

CHAPTER-6

CONCLUSIONS AND SUGGETIONS

1. Introduction:

The Panchganga Co operative Sugar Factory is one of the biggest Cooperative Sugar Factory. Its founder The Deshbhakta Ratnappa Kumbhar In this Sugar factory, the number of total workers are 1592, out of permanent workers 822 and there payments are Rs.6500 to Rs.7000 and seasonal workers are 547 and their payments are Rs.4800 to Rs. 5200 and daily wage workers are 173 and their payments are Rs. 50 to 75.

2. Major findings of study (Conclusion)

The major findings are given as following.

- 1) D.R.K. Sugar factory is one of the major co-op sugar factories in Kolhapur District.
- 2) Out of total sample, 100% workers were male workers. There was no female worker in the factory.
- 3) It reveals that, 82% workers were permanent workers and remaining 18% workers were seasonal workers in the D.R.K. sugar factory.
- 4) The study showed that, agriculture was the main source of income of maximum respondents, which was 56% of total sample 26% were occupation and remained 18% were other sources.
- 5) The D.R.K. co-operative sugar factory provides differential facilities to workers. Medical facilities are one of the facilities, which 100% workers were got by factory.
- 6) The present study studied about provident fund and gratuity. The all workers were taken provident fund facilities by factory as per 1948 act.
- 7) The factory was provided the gratuity facility to all workers after their retirement.

- 8) The study showed, that every worker is entitled to get bonus from the factory. The rate of bonus (8.33) is calculated on the basis of profit gained by the factory.
- 9) The trade union gives protection to the modern workers to secure their rights.
- 10) The study depicts, out of total sample, all workers were belonging trade union. Moreover, workers were satisfied about trade union.
- 11) The workers have not got full salary of month due to loan, pension, and provident fund.
- 12) The study depicts that maximum sample workers were satisfied to salary level which provided by factory. They were 84% workers and remained 16% were not satisfied salary level.
- 13) The study observed from secondary data that maximum workers (822) were permanent, 547 were seasonal 173 were daily wages and total workers were 1592 in the D.R.K. co-op. sugar factory.
- 14) The out of the major finding of this study is that the factory was not given regular payment to workers. Out of sample 66% workers were said not received payment regular and 34% workers were said received payment regularly.
- 15) The workers girls wedding were stopped due to irregular payment. The 46% respondents said yes and 54% farmers said not stopped girls wedding due to above reason.
- 16) In the above finding, 56% were said our girls wedding were said our girls wedding were not stopped due to irregular payment but on the other hand the study found that, 64% responds had alternative employment and 36% respondents had not alternative employment.
- 17). Total study of factory found that income of sugar factory there is ups and downs every year and this effect factory could not payment regularly to the worker, the important reason of this to give irregular payment
- 18) Large expense on sale of sugar, increased production cost it is affected low profit.

- 19) Large amount of expense on factory administrative e.g. remuneration of board of directors, bank commission, meeting expense, building, machinery repair and maintenance.
- 20) It is necessary to pay Government dues. e.g. income tax, tax on purchased sugar cane, provident fund, irrigation tax, excise duty.
- 21) Panchganga sugar factory borrowed huge loans from various institutions e.g. K.D.C. bank, Bank of India etc. Loans and its interest were high it effects on workers payment of salary.
- 21) The study shows that expenditure on salary and wages, it is not affordable to the factory
- 22) The major problem of payment due to the investment in various financial institutions.
- 23) All the expenses and income are included in balance sheet. Balance sheet indicates economic condition of the factory. Income of factory is more than expenses of the factory and this effect factory can't pay regularly.
- 24) Factory expenses salary and wages but now a days increasing payment rate, the important reason of this to give irregular payment.
- 25) There is no development in distiller section. Income is low and this effect factory can't pay regularly.
- 26) An important problem of sugar industry is lack of utilization of by-products specially bagasse and molasses.

3. Suggestions:

- 1) The factory should reduce to cost of sugar production.
- 2) The factory has excessive debates. It should be total reduce.
- 3) There is lack of implementation of modern policy of regular payment of workers. The factory should be implement modern policy of regular payment of workers.
- 4) The factory should establish by product industry e.g. paper industry, spirit ethanol industry.
- 5) The factory should be stress on export sugar.
- 6) The Government and relative factory should be available facility of training programmer of sugar cane sugar industry compositeness to workers, which will be effective labour development led to sugar factory development.
- 7) The workers should make only one trade union in the factory which will be bargaining effectively to administration and government.
- 8) Government should give assurance about proper salary for workers to make sugar industry profitable.
- 9) Moreover, an attempt should be made to develop social integrity among workers.
- 10) Special policy should be developing by government.
- 11) The factory should brought sugar in the market according to price fluctuations.
- 12) Moreover, the factory should give stress on human resource development.
- 13) Increase a income of sugar factory.
- 14) Reduces selling cost and administrative expenses.
- 15) High crushing rate.
- 16) Increase sugar production.
- 17) High recovery of sugar.
- 18) Fuller utilization of by-product e.g. bagasse, molasses, sprit and alcohol etc.
- 19) Increase sale of sugar and got net profit and it affects that factory paid salary at time to time.