

**Chapter – VII**

**CONCLUSIONS & SUGGESTIONS**

## CHAPTER-VII

### CONCLUSIONS AND SUGGESTIONS

#### **Introduction:-**

This chapter deals with conclusions and suggestion. The suggestions are on the basis of analysis of information given in the previous chapters while investigating the social relations in Sagareshwar Sahakari Sut Girni Ltd., Kadegaon. The researcher has noticed the following facts regarding Sut Girni workers.

#### **7.1 Age of the workers:-**

This Sut Girni has given due preference to active and efficient workers while recruiting and retaining the workers in the Sut Girni. The data has revealed that majority of the workers were in the age group of 18-35 years, (62 workers) and remaining workers were in the age group of 36-55 years (8 workers).

In general, the proportion of workers 18-35 years' age groups was more compared to the age group above it. It can be noted that this Sut Girni has given preference to young workers.

#### **7.2 Marital status of the workers:-**

It has been revealed that majority of the Workers were married (56 workers). Majority of the workers who were unmarried (14 workers) were in the age group of 18-25 years. Where as majority of the workers who were married were at the 26 above year's age group and 16 workers who were married at the age group of 26-35 years. It can be maintained that these are the fresh recruits at the initial stage of their earning.

### **7.3 Education of the workers:-**

While conducting the investigation in respect of education, it is noted that majority of the workers were having up to secondary levels of education (50 workers) and remaining workers were having up to higher secondary education (11 workers). Very few workers were having primary level education (4 workers) and college level education (5 workers) in general the proportion of workers at secondary levels of education was more.

### **7.4 Monthly income and satisfaction with income:-**

It has been revealed that majority of the workers were fully satisfied with their monthly income. The remaining workers were partly satisfied. Majority of the workers were having their monthly income in range of Rs. 3001 to Rs 4000/- The remaining workers were having their monthly income in range of Rs. 1000 to Rs. 3000/-.

### **7.5 Family Type:-**

As far as the type of family is concerned the data revealed that the majority of the workers were having joint family system (66 workers) and very few workers were having nuclear family (4 workers)

### **7.6 Skill:-**

An absolute majority of the workers were belonging to skilled worker category, whereas unskilled workers were few as compared to skilled workers. It can be concluded that the management of Sut Girmi has recruited more number of workers from the skilled worker category.

**7.7 Place of Residence:-**

As far as place of residence is concerned, in general the majority of the workers were from local area. It can be seen that Sut Girni given preference to local workers.

**7.8 Working conditions:-**

This Sut Girni has provided good working conditions to the workers such as ventilation, lighting and atmosphere. In respect of atmosphere it is observed that the atmosphere of Sut Girni is healthy. All workers expressed that this Sut Girni is free from dust. The Ventilation, lighting is satisfactory and normally devoid of dust and smoke.

It is observed that Sut Girni has modern type of building and so proper ventilation is provided in every department. There is sufficient and suitable lighting arrangement. It may be concluded that the working conditions in factory are health and satisfactory.

**7.9 Welfare Facilities :**

As regards to canteen, rest room, and library, it is seen that the Girni has provided canteen facilities with tea and eatables at subsidized rates within the Girni compound. Girni has given the rest house facilities to their workers and after five hours of work, workers get half and hour lunch time. It is seen that management has provided clean and cold drinking water to the workers.

**7.10 Social Security Measures:**

It is observed that management has provided social security measures to the workers. In respect of social security, management has provided medical facilities to the workers. Majority of the workers view

that the management has provided the first aid and other medical facilities. It means that Girni has taken care of workers health.

It is observed that the rate of contribution to the Provident Fund is 12 % over employee's contribution. Majority of the workers were fully satisfied with this rate of contribution.

In the investigation it was seen that the Gratuity Act is applied to the Girni. In general all the workers had been covered under the Gratuity Act 1972. There is a provision of bonus, the majority of the workers had been utilizing the amount of bonus for the purpose of festivals and remaining workers utilize the amount of bonus for the purpose of paying debits, marriage and saving purposes.

It is observed that there is provision of promotion majority of the workers had opined that there is a little chance of promotion. Workers are not satisfied about promotion. Promotion is based upon workers skill.

#### **7.11 Other Welfare Facilities:**

It is observed that workers were allowed to work over time and they get extra money for over time. There is a provision for increments. Increments are given as per rules of the Sut Girni. The working ability and seniority are also taken into consideration.

There is a provision for weekly holiday. It was seen that news papers and industrial magazines were kept for reading purpose in the Sut Girni. There is arrangement of cycle stand for parking the cycles of workers. It was seen that there is a facility of leave with pay. It is found that there is worker's credit co-operative society.

It is seen that workers education scheme is not being carried out in the Sut Girni. It is observed that the management has not provided

housing facilities to the workers and not provided transport facilities to the workers.

Taking into consideration the working conditions and welfare facilities, it can be stated that the management of Sut Girni has provided maximum facilities to workers. In general all workers in Sut Girni are satisfied with the working conditions and welfare facilities which they have got.

#### **7.12 Role of Management:-**

Taking into consideration the various aspects of social relations, it can be concluded that the Sut Girni is running smoothly, so far as social relation are concerned. As regards the role of Personnel Officer, it is observed that he provides maximum welfare facilities to the workers, such as statutory and non-statutory facilities i.e Bonus, Increments, Promotions, Over-time, health and Provided Fund, Gratuity, leave with pay, medical facilities, rest room, cycle stand and recreation facilities.

As far as worker-worker relation are concerned it was seen that majority of the workers were having informal relation with other workers and they were having friendly and co-operative relations both at the Sut Girni and outside the Girni. Each worker thinks about other as friend and they is friend of each other.

As regards to the worker-supervisor relations concerned, it was seen that majority of the workers were having informal relation with their supervisor. Supervisor is also treating the workers as their friends.

As far as management-workers relations are concerned, it was seen that majority of the workers were having meeting relations with their management.

Majority of the workers thought that their management was free and frank at the time of social gathering.

Taking into consideration the various aspects of management labour relations can be concluded that this Sut Girni is working smoothly. The relation between management and workers, workers-supervisor and among workers. Workers are quite cordial and friendly.

So it can be concluded that the working conditions and labour welfare policies of the Sut Girni have been satisfactory. Management of Sut Girni has extended maximum welfare facilities to the workers without hesitations, so that the management-workers relations in Girni are quite cordial and friendly.

The researcher has made some suggestions for improvement of the healthy management-workers relation in the Sut Girni.

- 1) The management of Sut Girni should provide housing facilities for their workers, because housing facilities will save the traveling time of workers and will increase their efficiency. This demand was made by some of the Workers who come from distance of more than 15. km.
- 2) The management should provide primary school facilities to the worker's children.
- 3) The management of Sut Girni should provide transport facilities to the workers
- 4) The management should arrange the meeting for workers. In the meeting the workers should put their problem and difficulties to the management and get them solved.

- 5) All workers in Sut Girni come from near by villages of Kadegaon and having their own agricultural field for cultivation. The local climate is suitable for cotton cultivation. So these workers should be motivated towards the cotton cultivation. The Sut Girni should give fixed rate to farm produce of cotton.