

CHAPTER - IV

STATISTICAL TABLES AND THEIR INTERPRETATIONS

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The following tables are based upon the information collected from 105 workers who formed a sample for our study. As the sample was prepared very carefully, the conclusions are reliable.

TABLE -1 : Methods of Recruitment of Labour

Method of Recruitment	No.of Respondents	Percentage
1) Direct recruitment	39	37.17
2) Through the middlemen	7	6.66
3) Through the Employment Exchange Organisation	2	1.90
4) Through the friends and relatives of existing workers	54	51.42
5) Through the union	3	2.85
Total	105	100 %

The above table shows that majority of the employees i.e. 51.42% are recruited in the mill through the friends and relatives of <sup>existing</sup> workers; 37.17% workers are employed directly by management; 6.66% workers are employed with the help of middlemen; 2.85 % workers through the union and only 1.90% workers are employed through employment exchanges.

It means that Mill has preferred recruitment through the friends and relatives of workers and directly. This policy helps management to select well informed and suitable workers. This policy also helps to improve the feeling of belongingness in the minds of employees which further leads to improvement in production. This policy has been adopted by the mill from the very beginning, but now they are more and more taking the help of employment exchanges.

Thus, it must be noted that, whatever the source, the management is very careful in selecting the right man for the right job.

TABLE - 2 : Distribution of Workers according to  
their Residence

Nature of residence	No.of respondents	Percentage
Local	94	89.52
Outsiders	11	10.48
Total	105	100 %

This table shows that the majority of employees (89.52 %) are the residents of Miraj and only 10.48% employees are coming from other places.

It means that management of MTM gives much importance in appointing local employees. This helps to reduce possible absenteeism and also helps to minimise the psychological tensions at work and utilise the fullest potentialities and efficiency of workers - other things remaining the same.

Table - 3 : Distribution of workers according to the mode of conveyance used by them.

Mode of conveyance	No. of respondents	Percentage
On foot	19	18.09
Bicycle	81	77.15
Luna/Scooter	5	4.76
<b>Total</b>	<b>105</b>	<b>100 %</b>

The above table shows that 18.09 % workers are living at a walkable distance. 77.15 % workers use bicycle to attend the Mill and only 4.76 % workers use Luna or Scooter to attend the Mill.

As all the workers are living in the vicinity of the Mill they do not find any difficulty to join their duties in time with fresh mind and without exhaustion.

Table - 4 : The Residential Accommodation of the workers.

Accommodation	No. of respondents	Percentage
Provided by the mill	3	2.85
Rented house	35	33.33
Owned by himself	67	63.82
Total	105	100 %

The above table shows that only 2.85 % workers are provided with housing accommodation by the Mill; 33.33 % workers are living in rented houses and 63.82 % workers live in houses owned by themselves,

It is necessary to state that most of the workers live in houses owned by them but others not provided with accommodation by the Mill have to pay higher rents. These workers are demanding accommodation facilities from the employers. To improve the economic condition of the worker<sup>and</sup> his efficiency and for reducing absenteeism, it is necessary to provide housing facility to a larger number of workers.

Table - 5 : The number of years of service completed by the workers

Period of Service (Years)	No. of respondents	Percentage
0 to 5	4	3.80
5 to 10	12	11.42
10 to 15	15	14.28
15 and above	74	70.50
Total ..	105	100 %

This table shows that the percentage of workers having experience of over 15 years is 70.50 %. This reduces damages, wastages and accidents. At the same time it helps to minimise the cost of production and ultimately improves the rate of production. Their close contact with the employers helps to maintain good industrial relations also.

Table - 6 : Number of Dependents on the workers.

Particulars	No. of respondents	Percentage
1) Number of dependents in the family are more than the number of earners in the family.	96	91.44
2) Number of dependents in the family is the same as the number of earners in the family.	5	4.76
3) Number of earners in the family are more than the number of dependents in the family.	4	3.80
Total ..	105	100 %

The above table reveals that in the majority i.e. 91.44 % of families of workers, the number of dependents is more than the number of earners whereas only in 3.8 % families, the number of earners is greater than the number of dependents. This means that the majority of workers have to face economic problems with meagre total family income.

Table - 7 : Educational status of employees

Educational qualification	No. of respondents	Percentage
Illiterate	6	5.71
Primary Education	14	13.33
Secondary Education	79	75.26
College Education	4	3.80
Some other technical course	2	1.90
<b>Total</b>	<b>105</b>	<b>100 %</b>

The above table reveals that 94.29 % of the employees are literate, out of which 13.33% have received at least primary education and 75.26 % employees have received secondary education. This means that the mill is giving preference to workers who have received some education. This policy of recruiting literate workers helps to avoid damages, accidents and absenteeism. It also helps to provide good leaders to their union and this in turn helps to improve the productivity of the workers and also of the mill.

Table - 8 : The number of workers having the membership of the union

Membership	No. of respondents	Percentage
Having the membership of the union.	101	96.20
Not having the membership of the union.	4	3.80
Total ..	105	100 %

The above table reveals that 96.20 % workers are members of the union and only 3.80 % are not members. Usually fresh and temporary workers are non-members.

Table - 9 : The number of workers having the membership of the Co-operative Credit Society

Membership	No. of respondents	Percentage
Having the membership of the Co-op. Society.	80	76.19
Not having the membership of the Co-op. Society.	25	23.81
Total	105	100 %

This table shows that 76.19 % workers are the members of the co-operative society and only 23.81 % have not accepted the membership because they do not need or like to take any help from the society. They feel, taking loans will turn into a habit and then the burden of debt will be lifelong.

Table - 10 : The number of workers transferred because of various reasons

Reasons of Transfer	No. of respondents	Percentage
1) Without any reason	4	3.80
2) For the need of the worker	5	4.76
3) In the absence of somebody	4	3.80
4) Workers request	3	2.85
5) Not transferred	89	84.79
Total	105	100 %

The above table shows that usually 84.79 % workers in the Mill are not transferred from one department to another. 4.76 % workers are transferred to fill the lack of workers. 3.80 % workers are transferred to some other department without any reason and remaining 2.85 % workers are transferred according to their request.

The management usually is not willing to transfer a worker from one department to another because it means additional training and spending of time. Where training is not essential e.g. for jobs like Sweeper, Coolie, Helper management transfers them, if required. Both workers and management are satisfied with the procedure of transfer followed.

Table - 11 : Promotions to the workers

Method of promotion	No. of respondents	Percentage
1) Automatic	51	48.57
2) At the will of management	49	46.68
3) Promotion not given	1	0.95
4) No question of promotion	1	0.95
5) Promotion not accepted	3	2.85
<b>Total</b>	<b>105</b>	<b>100 %</b>

The above table shows that 48.57 % workers in MTM are automatically promoted e.g. from Trainee to Badli and from Badli to Permanent worker. 46.68 % workers are promoted at the will of management, by using the criterion of seniority cum ability. 2.85 % workers have denied the promotion on grounds of health etc. Only 0.95 % workers have not been given any promotion.

It means that the management is quite liberal in giving promotions. The only expectations of the management from the worker are sincerity and ability alongwith seniority. Thus, if workers join this mill as a trainee, he is sure to be made permanent if he is having sincerity and ability. This policy is beneficial both to the management and workers.

Table - 12 : Nature of workers' grievances

Grievances (Regarding)	No. of respondents	Percentage
1) Difficulty in work	1	0.95
2) Leave	17	16.23
3) Leave and difficulty in work	1	0.95
4) Heavy work	2	1.90
5) Heavy work and difficulty in work	2	1.90
6) Work load	-	-
7) Nature of work and working hours	2	1.90
8) Promotions	1	0.95
9) Transfers	-	-
10) Shift and working hours	2	1.90
11) Discipline	-	-
12) Jobbers pressure	-	-
13) Wages	3	2.85
14) Lack of instruments	1	0.95
15) Improper condition of machinery	1	0.95
16) No grievance	72	68.57
<b>Total</b>	<b>105</b>	<b>100 %</b>

From the above table it is clear that the majority of the workers i.e. 68.57 % have no grievances. 16.23 % workers have grievances about leave and other causes contribute to a negligible extent.

The management tries to solve the difficulties of workers sympathetically. This attitude of management is helpful in maintaining industrial peace.

**Table - 13 : Method which workers prefer for communicating their grievances to the authorities**

Method of communication	No. of respondents	Percentage
1) Writing formally	20	18.8
2) Oral Communication	85	81.2
Total	105	100 %

From the above table it appears that majority of the workers i.e. 81.2 % prefer the method of oral communication for their individual grievances and only 18.8 % workers resort to the method of writing formally.

Table - 14 : The actual method of communicating grievances adopted by the workers

Method of communication adopted	No. of respondents	Percentage
1) Witten	5	15.16
2) Oral	28	84.84
Total	33	100 %

Out of 105 workers (in the sample) 72 (68.57 %) have no grievances. Out of remaining 33 workers the above table shows that 84.84 % workers communicate their grievances in a oral form.

Table - 15 : Whom workers prefer for communication

Preference of communication	No. of respondents	Percentage
1) Higher authority (Supervisors, Head jobbers, Jobbers etc.)	71	67.61
2) Trade Union Leader	30	28.59
3) Labour Officer	4	3.80
Total	105	100 %

From the above table it appears that 67.61 % workers prefer to communicate their grievances to the higher authority; 28.59 % workers prefer to communicate their grievances to the Union leader and remaining 3.80 % workers prefer to communicate their grievances to the labour officer.

Table - 16 : The method actually used by the workers in communicating their individual grievances

Communicated to whom	No. of respondents	Percentage
1) Higher Authority (Supervisors, Head-jobbers, Jobbers etc.)	23	69.23
2) Trade Union Leader	9	27.74
3) Labour Officer	1	3.03
Total	33	100 %

The above table reveals that majority of the workers (69.23 %) have approached higher authority to communicate their individual grievances. As already explained 72 workers (65.57 % in the Sample) have no grievances at all.

Table - 17 : Opinion of the workers about the attitude of the Management towards themselves

Opinion of the Worker	No.of respondents	Percentage
Good	63	60.01
Bad	1	00.95
Satisfactory	40	38.09
Unsatisfactory	1	00.95
Total	105	100 %

The above table shows that out of 105 workers 38.09 % workers are satisfied and only 0.95 % workers are not satisfied regarding the attitude of the management. Here it must be noted that 60.01 % workers are very much pleased regarding the attitude of the management and remaining 0.95 % workers are of the opinion that the attitude of the management is bad .

We can thus conclude that 98.10 % workers are happy with the attitude of the management and only 1.90 % workers are unhappy with the attitude of the management.