) 100 %

14. Do you believe that when legal and prudent points were raised convenor was just defending it every time? How far?
    (1) 20 %  (2) 40 %  (3) 60 %  (4) 80 %  (5) 100 %

15. Up to what extant it is true that representatives of workers were harassing management by asking hypothetic question?
    (1) 20 %  (2) 40 %  (3) 60 %  (4) 80 %  (5) 100 %

16. Up to what extent you are satisfied regarding your participation in the committee / TOP?
    (1) 20 %  (2) 40 %  (3) 60 %  (4) 80 %  (5) 100 %
17. Up to what extent the discussion of the committee meetings were free and frank?
   (1) 20 % (2) 40 % (3) 60 % (4) 80 % (5) 100 %

18. How many times the decisions of the committee were made with total consent?
   (1) 20 % (2) 40 % (3) 60 % (4) 80 % (5) 100 %

19. Do you believe that the question /problem sent to the committee was delayed to much? Yes / No give suggestion to employee?

20. Up to what extent your are satisfied by the implementation decision of the committee?
   (1) 20 % (2) 40 % (3) 60 % (4) 80 % (5) 100 %

21. Up to what extent you are satisfied regarding the decision of the confidential meeting.

22. Do you believe that the time allotted to these meetings was sufficient? Yes / No. what should be the time?
   (1) 2 ½ Hours (2) 2 hours (3) No time limit

23. Which are three major goals which are missed by the committee to achieve?
   (a)
   (b)
   (c)

24. What is the impact of JMC / TOP?
   (1) Improvement in production: 20 / 40 / 60 / 80 / 100
   (2) Very good understanding? Interpersonal relationship in between officers? Supervisors?
   (3) Working condition 20 / 40 / 60 / 80 / 100
   (4) Team Building 20 / 40 / 60 / 80 / 100
   (5) Model bus stop 20 / 40 / 60 / 80 / 100
   (6) Discipline 20 / 40 / 60 / 80 / 100

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(7) Less Wastage 20 / 40 / 60 / 80 / 100
(8) No effect 20 / 40 / 60 / 80 / 100
(9) Wastage of time 20 / 40 / 60 / 80 / 100
(10) More better Housekeeping Cleanliness, Curtail toilet 20 / 40 / 60 / 80 / 100

25. Do you believe that the representative of the workers must be a representative of the Y/N
(A) Appointed by workers’ union
(B) Elected by the confidential voting

26. Fundamental rights of the Democracy of partnership. Yes/No? If yes then how?
(a) Immediately
(b) As per motion
(c) Slowly slowly

27. Do you want to participate in the management? Yes/No
If yes How?
(C) By works committee (b) JMC (C) Through shop council (D) Through workers’ Dealer (e) Through Joint council (f) Any other if any

28. What are the recommendation to improve productivity
(1) To improve labour welfare
(2) Relation in between workers' management
(3) Management should listen immediately? solve them

29. If you will be taken in management what will you do?
(1) Help Management
(2) Improve condition of workers
(3) To improve reputation of the labour union.
30. Have you adopted technology of participation in your organization Y / N. If yes then what changes you have felt?
31. Is the TOP good? Y / N give reasons why?
32. Give Suggestion for TOP
33. What are the drawbacks of the TOP? what you will do for its improving?
34. How for the improvement occurred by TOP?
   20 / 40 / 60 / 80 / 100
35. How much percentage production has been increased by the TOP?
36. Is its sufficient in WPM?
37. Have you been attending meeting in your Firm?
38. Workers personality would get developed by participation?
39. How many Industrial Disputes are solved by this?
40. Does Trade union improve in INC / TOP? Yes / No. How far?
   20/40/60/80/100
41. Does the union cooperate? How far
   20/40/60/80/100
42. Since how long JMC is there in your
43. Impact of Education in decision making
44. How far the implementation on six steps of top are succeeded in selected in industrial units?
   (a) Dairy 20 / 40 / 60 / 80 / 100
   (b) Fertilizer 20 / 40 / 60 / 80 / 100
45. How far the Joint management was successful?
   20 / 40 / 60 / 80 / 100
46. The implementation of Joint management theory required change? why?
47. Make a tick mark before the areas of management of Economic Decision which are desired to be participated.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Areas of Management</th>
<th>If desired make a tick mark (✓) for yes</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Financial Matters</td>
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<td>2</td>
<td>Development Policy</td>
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<td>3</td>
<td>Purchase policy</td>
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<td>Marketing policy</td>
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<td>5</td>
<td>Determine cost Purchase &amp; Sale price</td>
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<td>6</td>
<td>New Mfg. Method Automation</td>
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<td>7</td>
<td>Shut down or transfer of plant</td>
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<td>8</td>
<td>Restriction of production</td>
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<td>9</td>
<td>Merger with other plants</td>
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<tr>
<td>10</td>
<td>Retrenchment and lay off</td>
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<tr>
<td>11</td>
<td>Setting production targets</td>
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<tr>
<td>12</td>
<td>Determination of norms of productivity permit of man machine</td>
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<tr>
<td>13</td>
<td>Reduction of cost of production</td>
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<tr>
<td>14</td>
<td>Elimination of wastage of raw material</td>
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<td>15</td>
<td>Optimum utilization of tools, implements and machines</td>
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<td>16</td>
<td>Quality Improvement of output</td>
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<tr>
<td>17</td>
<td>Determination of sequence of one's work</td>
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<td>18</td>
<td>Determination of one's method of work</td>
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<td>19</td>
<td>Co-ordination of one's work</td>
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48. Make a tick mark before the areas of management of Personnel Decision which are desired to be participated.

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<tr>
<td>1</td>
<td>Recruitment</td>
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<td>Promotion</td>
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<td>3</td>
<td>Transfer</td>
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<td>4</td>
<td>Suspension, Discharge, Dismissals &amp; other Discipline actions</td>
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<td>5</td>
<td>Grievances Removal</td>
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<td>6</td>
<td>Regrouping of Employees</td>
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<td>7</td>
<td>Dispute Resolution</td>
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<td>8</td>
<td>Allocation of work</td>
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<td>9</td>
<td>Training</td>
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49. Make a tick mark before the areas of management of Social Decision which are desired to be participated.

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<tbody>
<tr>
<td>1</td>
<td>Works Rules &amp; standing orders</td>
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<tr>
<td>2</td>
<td>Holiday’s Rosters</td>
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<td>3</td>
<td>Regulation of pyre work</td>
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<td>4</td>
<td>Determination &amp; manner of payment or wages salary</td>
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<td>5</td>
<td>Overtime</td>
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<td>6</td>
<td>Production Bonus &amp; Incentive</td>
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<td>Safety measures</td>
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<td>8</td>
<td>Welfare</td>
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<td>9</td>
<td>Housing</td>
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<td>10</td>
<td>Working Conditions</td>
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<td>11</td>
<td>Rewards &amp; prizes</td>
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<tr>
<td>12</td>
<td>Absenteeism</td>
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