

CHAPTER - IVANALYSIS AND INTERPRETATION OF THE DATA COLLECTED :

Following are the statistical tables representing the information regarding 'Industrial Relations' in Kirloskar Ghatge Patil Auto Ltd., Kolhapur.

TABLE NO.4.1 : SHOWING THE DISTRIBUTION OF WORKERS OF KIRLOSKAR GHATGE PATIL AUTO LIMITED ACCORDING TO THEIR AGE GROUP.

Age Group (In Years)	No.of Workers	Percentage
18 to 30	42	84
31 to 40	6	12
41 to 50	2	4
51 and above	-	-
	50	100

ANALYSIS OF THE TABLE -

1. 84% of the workers are falling under 18 to 30 years of Age Group.
2. 12% of the workers are falling under age group of 31 to 40 years.
3. 4% workers falling under age group of 41 to 50 years.

4. This table shows that majority of the workers is between 18 to 30 years of age group.
5. This table shows that the Management has made available an opportunity for the youth to absorb them in the productive purposes which is the nations' need of the day.

TABLE NO. 4.2 : SHOWING THE MARITAL STATUS OF THE WORKERS IN THE UNIT.

Marital Status	No.of Workers	Percentage
Married	38	76
Unmarried	12	24
	50	100

ANALYSIS OF THE TABLE -

1. 38 Workers are married and 12 workers are unmarried, the percentage is 76% and 24% respectively.
2. The above table shows that, majority of the workers are married and naturally living with their family and children. Naturally they have to incur more expenses on the family and children due to which they have to borne economic burden. Majority of the workers is married. As they have stabilised themselves, definately they can provide stability to the Unit.

TABLE NO. 4.3 : SHOWING THE TYPE OF WORKERS IN THE UNIT.

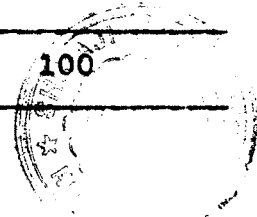
Type	No.of Workers	Percentage
Skilled	28	56
Semi skilled	15	30
Unskilled	7	14
	50	100

This table shows that -

1. In this unit 28 workers are skilled i.e. 56% workers are skilled. It is clear from the figure that Management prefers to recruit skilled workers to Unskilled workers.
2. Semi skilled workers are 30%.
3. 14% workers are Unskilled. It is seen that management is recruiting very few unskilled workers.

TABLE No. 4.4 : SHOWING THE NATURE OF EDUCATION OF THE WORKERS.

Education	No.of Workers	Percentage
Academic	18	36
Technical	26	52
Both	6	12
	50	100



This table indicates that -

1. No. of workers who possess technical qualification is comparatively high. In the unit the workers of this type are 26 i.e. 52%.
2. No. of workers who possess mere academic qualification is 10. In this unit workers who possess academic qualification is 18 it means 36%.
3. No. of workers who possess academic as well as technical qualification is comparatively low in No.14 this unit only 6 workers possess both academic, as well as technical qualification.

TABLE No.4.5 : SHOWING THE DISTRIBUTION OF WORKERS AS PERMANENT AND TEMPORARY.

Particulars	No.of Workers	Percentage
Permanently	50	100
Temporary	-	-
	50	100

It indicates that -

1. All workers i.e. 100% workers are permanent. No one is temporary. Naturally it will provide security to the workers. It will also give stability to the Company.

TABLE NO.4.6 : SHOWING THE RECRUITMENT PROCEDURE
OF THE WORKERS.

Particulars	No.of Workers	Percentage
Direct by Management	50	100
Through Middleman	-	-
Any other agency	-	-
	50	100

The above table indicates that -

1. 100% workers are recruited direct, by management.

No recruitment is made through middleman or any other agency.

It is seen from above that the management gives stress to recruit the workers itself. So young experienced and suitable candidates are recruited direct by management.

TABLE No. 4.7 : SHOWING THE NATURE OF TEST TAKEN BY THE
MANAGEMENT BEFORE RECRUITMENT.

Nature of Test	No.of Workers	Percentage
Recruitment with Test i.e. An interview/Skill test/ Medical test etc.	50	100
Recruitment without any test	-	-
	50	100

This table shows that -

1. 100% workers are recruited after taking test like an interview, skill test, medical test etc.
2. No workers is recruited without taking any test.

TABLE NO. 4.8 : SHOWING THE ANALYSIS OF OVER TIME OF WORKERS.

Particulars	No.of Workers	Percentage
Workers who are working overtimes.	48	96
Workers who are not working over-times	2	4
	50	100

The above table indicates that -

1. Majority workers are doing over time work. i.e. 96% workers need over time work. It seems that their salary is not sufficient to meet their needs.
2. Only 4% workers are not doing over time work. It seems that they are rich or their financial condition may be sound or they are not interested in extra income, expenditure.

TABLE NO. 4.9 : SHOWING THE DEDUCTION FROM SALARY.

Deduction	No.of Workers	Percentage
On account of fine	12	24
Absence from duty	11	22
Damage or Loss	-	-
Loan recovery	17	34
Any other	5	10
No Deduction	5	10
	50	100

This table indicates that -

1. 34% workers get their salary subject to deduction of loan.
2. 5% workers get their salary without any deduction.
3. 24% workers get their salary after deduction on account of fine.
4. 22% workers get their salary after deduction on account of absence from duty.
5. 5% workers get their salary after deduction on account of any other reasons.

It seems that recovery of loan is major deduction from salary. Workers are badly in need of loan, because of insufficient wages. 24% workers get their salary after deduction of fine. It seems that there is lack of regularity amongst the workers, 22% workers get their salary deducted on account of absence finding. It seems that due to inadequacy of the salary they engage themselves in some other work in order to get more income.

TABLE No.4.10 : SHOWING THE INCOME WISE DISTRIBUTION OF WORKERS.

Income Range	Nc.of Workers	Percentage
500 to 600	2	4
601 to 800	45	90
801 to 1000	2	4
1001 and above	1	2
	50	100

This table indicates that -

1. 90% of workers are getting salary from Rs.601 to Rs.800
2. 4% of workers are getting salary from Rs.500 to Rs.600
3. 4% of workers are getting salary from Rs.801 to Rs.1000
4. And only 2% of the workers are getting salary more than Rs.1000.

TABLE No. 4.11 : SHOWING THE OPINION OF THE WORKERS REGARDING THEIR WAGES.

Particulars	No.of Workers	Percentage
Satisfactory	3	6
Unsatisfactory	47	94

The above table indicates that -

1. 94% workers are not satisfied with the wages. They are unsatisfied. Hence they have to borrow the moneys to meet their needs.
2. Only 6% workers are satisfied with their wages.

TABLE NO. 4.12 : SHOWING THE UTILISATION OF BONUS BY THE WORKERS.

Particulars	No.of Workers	Percentage
Saving	2	4
Paying of Debts	19	38
For Festivals/Marriage	3	6
For daily expenses	26	52
Anything else	-	-
	50	100

The above table shows that -

1. 52% workers utilise their bonus for meeting daily expenses.
2. 38% workers utilise their bonus for paying of debts.
3. 4% workers utilise their bonus for savings.
4. 6% workers utilise their bonus for the purpose of festivals and marriage.

TABLE NO. 4.13 : SHOWING THE FINANCIAL CONDITION OF THE WORKERS.

Particulars	No.of Workers	Percentage
Having debts	36	72
Without debts	14	28
	50	100

This table indicates that -

1. 72% workers having a debt.
2. 28% workers are without debts.

TABLE NO. 4.14 : SHOWING THE DISTRIBUTION OF WORKERS
ACCORDING TO THEIR WAYS OF PUTTING
THEIR GRIEVANCES.

WAYS	No.of Workers	Percentage
Through Supervisor	45	90
Through Union	3	6
Through Labour Officer	2	4
Direct to higher authority	-	-
	50	100

The above table indicates that -

1. 90% workers are putting their grievances through their Supervisor. It means that this unit has made proper arrangement for removing the grievances and also workers are correctly following the procedure of putting up their grievances.
2. 6% workers put up their grievances through the Union. It means that they may be unsatisfied with the Supervisor or Labour Officer. They feel that only Union is the media through which all grievances can be put forth.
3. 4% workers put up their grievances through labour officer. It means that they may have no faith in Supervisor.

TABLE No. 4.15 : SHOWING THE PARTICIPATION OF WORKERS IN STRIKE.

Particulars	No.of Workers	Percentage
Participated in Strike	48	96
Not participated in Strike	2	4
	50	100

The above table indicates that -

1. 96% workers participated in strike. It means that the demands of the Union are the demands of the majority workers.
2. 4% workers did not participate in Strike. It means that the said workers had no grievances against the management or they were influenced by the management.

TABLE NO. 4.16 : SHOWING THE OPINION OF WORKERS ABOUT CANTEEN FACILITY.

Particulars	No.of workers	Percentage
Cheap and satisfactory	2	4
Not cheap and satisfactory	48	96
	50	100

The above table indicates that -

1. 96% workers i.e. majority workers are not satisfied with the Canteen facility. They feel that it is not cheap and it is unsatisfactory.
2. Only 4% workers feel Canteen facility to be cheap and satisfactory.