

CHAPTER - 6

RECRUITMENT AND INDUSTRIAL WORK

6.1 INTRODUCTION :

After looking into the details of level of commitment of the workers, the attempt has been made to present the details regarding recruitment pattern and industrial work. The present Chapter deals with the factors like acquaintances in the factory, help of acquaintances, attributes emphasized in recruitment in general, factors helpful of recruitment in Nerla bulb factory, earlier job, reasons for leaving earlier job, reasons for taking up industrial work, total industrial experience, experience in the present factory, and reasons for leave taken by the workers.

6.2 TYPE OF HELP RENDERED BY ACQUAINTANCE :

The workers were asked whether they had any acquaintance with the other workers in the factory before recruitment. Here the majority of the workers 51 (55.4) have reported that they had no acquaintance with the worker in the factory. In those worker having acquaintance with the factory workers nearly 1/5 of them 18 (19.6) reported that the workers in the factory introduce to officers and 13 (14.1) workers reported that union leader supported them and 9 (9.8) workers informed about the vacancies in the factory whereas one worker (1.1) reported that the worker in the factory helped him financially.

The similar type of trend of no acquaintances with workers in the factory has been reported in the study of workers in Diesel Locomotive Works Varanasi. Gupta has noted that "a majority 253/400 (63.25) of the workers denied any acquaintance with any person in the factory before their entry, while 147/400 (36.75) of them accepted knowing someone in the factory"¹.

6.3 WORKER'S VIEWS REGARDING ATTRIBUTES IN RECRUITMENT

IN GENERAL :

The workers were asked their views regarding the important attribute in recruitment of workers in the factory. The majority of the workers 49 (53.3) have reported that occupational competence was the most important attribute for recruitment in the factory. More than 1/4 of the workers 24 (26.1) have reported personality is important and 15 (16.3) workers have responded regional consideration as the important factor. The remaining only 4 (4.3) workers have given importance to the caste consideration in the recruitment of workers.

The workers in the bulb factory have given least importance to caste consideration and this is a noticable factor. The similar type of trend was observed by Gupta as he notes that " skilled workers in the Diesel Locomotive Works give least importance to caste considerations."²

6.4 FACTORS HELPFUL FOR RECRUITMENT IN NERLA

BULB FACTORY :

After looking into the details of workers' views regarding important attributes for recruitment to the factory in general, it will be appropriate to analyze the situation in Nerla bulb factory. The question was asked in this connection and majority of the workers 68 (73.9) reported that individual efforts was the most important factor for recruitment in Nerla bulb factory. In the remaining 14 (15.2) workers indicated external influence and 10 (10.9) workers reported ascriptive attributes helpful for recruitment in Nerla bulb factory.

6.5 SEX AND JOB BEFORE COMING TO THIS FACTORY :

The workers were asked what were the jobs before coming to Nerla bulb factory to see the background of workers. The details on this aspect are presented in Table 6.1.

The table indicates that majority of the workers were engaged in agricultural work and here the proportion of female was more than male. Again some females were doing homework before coming to the present factory. 1/5 of the workers came to the factory after their school education. 11 workers came from another factory which indicates no occupational mobility. Only few workers have earlier jobs like business and balutedari work. Thus the general trend which indicates the table is that for majority of the workers there has been occupational mobility from the agricultural work to non-agricultural work i.e. factory work.

TABLE 6.1

SEX AND JOB BEFORE COMING TO THIS FACTORY

Sex	Job before coming to this factory					Total	
	Agriculture	Factory	Business	School education	Home work		12 balutedar
Male	33 (47.8)	11 (15.9)	7 (10.1)	17 (24.6)	-	1 (1.4)	69 (75.0)
Female	16 (69.6)	-	2 (8.7)	2 (8.7)	3 (13.0)	-	23 (25.0)
Total	49 (53.3)	11 (12.0)	9 (9.8)	19 (20.7)	3 (3.3)	1 (1.1)	92

The present study is conducted in Nerla village and therefore the natural trend of the workers coming from the agricultural background is clear.

6.6 REASONS FOR LEAVING PAST JOB :

The workers were asked the reasons for leaving the past job. The reasons included different responses. More than 1/3 of the workers (37.0) have reported that as they were having less land, jirait land, they were unable to maintain their families entirely on agriculture. Therefore these workers have left agriculture and joined the factory. Again as noted earlier, 1/5 of the workers have come after school education, 16 (17.4) workers have left the earlier job on wage consideration of getting less wage and 10 workers have left job as it was temporary. The remaining reasons were location of the factory being away from native place, nature of job, no promotion, good opportunity and balutedarl work.

The main trend which is clear from the data is that when the workers were unable to maintain on the agriculture, they have shifted to industrial employment. This situation has been clearly shown by Sreenivasan, "during the past century, the population has been steadily increasing, but cultivable land has not increased appreciably, nor has the production per acre gone up very much... with the increase in population, the level of employment becomes less and less. Further according to the Hindu system of inheritance, the land from the father is divided equally among all sons. This division and sub-division of land has gone on for generation and the holdings have become smaller and smaller until many of them cannot provide enough work or livelihood for even one family".³

6.7 REASONS FOR TAKING UP INDUSTRIAL WORK :

The workers were asked the reasons for taking up industrial work in the Nerla bulb factory. The details on this aspect indicated that nearly 1/3 of the workers 29 (31.5) have taken up industrial work as they were having no land. This has been followed by the reasons of not depending on family members 24 (26.1). Nearly 1/5 of the workers, 17 (18.5) have taken industrial work due to good wages. The remaining workers have reported the reasons of unemployment 8 (8.7) pleasure of work 4 (4.3), co-operative sector 4 (4.3), use of training 3 (3.3) and advancement 3(3.3).

6.8 AGE AND RANGE OF TOTAL INDUSTRIAL EXPERIENCE :

The workers were asked about their range of total industrial experience and as this factor is related to age of the workers, both these factors are presented in Table 6.2.

The table indicates that majority of the workers were having 1-5 years of industrial experience. There were only 10 workers who were having 1 year industrial experience and on the extreme other end, there were only 3 workers having 21-25 years of industrial experience. The table also clearly indicates as expected, if the workers are younger in age, they have less total industrial experience and if the workers are older in age they have more years of industrial experience.

TABLE 6.2

AGE AND RANGE OF TOTAL INDUSTRIAL EXPERIENCE

Age	Range of total ^{industrial} experience					Total
	Upto 1 year	1 - 5 years	6 - 10 years	11 - 15 years	16 - 20 years	
18-20	6 (33.3)	12 (66.7)	-	-	-	18 (19.6)
21-30	4 (8.9)	34 (75.6)	3 (6.7)	2 (4.4)	1 (2.2)	45 (48.9)
31-40	-	7 (28.0)	1 (4.0)	7 (28.0)	9 (36.0)	25 (27.2)
41-50	-	-	-	2 (50.0)	1 (25.0)	4 (4.3)
Total	10 (10.9)	53 (57.6)	4 (4.3)	11 (12.0)	11 (12.0)	3 (3.3)
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6.9 AGE AND EXPERIENCE IN THE PRESENT FACTORY :

The workers were asked about the experience in the present Nerla bulb factory and the data on this aspect along with age of the worker has been presented in Table 6.3.

The table clearly indicates that majority of the workers were having 1-5 years of experience in the present factory. 10 workers were having experience upto 1 year only. On the other extreme only 13 workers were having experience of 16-20 years. The table also clearly indicates that those who were younger in age had less experience whereas the older workers were having more experience in the present factory.

6.10 REASONS FOR LEAVE TAKEN :

The workers were asked about the reasons for leave taken. The responses were varied in this connection. The most prominent reasons reported by the workers were family functions 20 (21.7), sickness 27 (29.3), family functions + sickness 13 (14.1), agricultural work 8 (8.7) and family functions + sickness + agricultural work 7 (7.6). In the case of remaining workers they have reported the reasons for ^{leave} taken as change and enjoyment, meet relatives, getting bored with job, making use of leave and combination of these reasons.

TABLE 6.3

AGE AND EXPERIENCE IN THE PRESENT FACTORY

Age	Experience in the present factory				Total
	Upto 1 year	1 - 5 years	6 - 10 years	11 - 15 years	
18 - 20	6 (33.3)	12 (66.7)	-	-	18 (19.6)
21 - 30	4 (8.9)	34 (75.6)	3 (6.7)	2 (4.4)	45 (48.9)
31 - 40	-	8 (32.0)	-	8 (32.0)	25 (27.2)
41 - 50	-	-	-	2 (50.0)	4 (4.3)
Total	10 (10.9)	54 (58.7)	3 (3.3)	12 (13.0)	13 (14.2)
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REFERENCES

1. Gupta, O.P. : "Commitment to work of Industrial Workers" P. 73.
2. Ibid : P. 75
3. Sreenivasan, K. : "Productivity and Social Environment", pp. 146-147.