

CHAPTER - IV

PRESENTATION AND INTERPRETATION OF DATA

A : Statistical Tables and Its  
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CHAPTER - IVPRESENTATION AND INTERPRETATION DATA

The following tables show the information regarding industrial relations in Kolhapur Steel Ltd., Shirol (Pulachi), MIDC Area, Kolhapur and Yashwant Iron & Steel Works Ltd., Shivaji Udyamagar, Kolhapur.

Table No.IV - 1

## The Age groups of Workers

Age group of Workers	Kolhapur Steel Ltd.		Yashwant Iron and Steel Works Ltd	
	No.of Workers	Percentage	No.of workers	Percentage
18-25 Years	2	8 %	4	16 %
26-35 Years	17	68 %	4	16 %
36-45 Years	4	16 %	9	36 %
46-55 Years	2	8 %	7	28 %
56-65 Years	-	-	1	4 %
	25	100 %	25	100 %

Table I shows that 8 % workers of KSL and 16 % workers of Yashwant Iron & Steel Works Ltd. belong to the age group of 18-25 years, 68 % and 16 % of workers belong

to the age group of 26-35 years. 16 % and 36 % of workers belong to the age group of 36-45 years, 8 % and 28 % of workers belong to the age group of 46-55 years. Only 4 % of workers in Yashwant Iron & Steel Works Ltd. are belonging to age group of 56-65 years. It further indicates that the majority of the workers (84 % in KSL and 52 % in Yashwant Iron & Works Ltd.) recruited belong to the age group of 26-45 years. This means that the majority of the workers employed by the company are young..

Table No.IV-2  
Educational level of the workers

Educational Qualifications	Kolhapur Steel Ltd.		Yashwant Iron and Steel Ltd.	
	No.of workers	Percentage	No.of workers	Percentage
Primary	8	32 %	8	32 %
Secondary	12	48 %	9	36 %
Under-Graduate	2	8 %	Nil	-
Graduate	2	8 %	Nil	-
Post-Graduate	Nil	-	Nil	-
Technical (ITI)	1	4 %	8	32 %
Total	25	100 %	25	100 %

It is clear from the Table II that 32 % of workers

have got primary education in both the concerns 48 % of workers in KSL and 36 % of workers in Yashwant Iron & Steel Works Ltd. have got secondary education. 8 % of workers have got under graduate and graduate education KSL while no workers of that category are found in Yashwant Iron & Steel Works Ltd. Only 4 % of workers in KSL have got technical Education (I.T.I.) while 32 % of workers in Yashwant Iron & Steel Works Ltd. have got technical education.

Table No. IV-3  
Period of Service (Experience)

Period of service	Kolhapur Steel Ltd.		Yashwant Iron and Steel Works Ltd.	
	No.of workers	Percentage	No.of workers	Percentage
0 - 5 Years	8	32 %	3	12 %
6 - 10 Years	7	28 %	3	12 %
11 - 15 Years	9	36 %	8	32 %
16 - 20 Years	1	4 %	6	24 %
21 - 25 Years	-	-	4	16 %
26 - 30 Years	-	-	1	4 %
	25	100 %	25	100 %

Table III shows 32 % of workers in KSL and 12 % of workers in Yashwant Iron and Steel Works Ltd. have

served the company for the period 0-5 years; 28 % of workers in KSL and 12 % of workers in Yashwant have served the company for the period of 6-10 years. 36 % of workers in KSL and 32 % of workers in Yashwant have served the company for the period 11-15 years. 4 % of workers in KSL and 24 % of workers in Yashwant have served the company for the period of 16-20 years, 16 % and 4 % of workers in Yashwant have served the company for the period 21-25 years and 26-30 years respectively.

The table clearly indicates that the majority of the workers (36 % and 32 %) in both the units are having 11-15 years service experience in the respective units.

Table No.IV-4

## Category of Workers in the Factory

Category of Workers	Kolhapur Steel Ltd.		Yashwant Iron and Steel Works	
	No.of workers	Percentage	No.of workers	Percentage
Permanent	20	80 %	23	92 %
Temporary	5	20 %	2	8 %
Total	25	100 %	25	100 %

The above Table IV shows that 80 % of workers in KSL

and 92 % of workers in Yashwant are permanent in service of the concerns while only 20 % of workers in KSL and 8 % of workers in Yashwant are having temporary job.

Majority of the workers out of selected sample of workers were having permanent job in the respective units.

Table No. IV-5  
Distribution of workers according to Marital Status

Marital Status	Kolhapur Steel Ltd.		Yashwant Iron and Steel Works	
	No.of workers	Percentage	No.of workers	Percentage
Married	22	88 %	23	92 %
Unmarried	3	12 %	2	8 %
Total	25	100 %	25	100 %

Table V reveals that 88 % of workers in KSL and 92 % of workers in Yashwant are married while 12 % of workers in KSL and 8 % of workers in Yashwant are unmarried.

Majority of workers in both the concerns are married.

Table No.IV-6

## Workers preferences about methods of settlement of Disputes

Workers preferences about methods of settlement of disputes	Kolhapur Steel Ltd.		Yashwant Iron and Steel Ltd.	
	No.of workers	Percentage	No.of workers	Percentage
Joint Agreement	16	64 %	18	72 %
Arbitration	4	16 %	2	8 %
Trade Union	5	20 %	5	20 %
Total	25	100 %	25	100 %

Table VI reveals that 64 % of workers in KSL and 72 % of workers in Yashwant prefer "Joint Agreement" method for settling industrial disputes. 16 % of workers in KSL and 8 % of workers in Yashwant prefer "Arbitration" method for the settlement of disputes while 20 % of workers in both the concerns believe that industrial disputes can be settled in better way through "Trade Union".

Majority of workers assert that "Joint Agreement" is the best method for settling the industrial disputes.

Table No. IV-7

## Grievance Procedure

Grievance communicate to the	Kolhapur Steel Ltd.		Yashwant Iron and Steel Works Ltd.	
	No. of workers	Percen- tage	No. of workers	Percen- tage
Supervisor	11	44 %	19	76 %
Union Representative	12	48 %	5	20 %
Arbitrator	2	8 %	1	4 %
Total	25	100 %	25	100 %

Table VII shows that 44 % of workers in KSL and 76 % of workers in Yashwant communicate their grievances to the supervisors, 48 % of the workers in KSL and 20 % of workers in Yashwant Communicate their grievances to the union representative. Only 8 % of workers in KSL and 4 % of workers in Yashwant committee their grievances to the Arbitrator.

Most of the workers in KSL (48 %) communicate their grievances to the union representative while majority of workers in Yashwant communicate their grievance to the supervisors.



Table No.IV-8  
Wage Structure

Monthly wages in Rs.	Kolhapur Steel Ltd.		Yashwant Iron and Steel Works Ltd.	
	No.of workers	Percen- tage	No.of workers	Percen- tage
Rs. 300 - 600	2	8 %	4	16 %
Rs. 700 - 900	16	64 %	18	72 %
Rs. 1000 and above	7	28 %	3	12 %
Total	25	100 %	25	100 %

Table VIII shows that 8 % workers in KSL and 16 % of workers in Yashwant are drawing wages between Rs.300-600 per month. There are 64 % of workers in KSL and 72 % of workers in Yashwant who are getting their wages between Rs. 700-900 per month. And 28 % of workers in KSL and 12 % of workers in Yashwant are drawing wages in Rs. 1000 and above.

Most of the workers in both the units belong to the wage earning group of Rs. 700-900 per month.

Table No. IV-9

## Opinion regarding welfare facilities

Opinion of workers regarding welfare facilities	Kolhapur Steel Ltd.		Yashwant Iron and Steel Works Ltd.	
	No. of workers	Percentage	No. of workers	Percentage
Housing	16	64 %	15	60 %
Transport	6	24 %	4	16 %
Medical	3	12 %	6	24 %
Total	25	100 %	25	100 %

Table IX shows that 64 % of workers in KSL and 60 % of workers in Yashwant are of the opinion that the company should provide the housing facilities to them. 24 % of workers in KSL and 16 % of workers in Yashwant are of the opinion that the company should provide transport facilities to them. 12 % of workers in KSL and 24 % of workers in Yashwant are of the opinion that they should seek medical facilities from the company itself.

It seems that the majority of the workers have serious housing problem and therefore, they give weightage to the housing facilities.

Table No.IV-10

## Personnel policies (Media of communication)

Media of communication policy	Kolhapur Steel Ltd.		Yashwant Iron and Steel Works Ltd.	
	No.of Workers	Percentage	No.of workers	Percentage
Notice Board	18	72 %	20	80 %
Other	7	28 %	5	20 %
Total	25	100 %	25	100 %

out of selected sample of workers 72 % of workers in KSL and 80 % of workers in Yashwant told that the company communicates its policies by means of "Notice Board" while 28 % of workers in KSL and 20 % of workers in Yashwant told that they come to know the companies policies through other media of communication.

It is found that the majority of workers come to know the policies of the company by means of notice board.

Table No.IV-11

## Methods of communicating Grievance

Way of grievance communication	Kolhapur Steel Ltd.		Yashwant Iron and Steel Ltd.	
	No.of workers	Percentage	No.of workers	Percentage
Oral Communication	14	56 %	16	64 %
Writing formally	8	32 %	6	24 %
Both	3	12 %	3	12 %
Total	25	100 %	25	100 %

Table XI shows that out of 25 selected sample of workers 56 % workers in KSL and 64 % workers in Yashwant communicate their grievances orally. While 32 % workers in KSL and 24 % workers in Yashwant communicate their grievances to the authorities by way of writing formally 12 % workers in both the concern use both the means.

It is found that majority of the workers communicate their grievances orally.

Table No.IV-12  
Disciplinary Procedure

Media used to communicate disciplinary procedure	Kolhapur Steel Ltd.		Yashwant Iron and Steel Works Ltd.	
	No.of workers	Percentage	No.of workers	Percentage
Notice Board	17	68 %	19	76 %
Supervisor	5	20 %	4	16 %
Circulars	3	12 %	2	8 %
	25	100 %	25	100 %

Table No. XII reveals that out of 25 selected samples of workers in each factory, 68 % workers in KSL and 76 % workers in Yashwant told that they come to know the disciplinary procedure by means of notice board. 20 % workers in KSL and 16 % workers in Yashwant told that they came to know the disciplinary procedure through supervisors and 12 % workers in KSL and 8 % workers in Yashwant told that they came to know the disciplinary procedure through circulars.

Majority of the workers came to know the disciplinary procedure through "Notice Board" only.

Table No. IV-13

The Table showing workers' responses (opinions) to the following

Policies Working/ Facilities	Kolhapur Steel Ltd.				Yashwant Iron & Steel Works Ltd.							
	Satisfied	Dissatisfied	Total	No. of Per- centage workers	Satisfied	Dissatisfied	Total	No. of Per- centage workers				
Safety Measures	23	92 %	2	8 %	25	100 %	24	96 %	1	4 %	25	100 %
Welfare Facilities	20	80 %	5	20 %	25	100 %	22	88 %	3	12 %	25	100 %
Co-op. Credit Society	24	96 %	1	4 %	25	100 %	25	100 %	Nil	Nil	25	100 %
Grades	20	80 %	5	20 %	25	100 %	18	72 %	7	28 %	25	100 %
S.I. Scheme	22	88 %	3	12 %	25	100 %	21	84 %	4	16 %	25	100 %
Bonus & Allowances	15	60 %	10	40 %	25	100 %	18	72 %	7	28 %	25	100 %
Working of Union	20	80 %	5	20 %	25	100 %	22	88 %	3	12 %	25	100 %
Recruitment, Selection and Promotion Policies	18	72 %	7	28 %	25	100 %	20	80 %	5	20 %	25	100 %
Working of Joint Committee	20	80 %	5	20 %	25	100 %	22	88 %	3	12 %	25	100 %
Working Conditions and Hours of Work	20	80 %	5	20 %	25	100 %	21	84 %	4	16 %	25	100 %

It is observed from the Table No. XIII that majority of workers are satisfied with the policies/working facilities provided by the management in both the industrial units.

Management's Schedule :

It is observed from the Management's Questionnaire that labour problems in Yashwant Iron and Steel Works Ltd. in order of preference are : Absenteeism, Economic condition, Lack of dedication to job, easy going etc. In Kolhapur Steel Ltd. labour problems are : Absenteeism, Health Problem, Bad habits etc. In both the units Labour Officer, Works Manager and Managing Director are responsible for formulation of industrial relation policies.

In both the units there is one recognised trade union and generally all the permanent employees are the members of the union. The relationship between the management and union in both the units, are satisfactory. In both the units, it is observed that when workers grievances are not settled at primary level, then they forward it to the top management and management amicably tried to solve them. Both the managements are of the opinion that mutual negotiation/ 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.

Union's Schedule :

It is found that Mechanical and Engineering Kamgar union is the recognised union for Kolhapur Steel Workers. It has no direct formal affiliation to any political parties but it works under the guidance of Lal Nishan Party, Kolhapur. It has about 1500 members in the year 1984-85 of which approximately 200 members are from KSL.

Mechanical and Engineering Kamgar Sangh is a recognised union of Yashwant Iron and Steel workers. It is affiliated to AITUC. It has about 3000 members of which approximately 100 members are from Yashwant Iron & Steel Works Ltd.

Both the unions have same procedure for raising issues i.e. submitting the demands in the form of a charter to the management. Then mutual discussion are held many times at regular intervals. Finally an endeavour is made for settlement. If a satisfactory settlement is not reached after the negotiations, direct action is taken by the union. If action of strike is decided, notice to the management 21 days in advance is sent with intimation to



the concerned authorities. Then preparation for strike is made by securing public support.

Provisions regarding medical facilities, compensation paid to workers in case of an accident, existing wage structure, payment of bonus etc. are not satisfactory in view of both the unions in their respective units. However, in their opinion the relationship between management and employees at present are satisfactory.

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