

ANALYSIS AND INTERPRETATION

Statistical representation is an important aspect of social research. Representation of statistical data gives a clear cut picture of the primary data which is carried out for research study. Also it is easy to understand and follow the practical situation of the problem under study. Therefore, the researcher has made an attempt to represent his study " A Case Study of Amenities In Relation To Employee Morale In Bagalkot Udyog Limited " with stastical tables.

The following tables represent the opinions of the workers with regard to the Intra moral and Extra moral amenities provided by the company. In this connection an attempt is made to understand the attitude of the workers regarding the amenities provided by the company.

TABLE - 1 AGE GROUP OF WORKERS

Table showing the distribution of workers according to their age group in years.

Age in Years	No. of Workers
18-28	31
29-38	73
39-48	45
49-58	31
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TOTAL	180

The above table indicates that :

- 1) 17% of workers belong to the age group of 18-28 years.

- ii) 41% of workers belong to the age group of 28-38 years.
- iii) 25% of the workers belong to the age group of 39-48 years.
- iv) 17% of workers belong to the age group of 49-58 years.

On the basis of the above analysis it may be adduced that - a majority of workers (i.e. 66%) belongs to be age group between 29 and 48 years. It means that the company has recruited only young, active and efficient workers.

- very less number of workers (i.e. 17%) are of age group between 18 and 28 years who could not complete their apprenticeship training.

- only 17% of workers are belonging to the age group of 49 and 58. It means that the old and exhausted people are deemed unfit for the hard work and hence they are less in number.

TABLE - 2 EDUCATION OF WORKERS

Table showing the distribution workers according to their educational qualification.

Education	No. of Workers
Illiterate	27
Primary	54
Secondary	58
Higher	9
Technical (I.T.I)	32
TOTAL	180

The table indicates that :

- a) Only 15% workers are illiterate.
- b) 30% workers have Secured Primary Education.
- c) 32% workers have obtained Secondary Education.
- d) 5% workers have obtained Higher Education.
- e) 18% workers have obtained Technical Education.

From the above analysis it is clear that the company has given importance to recruiting the educated workers in various departments who constitute the largest chunk. The majority of the workers recruited have primary and secondary education who constitute 62%. The second highest category of educated workers belong to higher and technical qualification I.T.I and Diploma who work in workshop kiln and Electrical Department. The illiterate workers recruited long back are comparatively less in number.

TABLE - 3 EXPERIENCE OF WORKERS

Table showing the classification of workers according to work experience in the company.

Length of Service	No. of Workers
0-05	31
6-10	31
11-15	09
16-20	40
20 above	69
TOTAL	180

From the table experience of workers it is clear that :

- a) 17% of the workers are having length of service up to 5 years.
- b) another 17% of the workers are having the experience between 6 and 10 years.
- c) 5% of the workers are having experience between 11 & 15 years.
- d) 22% of the workers are having experience between 16 and 20 years.
- e) 39% of the workers are having more than 20 years of experience in the company.

A through analysis of the above data indicates that 17% of the workers are having the length of service 0-5 years and 6-10 years are less in number and they are just biggners in their trade.

The workers having experience of 11 to 15 years are less in number, it indicates that after their trade experience they found better opportunity and left the company.

The very large number of workers who constitute 61% belong to the catagory of 16 to 21 and above years working with the company. This indicates that most of the workers are well experienced in their trade and they remained in the same company for a long period.

TABLE - 4 MIGRATED AND NATIVES

Table showing the distribution of workers according to their native place.

Workers	No. of Persons
Migrated	149
Natives	31
TOTAL 180	

This table indicates that :

- a) 17% of workers are natives.
- b) 83% of workers are migrated from surrounding villages and other places.

From the above analysis it is clear that while recruiting the workers the company has given preference to outsiders.

TABLE - 5 DISTANCE BETWEEN FACTORY AND RESIDENCE

Table showing the distribution of workers according to distance between factory to residence.

Distance in Kms.	No. of Workers
0 - 1	18
2 - 4	139
5 and above	23
TOTAL 180	

The classification shows that :

- a) 10% of the workers reside within 1 Km. from the factory premises.
- b) 77% of workers reside between 2 to 4 Km. of distance from the factory.
- c) 13% of workers reside at a distance of 5 Kms. and above from the factory.

From the above analysis it is clear that large number of workers reside at Bagalkot City and its surrounding villages due to non-availability of housing facility at factory.

TABLE - 6 RESIDENCE OF WORKERS

Table showing the distribution of workers according to their residential place.

STAY	No. of Workers
At Factory Colony	9
At Other Place	171
TOTAL	180

From the above table it is clear that :

- a) only 5% of workers reside in the factory colony or the quarters provided by the company.
- b) while 95% of workers reside at Bagalkot City and surrounding villages.

From this classification it indicates that the company has provided very small number of quarters to the workers. So that majority of the workers reside in Bagalkot City and surrounding villages at their own cost.

TABLE - 7 MODE OF CONVEYANCE

Table showing the distribution of workers according to their mode of conveyance.

Means of Conveyance	No. of Workers
By Walk	50
By Bicycle	126
By Moped	4
TOTAL	180

This table clarifies that the means conveyances adopted by workers are :

- a) 28% of workers use to come to the factory by walk.
- b) 70% of workers use bicycle as their mode of conveyance.
- c) Very negligible percentage of workers use mopeds.

The above analysis indicates that majority of the workers i.e. 70% use bicycle as their means of conveyance. Another 28% of workers reside at the factory quarters, Bagalkot City and near by villages come to the factory by walking. However a very few senior workers with good financial position use mopeds for attending factory work.

TABLE - 8 SANITATION AND CLEANLINESS

Table showing the distribution of workers according to their opinions in regards the sanitation and cleanliness maintained in the factory.

Opinion	No. of Workers
Good	22
Bad	90
Satisfactory	68
TOTAL 180	

This table explains that :

- a) 50% of workers expressed that the maintainance of sanitation and cleanliness is bad.
- b) 38% of workers expressed it as satisfactory.
- c) While only 12% of workers expressed it as good.

From the above analysis it is clear that the company has not given priority to the maintenance of sanitation and cleanliness. Which is essential for the health and effiiciency of the workers.

TABLE - 9 CONVENIENCE AND COMFORTS DURING WORK

Table showing the distribution of workers according to their response to the convenience and comforts provided during work.

Response	No. of Workers
Yes	22
No	158
TOTAL	180

The above table explains that :

- a) Majority of workers (who constitute 88%) or not
- b) satisfied with the amenities provided in working hours as they have to work in the open air - especially the workers associated with crusher and belt, material building and packing house departments.
- b) Very small percentage of workers (i.e. 12%) expressed satisfaction positively as they work in workshop, electrical section and laboratory.

TABLE - 10 DISTRIBUTION OF WORKING HOURS, REST & MEALS TIME

Table showing classification of workers according to their opinion regarding working hours rest hours and meals timing.

TABLE - 10

Opinion	No. of Workers
Good	45
Bad	--
Satisfactory	135
TOTAL	180

The table explains that :

- a) 45% workers expressed their opinion as good.
- b) 75% workers expressed their opinion as satisfactory.

By going through the above analysis it is clear that the company has maintained a good cycle system of working hours, rest hours and meals time. Majority of workers are expressed satisfaction regarding cycle system.

TABLE - 11 WORKMEN'S SAFETY MEASURES

Table showing the distribution of the workers according to their response to safety measures provided by the company at the work place.

Response	No. of Workers.
Yes	108
No	72
TOTAL	180

The table indicates that :

- a) 60% of workers expressed positive answer.
- b) 40% of workers expressed negative answers.

From the above analysis it is clear that the company has taken sufficient precautions to protect the life of the workers in various departments by providing safety equipments. Like helmets, goggles and white cloth to protect from dust breathing.

Some 40% of workers expressed dis-satisfaction over the safety measures.

TABLE - 12 SAFETY TRAINING

Table showing the distribution of workers according to their opinion regarding the safety training programme carried out by the company.

Response	No. of Workers
Satisfied	18
Not Satisfied	162
TOTAL 180	

The table points out that :

- a) 10% of the workers are satisfied with the training programme.
- b) Majority of the workers (i.e. 90%) are not satisfied with training programme.

From the above opinions expressed by the workers it is clear that safety training programme is not carried out properly by the company. Some of them said that at times a workers of one department is shifted to another department and he has to work without knowing the job. Such a situation causes fear which will eventually lead to accidents.

TABLE - 13 PRECAUTION AGAINST ELIMINATION OF DUST

Table showing distribution of workers according to their answer about precautions against elimination of dust by the company.

Opnion	No. of Workers
Yes	50
No	130
TOTAL 180	

The table explains that :

- a) 72% of workers answered negatively, and
- b) 28% of workers answered positively regarding the precaution.

It is clear that majority of the workers are not satisfied with the precaution taken by the company against dust-elimination which is injurious to health of the workers. The workers working in packing house crushing and material

feeding strongly expressed dis-satisfaction over the precaution measuras.

TABLE - 14 DUST ALLERGY PRECAUTION

Table showing the distribution of workers according to their opinion about dust allergy precaution taken by the company.

Opinion	No. of Workers
Satisfied	41
Not satisfied	139
TOTAL	180

The table indicates that :

- a) 23% of workers are satisfied with the precaution.
- b) 77% of workers are not satisfied with the precaution.

It is clear from the above analysis that the company has taken precautions to fulfil sheer needs of the law by supplying dust allergy materials to the departments like crusher and belt, drilling and packing house only. Where as the entire factory is full of dust. Regular inhalation of cement dust by the workers of all department may lead to T.B and breathing trouble in the long run. Hence mojority of the workers are dis-satisfied.

TABLE - 15 SPECIAL MONETARY ALLOWANCES

Table showing the distribution of workers according to their opinion about the special allowances like Dust, Washing, Heat , Heavy Vehicles and night shift etc., provided by the company.

Response	No. of Workers
Satisfied	72
Not Satisfied	108
TOTAL	180

The table indicates that :

- a) 40% of workers are satisfied with the allowance, and
- b) 60% of workers are not satisfied.

From the above analysis it is clear that the company has provided special monetary allowances to the workers but majority of the workers are not satisfied as the allowance is not sufficient to maintain the requirements. Specially the dust allowance of Rs. 15/- per month is hardly sufficient to the workers in buying jaggery, coconut oil and washing soap to maintain his health.

TABLE - 16 WORKERS EDUCATION

Table showing the distribution of workers according to their answer about Reading Room, Library, Adult Education, Social Education and Factory News.

Opinion	No. of Workers
Yes	59
No	121
TOTAL	180

The table indicates that :

- a) 33% of workers are satisfied with education service.
- b) While 67% of the workers expressed dis-satisfaction over it.

From this analysis it is clear that the company has not given much importance to workers education which is a must to understand and to enrich the mental attitude of the workers of course the company runs a Human Resource Department but many workers expressed dis-satisfaction over its functioning.

TABLE - 17 URINALS, LAVATORIES, BATHROOMS & SPITTOONS

Table showing the distribution of workers according to opinions about conditions and maintainance of Urinals, Lavatories, Bathroom and Spittoons.

Conditions	No. of Workers
Good	27
Bad	58
Satisfactory	95
TOTAL 180	

The table points out that :

- a) 15% of workers expressed good opinion.
- b) 32% of workers expressed adverse opinion.
- c) 53% of workers expressed satisfactory opinion.

By going through the analysis it is clear that the company has provided Urinals, Lavatories, Bathroom and Spittoons moderately. About the maintainance of these points majority of the workers have expressed satisfaction.

TABLE - 18 SUPPLY OF DRINKING WATER

Table showing the distribution of workers according to their opinion regarding supply of drinking water facility.

Opinion	No. of Workers
Good	123
Bad	57
TOTAL 180	

The table explains that :

- a) 68% of workers expressed good opinion.
- b) 32% of workers expressed adverse opinion.

From the above analysis it is clear that majority of workers are satisfied with the supply of drinking water while 32% of workers are not satisfied with the supply of drinking water as they expressed the need for chilled water.

TABLE - 19 UPKEEP OF CANTEEN AND ITS SERVICES

Table showing the distribution of workers according to the opinion of workers regarding upkeep of canteen and its services.

Opinion	No. of Workers
Good	47
Bad	28
Satisfactory	105
TOTAL 180	

The table indicates that :

- a) 26% of workers expressed their opinion of canteen services are good.
- b) 16% of workers gave adverse opinion.
- c) While 68% of workers expressed satisfaction over the canteen services and its maintainance.

The analysis indicates that the company has taken keep interest in the upkeep of canteen and its service. Majority of the workers expressed satisfaction about quality and rates of food stuffs served in the canteen.

TABLE - 20 REST ROOM

Table showing the distribution of workers according to their response regarding rest room.

RESPONSE	No. of Workers
Yes	24
No	156
TOTAL	180

The table explains the overall response of workers as follows :

- a) 13% of workers expressed satisfaction with the rest room conditions.
- b) While 87% of workers expressed dis-satisfaction over rest room conditions.

It is clear from the above analysis that the majority of the workers are not satisfied with the upkeep and seating arrangements of the rest room.

TABLE - 21 MEDICAL AND HEALTH SERVICES

148

Table showing the distribution of the workers according to their opinion regarding medical and health services provided by the company.

Opinion	No. of Workers
Good	16
Bad	140
Satisfaction	24
TOTAL 180	

The above table indicates that :

- a) 9% of the workers expressed good opinion.
- b) 78% of the workers expressed adverse opinion.
- c) Where as 13% of workers expressed satisfactory opinion about medical and health services.

From the above analysis of the opinion expressed by the workers it is clear that the company has provided medical and health services moderately. Majority of the workers are of the view that cement is the dust product and injurious to health causing T.B., hence regular medical checkup was essential. Workers also expressed dis-satisfaction over the medical services at the time of accidents, the injured worker were carried to the Local Government Hospital with greater difficulty in the absence of factory ambulance.

TABLE - 22 ACCIDENTS

Table showing the distribution of workers according to their response regarding the causes of accidents which have taken place.

Reasons for Accidents	No. of Workers
1) Workers carelessness	69
2) Lack of safety measures	32
3) Lack of knowledge	61
4) Under or over confidence	18
5) Other reasons	--
TOTAL	180

The table explains that :

- a) 38% of the workers answered for worker's carelessness.
- b) 18% of the workers answered for lack of safety measures.
- c) 34% of the workers answered for lack of knowledge about machine-handling.
- d) 10% of the workers answered for under or over confidence.

From the above analysis it is clear that the main reasons for accidents is workers carelessness and the second reason is their lack of knowledge of machine-handling. The third reason is the lack of safety measures and workers under or over confidence at the time of emergency.

TABLE - 23 ECONOMIC SERVICES

Table showing the distribution of workers according to answer given regarding economic services like loans, profit sharing, bonus and financial grants.

Opinion	No. of Workers
Yes	33
No	147
TOTAL	180

The above table points out that :

- a) 18% of workers are satisfied with the services.
- b) Where as 82% of the workers are not satisfied with economic services.

It is clear that the economic services provided by the company are not upto the mark and workers are eager work in profit sharing scheme.

TABLE - 24 SOCIAL SECURITY

Table showing the distribution of workers according to opinion expressed by the workers regarding social security schemes.

Opinion	No. of Workers
Appreciable	98
Highly Appreciable	82
TOTAL	180

The table points out that :

- a) 54% of the workers appreciated the schemes.
- b) 46% of the workers highly appreciated.

Hence it indicates that the social security schemes adopted by the company for the workers are good and workers are happy with the schemes.

TABLE - 25 ACCOMMODATION

Table showing distribution of workers on the basis of accommodation provided by the company.

Opinion	No. of Workers
Yes	09
No.	171
TOTAL	180

The table points out that :

- a) 05% of the workers residing at factory colony.
- b) 95% of the workers residing at their own arrangements.

It is clear that majority of the workers are not provided the accommodation by the company due to the limited number of company quarters. Workers expressed that company quarters for workers are Tatti Quarters with limited space and they are also in limited number.

TABLE - 26 MAINTAINANCE OF QUARTERS

Table showing the distribution of workers according to their opinion about maintainance of quarters.

Opinion	No. of Workers
Satisfied	33
Not Satisfied	147
TOTAL	180

The table indicates that :

- a) 18% of workers expressed satisfactory opinion.
- b) 82% of workers expressed as they are not satisfied.

The above analysis explains that majority of workers are not happy with the conditions of the Tatti - Quarters. Half of the building is covered by Tatti (made of Bamboo) and floor space is very conjusted for single family accommodation. Some of the workers are residing due to their poor economic position and who are migrated from far of places. However the workers expressed that provision of water, light and sanitation is good.

TABLE - 27 ROADS, LIGHT, RECREATION & PLAYGROUND

Table showing the distribution of workers according to the opinion expressed regarding the upkeep of roads, light, recreation and playground.

Opinion	No. of Workers
Satisfactory	122
Not Satisfactory	58
TOTAL	180

The table points out that :

- a) 68% of the workers expressed satisfied.
- b) While 32% of the workers expressed dis-satisfaction.

The analysis indicates that majority of the workers are satisfied with amenities provided by the company. A small number of workers are not satisfied with these amenities.

TABLE - 28 SCHOOL

Table showing the distribution of workers according to their opinion regarding the School. (Primary School).

Opinion	No. of Workers
Satisfied	57
Not Satisfied	123
TOTAL	180

From the analysis it is clear that :

- a) 32% of the workers are satisfied.
- b) 68% of the workers are not satisfied.

Majority of workers are dis-satisfied with education facilities with their children due to inconvenience, medium of instruction which is in english and the children of the workers have to pay fees of Rs.30/- per month.

TABLE - 29 TRADE UNION

Table showing the distribution of workers according to the opinions about trade unions and its services to the members.

Opinion	No. of Workers
Satisfactory	122
Not Satisfactory	58
TOTAL	180

The table points out that :

- a) 68% of the workers are satisfied with the trade union. activities.
- b) While 32% of the workers are not satisfied.

It is clear from the above analysis that the workers trade unions are performing their activities in uplifting the workers life quite satisfactorily. It is expressed

by the workers that union is taking care of workers families in the event of accident or the death of a worker.

Some workers (constituting 32%) are not happy with the trade union activities. It may be due to the leadership issue, rivellaries between trade unions and pending demands of union with the management.

TABLE - 30

The table showing the distribution of workers according to their opinion regarding the question " Do you feel that you are part of the organisation."

OPINION	NO. OF WORKERS
Fully agreed	90
Partly agreed	59
Can not decide	04
Some what disagree	09
Fully disagree	18
TOTAL	180

The data indicates that :

- a) 50% of the workers fully agreed with the question.
- b) 33% of the workers partly agree with the question.
- c) 17% of the workers not agree with the question.

From the above analysis it is clear that majority of the workers feel that they are part and partial of the

organisation. The attitude of the workers to their organisation is revealed to be positive and healthy.

TABLE - 31

The table showing the distribution of workers according to their opinion regarding the working relationship amongst workers and their superiors in the company.

OPINION	NO. OF WORKERS
Fully agreed	58
Partly agreed	63
Can not decide	--
Some what disagree	09
Fully disagree	50
TOTAL	180

It may be observed from the above table that :

- a) 32% of the workers fully agree.
- b) 35% of the workers partly agree, and
- c) 28% of the workers fully disagree with the working relationship in the company.

Analysis of the above data reveals that working relationship amongst workers and their superiors is satisfactory.

TABLE - 32

The table showing the distribution of workers according to their opinion regarding job satisfaction.

OPINION	NO. OF WORKERS
Fully agree	24
Partly agree	35
Can not decide	09
Som what disagree	18
Fully disagree	94
TOTAL	180

The above table indicates that :

- a) 13% of the workers are fully satisfied with the job.
- b) 20% of the workers are partly satisfied with the job.
- c) 10% of the workers are partly dis-satisfied with the job.
- d) 52% of the workers are fully dis-satisfied with the job.

The above data reveals that job satisfaction amongs workers is low. Majority of the workers expressed their dis-satisfaction is due to the promotion pattern adpted by the company.

TABLE - 33

The table showing the distribution of workers according to their opinion regarding companies work - appreciation and sympathy.

OPINION	NO. OF WORKERS
Fully agree	45
Partly agree	54
Can not decide	09
Some what dis agree	18
Fully dis agree	54
TOTAL	180

The table shows that :

- a) 25% of the workers fully agree.
- b) 30% of the workers partly agree.
- c) 30% of the workers fully dis agree, and
- d) 10% of the workers partly dis agree that the company has appreciation and sympathy for their work.

The above data demonstrates the appreciation and sympathy for the workers.

TABLE - 34

The table showing the distribution of workers according to their satisfaction regarding progress made by them.

OPINION	NO. OF WORKERS
Fully agree	106
Partly agree	29
Can not decide	13
Some what dis agree	18
Fully dis agree	14
TOTAL	180

The above data indicates that :

- a) 59% of the workers are fully satisfied.
- b) 16% of the workers are partly satisfied, and
- c) Minority of the workers expressed dis-satisfaction.

From this analysis it is clear that majority of the workers are satisfied with their progress in the company.

TABLE - 35

Table showing the distribution of workers according to their opinion regarding the spirit of co-operation among employees.

OPINION	NO. OF WORKERS
Fully agree	135
Partly agree	41
Can not decide	04
Some what dis agree	--
Fully dis agree	--
TOTAL	180

The above data points out that :

- a) 75% of the workers expressed confidence of full co-operation among employees.
- b) Minority of the workers (23%) partly agree with this view.

From the above analysis it is clear that majority of the workers expressed their belief and confidence in the spirit of co-operation among the employees.

TABLE - 36

Table showing the distribution of workers according to their answer related to satisfaction at the changes of increasing income at this company.

OPINION	NO. OF WORKERS
Fully agree	63
Partly agree	36
Can not decide	18
Some what dis agree	27
Fully dis agree	36
TOTAL	180

The data points out that :

- a) 35% of the workers are fully satisfied.
- b) 20% of the workers are partly satisfied.
- c) 10% of the workers are not in a position to decide.
- d) 15% of the workers are a little satisfied, and
- e) Whereas 20% of the workers completely dis-satisfied.

The above analysis reveals that the attitude of the workers towards increasing income of the company is satisfactory.

TABLE - 37

The table showing the distribution of workers according to their answer to the question " Is company satisfying the reasonable demands of the workers ?"

OPINION	NO. OF WORKERS
Fully agree	27
Partly agree	95
Can not decide	09
Some what dis-agree	09
Fully dis-agree	40
TOTAL	180

The above data indicates that :

- a) 15% of the workers fully agree with the question.
- b) 53% of the workers partly agree with the question.
- c) 09% of the workers can not decide.
- d) 05% of the workers some what dis-agree with the question.
- e) Where as 22% of the workers fully dis-agree with the question.

The above analysis indicates that the company has partly fulfilled the demands of the workers.

TABLE - 38

The table showing the distribution of workers according to their answer to the question whether the top executives are working for the well-being of the employees is good.

OPINION	NO. OF WORKERS
Fully agree	23
Partly agree	45
Can not decide	14
Some what dis-agree	40
Fully dis-agree	58
	TOTAL 180

The above data points out that :

- a) 13% of the workers fully agree with the question.
- b) 25% of the workers partly agree with the question.
- c) 22% of the workers some what dis-agree, and
- d) Where as 32% of the workers fully dis-agree with the question.

The above analysis reveals that top executives are working moderately for the well-being of the employees.

TABLE - 39

The table showing the distribution of workers according to the their answer to the question " Is your supervisor taking interest in your general welfare ?"

OPINION	NO. OF WORKERS
Fully agree	54
Partly agree	68
Can not decide	04
Some what dis-agree	27
Fully dis-agree	27
	TOTAL 180

The above table indicates that :

- a) 30% of the workers fully agree.
- b) 38% of the workers partly agree.
- c) 15% of the workers some what dis-agree, and
- d) Another 15% of the workers fully dis-agree.

It is clear from the above analysis that the superiors take lot of interest in the general welfare of the workers.

TABLE - 40

The table showing the distribution of workers according to their opinion related to the welfare amenities provided by the company.

OPINION	NO. OF WORKERS
Fully agree	41
Partly agree	45
Can not decide	--
Some what dis-agree	--
Fully dis-agree	94
TOTAL	180

The above data shows that :

- a) 23% of the workers fully agree with it.
- b) 25% of the workers partly agree, and
- c) 52% of the workers are dis-satisfied with the welfare amenities provided by the company.

It is clear from the above analysis that some of the workers are satisfied with the amenities provided by the company but many workers are dis-satisfied with the welfare amenities provided by the company.

TABLE - 41

The table showing distribution of workers according to their answer to the question " As a place to work is this company good ? "

OPINION	No. of Workers
Fully agree	76
Partly agree	77
Can not decide	04
Some what dis-agree	09
Fully dis-agree	14
TOTAL	180

The above data indicates that :

- a) 42% of the workers fully agree with the question.
- b) 43% of the workers partly agree with the question.
- c) Minority of the workers some what dis-agree and a few fully dis-agree with the question.

From the above analysis it is clear that the majority of the workers expressed their opinion that as a place to work this company is good.

TABLE - 42

The table showing the distribution of workers according to their opinion regarding the reputation of the company in the community.

OPINION	NO. OF WORKERS
Fully agree	108
Partly agree	58
Can not decide	--
Some what dis-agree	09
Fully dis-agree	05
	TOTAL 180

The above data shows that :

- a) 60% of the workers gave a positive answer.
- b) 32% of the workers expressed that the company has earned good, some what good reputation.

The analysis shows clearly that the company has earned a very good reputation in the community and workers feel happy to say that they belongs to Bagalkot Udyog Limited.

