

Title of research project

“Working Condition and Economic Problems of Workers in Engineering Workshops in Nagpur”

Name of the Principal Investigator : Prof. Anil Ramkrushna Bhaik

**Department of Commerce
Kamla Nehru Mahavidyalaya
Nagpur 24**

Brief objective of the project

- 1) To Research the Economic Problems of Workers
- 2) To investigate the social problems of Workers
- 3) To study working condition of workers
- 4) To Study welfare development Programme

Summery of Findings :

The dual objectives of this study are to determine the relationships between economical and non- economical benefits on job performance, as well as to identify the most effective types of motivations that may boost workers performance of workers in engineering workshop, Nagpur. Based on the findings, firstly, there is a positive relationship between both economical and non-economical motivations towards job performance and secondly, the most influential benefit booster job performance of the workers of Nagpur is economical.

The individual enjoyed the payment given, security and the environment in the workplace including their relationship among workers and at the same time may enhance their performances. These are the basic needs in any normal working condition as they need to fulfill the other needs as mentioned in Maslow's hierarchy of needs. When individual's basic needs are fulfilled, there is always the tendency for the individual's needs to rise up to another level to achieve

their aims in life.

According to opinion taken from workshop owner and supervisor of Nagpur, one of the main problems in working condition is changes in the work, content of the job. The standards would have been set based on a specified method of working. Hence, whenever there is a methods change, the original standards would no longer be applicable. Such changes may be due to changes in methods of working, tools and equipment; working conditions, and other factors of Nagpur. The standard must be examined periodically, and kept up-to date. All economical agreements must provide a clause regarding revaluation and changes in standards in case of methods changes so that workers can be able to understand.

Economical benefits are fast becoming increasingly a popular technique in attracting, motivating, developing, and retaining workers in engineering workshop. Study has shown that organizations that provide effective benefit are more likely to have satisfactory job performance from workers.