

**CHAPTER - IV**  
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**PRESENTATION AND INTERPRETATION OF DATA -**  
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**A - Statistical Tables and It's Interpretation**

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CHAPTER - IV

PRESENTATION AND INTERPRETATION DATA :---

A - Statistical Tables and It's Interpretation

The following tables show the information regarding industrial relations in Del Star Pvt. Ltd. Ogalewadi, Dist:Satara.

Table No.IV - 1

Place of Residence of workers -

Place of Residence	No.of workers	Percentage
Local workers	29	58 %
Outsider Workers	21	42 %
Total	50	100 %

Table No.IV - 1 shows that 58 % of workers were belonging to local area and remaining 42 % of workers were out siders. It shows that this factory was given preference to local workers. But there are no housing facility in the company so remained are outsiders of their residence.

Table No.IV - 2

The Age groups of workers -

Age group of workers	No. of workers	Percentage
18-25 years	-	-
26-35 years	30	60 %
36-45 years	18	36 %
46-55 years	2	4 %
56 and above years	-	-
<b>Total</b>	<b>50</b>	<b>100 %</b>

It is clear from the Table No.IV-2 that 60 % workers belong to the age group of 26-35 years, 36 % workers belong to the age group of 36-45 years and 4 % workers belong to the age group of 46-55 years. It further indicates that the majority ( 60 % ) of workers belong to the age group of 26.35 years. It means that the majority of the workers employed by the company are young.

Table No. IV - 3

Educational level of the workers -

Educational Qualifications	No. of workers	Percentage
Primary	9	18 %
Secondary	5	10 %
Under-graduate	8	16 %
Graduate	2	4 %
Post-graduate	-	-
Technical(I.T.I.)	26	52 %
Total	50	100 %

Table No. IV - 3 shows that 18 % of workers have got primary education , 10 % of workers have got secondary education. 16 % of workers have got under graduate and 4 % of workers have got graduate level education . But 52 % of workers have got technical ( I.T.I.) education.

It means that majority ( 52 % ) of workers have got the technical education and it is essential for where they are working. The workers having different levels of education were found in the factory, it means that there was no specific educational qualification prescribed for the workers.

Table No.IV - 4

Period of Service ( Experience )

Period of Service (Experience)	No. of workers	Percentage
0-5 years	-	-
6-10 years	37	74 %
11-15 years	9	18 %
16-20 years	4	8 %
21-25 years	-	-
26-30 years	-	-
<b>Total</b>	<b>50</b>	<b>100 %</b>

Table No.IV-4 shows that 74 % of workers have served the company for the period 6-10 years, 18 % of workers have served for the period of 11-15 years and 8 % of workers have served for the period 16-20 years.

The table clearly indicates that the majority of the workers ( 74 % ) are having 6-10 years service experience in the company.

Table No.IV - 5

Category of workers in the factory -

Category of workers	No. of workers	Percentage
Permanent	50	100 %
Temporary	-	-
Total	50	100 %

Table No.IV -5 shows that 100 % of workers are permanent in service of the concern and there are no temporary workers.

All the workers out of selected sample of workers were having permanent job in the company. There is no new recruitment recently.

Table No.IV-6

Distribution of workers according to Marital Status.

Marital Status	No.of workers	Percentage
Married	48	96 %
Unmarried	2	4 %
Total	50	100 %

The above table No.IV-6 shows that 96 % of workers are married while 4 % of workers are unmarried.

That means majority of workers are married.

Table No.IV-7

Workers preference about methods of Settlement of disputes.

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Workers preference about methods    No. of workers    Percentage  
of settlement of disputes.

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Joint Agreement	47	94 %
Arbitration	1	2 %
Trade Union	2	4 %
Total	50	100 %

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Table No.IV - 7 reveals that 94 % of workers prefer ' Joint Agreement ' method for settling industrial disputes. 2 % of workers prefer Arbitration method for the settlement of disputes, while 4 % of workers believe industrial disputes can be settled in better way through Trade Union.

Majority of workers ( 94 % ) assert that Joint Agreement is the best method for settling the company disputes.



Table No. IV-8

Grievance Procedure

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Grievance Communicate to the	No. of Workers	Percentage
Supervisor	12	24 %
Union Representative	34	68 %
Arbitrator	4	8 %
Total	50	100 %

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Table No. IV-8 shows that 24 % of workers communicate their grievances to the supervisors. 68 % of the workers communicate their grievances to the union representative and 8 % of the workers communicate their grievances to the Arbitrator.

Majority of the workers ( 68 % ) communicate their grievances to the union representative.

Table No.IV - 9

Wages structure

Monthly wages in Rs.	No.of workers	Percentage
Rs.300-600	-	-
Rs.601-900	38	76 %
Rs.901 and above	12	24 %
Total	50	100 %

Table No.IV-9 shows that 76 % of workers are drawing wages between Rs.601-900 per month. There are 24 % of workers are getting their wages between Rs.901 and above.

Most of the workers ( 76 % ) in the unit belong to the wages earning group of Rs.601-900 per month.

Table No. IV-10

Opinion regarding welfare facilities :

Opinion of workers regarding welfare facilities	No. of workers	Percentage
Housing	34	68 %
Transport	9	18 %
Medical	7	14 %
Total	50	100 %

Table No. IV-10 shows that 68 % of workers are of the opinion that the company should provide the housing facilities to them. 18 % of workers are of the opinion that the company should provide transport facilities to them. 14 % of workers are of the opinion that they should seek medical facilities from the company.

It is clear that the majority of the workers ( 68 % ) have serious housing problem and therefore, they give weightage to the housing facilities.

Table No. IV - 11

Personnel policies ( Media of Communication )

Media of communication policy	No. of workers	Percentage
Notice Board	48	96 %
Other	2	4 %
Total	50	100 %

From the above table No. IV-11 out of selected sample of workers 96 % of workers told that the company communicates its policies by means of " Notice Board ". While 4 % of workers told that they come to know the companies policies through other media of communication.

It means that the majority of workers ( 96 % ) come to know the policies of the company by means of notice board.

Table No.IV -12

Methods of communicating Grievance -

Way of grievance communication	No.of workers	Percentage
Oral communication	32	64 %
Writing formally	14	28 %
Both	4	8 %
Total	50	100 %

Table No.IV-12 shows that out of selected samples of workers 64 % of workers communicate their grievances orally. While 28 % of workers communicate their grievances to the authorities by way of writing formally and 8 % of workers use both the means.

It is found that majority of workers ( 64 % ) communicate their grievances orally.

Table No.IV - 13

Disciplinary Procedure

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Media used to communicate disciplinary procedure	No.of workers	Percentage
Notice Board	41	82 %
Supervisor	8	16 %
Circulars	1	2 %
Total	50	100 %

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It is clear from the above table No.IV-13 that 82 % workers told that they came to know the disciplinary procedure by means of notice board. 16 % workers told that they came to know the disciplinary procedure through supervisors, and 2 % workers told that they came to know the disciplinary procedure through circulars.

Most of the workers ( 82 % ) came to know the disciplinary procedure through notice board.

Table No.IV-14

Table showing workers' responses ( opinions ) to the following :--

Policies working/ facilities	Satisfied		Dissatisfied	
	No.of workers	percen- tage	No.of workers	Percentage
i) Safety Measures	46	92 %	4	8 %
ii) Welfare facilities	32	64 %	18	36 %
iii) Co-operative credit society	45	90 %	5	10 %
iv) Wages	30	60 %	20	40 %
v ) Bonus & Allowance	28	56 %	22	44 %
vi) Working of Union	39	78 %	11	22 %
vii) Recruitment, Selection and Promotion Policies	33	66 %	17	34 %
viii) Working conditions and Hours of work	29	58 %	21	42 %

It is observed from Table No.IV 14 that majority of workers are satisfied with the policies, working facilities provided by the management.

B - Management's Schedule -

It is observed from the management's questionnaire that the Bad habits of workers, Health problems, of workers, Absenteeism of workers and mostly poor economic conditions of workers. The labour officer and Managing Director are responsible for formulation of industrial relation policies .

The personnel officer is associated in policies as regards personnel requirement of the organisation. He has to scrutinize the application of an categories and thus assist the management to select right candidate for the department. In the field of welfare practices he is a controlling authority and is helping the management in maintaining industrial peace. He is also key man between the management and trade union while negotiations are going on and he is always found to be encouraging the labour participation with the management in the area of welfare activities. Recruitment and selection depends upon requirement of vacancies. The candidate who apply against advertisement are asked to fill in their personal data in prescribed form. The application filled in gives education, previous experience, interest, skill and other related issues, some times photos are asked to be attached for proper identification. The management calls candidate for interview and if selected candidate will be placed as temporary or the candidate will be kept under six months on probation period.

In Del Star Pvt. Ltd. there is one recognised trade union generally all the permanent workers are the members of the union



but all the official employees are not the members of the union. The relationship between the management and union are satisfactory. It is observed that the workers grievances are not settled at primary level, then they forward it to the top management and management amicably tries to solve them. The Management is the opinion that mutual negotiation or arbitration are the best means to settle industrial disputes. To improve union-management relations it is suggested that joint meeting and discussions must be held at regular intervals between management and union representatives to solve their difficulties and to understand each other.

The management has to take certain disciplinary action against the misconduct of employee viz. Oral warning, Written memo, dismissal etc. So that in this factory the discipline is maintained.

C - Union's Schedule -

It is observed from the Union's schedule that ' Karad Kamgar Union, Karad ' is recognised union for Del Star Pvt. Ltd. workers. It is not affiliated to any political parties. According to the information obtained, 256 workers are the members of union out of 260 workers. It means only 4 workers are not members of the union.

The day to day activities are managed by the committee which is elected by union members. The meetings of this committee called once in a month and if there will be the important reason to discuss the emergency meeting is called.

The minutes of the meeting are kept in proper order.

The union has procedure for raising issues as submitting the demands in the form of a charter to the management. The mutual discussion are held. Finally and endeavour is made for settlement. If the satisfactory settlement is not reached after the negotiations, direct action is taken by the union. If the action of strike is decided, notice to the management 21 days in advance is sent with intimation to the concerned authorities.

While during the investigation it is found that the workers are satisfied with the union activities. There was only one day strike for the demand of wages and bonus in the life of the company. But it was settled the discussion between management and union. The workers are not so satisfied for compensation paid to workers in case of an accident, existing wage structure, bonus and housing facilities etc. But the relationship between management and employees are satisfactory. So that the relation between management and workers are quite cordial and friendly.