

CHAPTER - IV

STATISTICAL TABLES, ANALYSIS AND
INTERPRETATION OF DATA.

Survey of Statistical Method -

The survey of the hundred seasonal workers working in various departments in the Shree Someshwar Sahakari Sakhar Karkhana Limited, Someshwarnagar was undertaken and the detail survey showed many facts regarding the seasonal workers, which after analysis put into tabulated form to give the statistical data.

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1. Sex -

The survey shows that only male workers are working in the sugar factory. Because the nature of work is hard, physical labour.

2. Religion and the caste -

The seasonal workers working in the sugar factory are of different caste.

Table No.4:1:

Classification of the respondents according to
caste wise :-

No.	Religion and caste	No.of Respondents	Percentage
1	Maratha	57	57 %
2	Dhanagar	8	8 %
3	Mali	5	5 %
4	Sagar	3	3 %
5	Lonari	3	3 %
6	Muslim	4	4 %
7	Jain	2	2 %
8	Hindu-Mahar	2	2 %
9	Hindu Mang	1	1 %
10	Naw-Baudha	1	1 %
11	Casar	2	2 %
12	Sutar	1	1 %
13	Parit	3	3 %
14	Chambhar	1	1 %
15	Vhalar	3	3 %
16	Gurav	2	2 %
17	Nhavi	2	2 %
		<u>100</u>	<u>100</u>

The above table shows that the caste wise

distribution of seasonal workers in the Karkhana. The seasonal workers shows many castes. 57 % of the seasonal workers are maratha. Rest of the seasonal workers are divided into Mang, Budha, Sutar, Chambhar, Vhalar, Gurav, Dhangar, Mali and Nhavi etc. Castes.

3. Age-wise allocation of the respondents --

The survey table shows the age-wise allocation of the seasonal workers. The affects the work.

Table No.4:2:

No.	Age groups of workers	No.of Respondents	Percentage
1	20 to 30 years	36	36 %
2	31 to 40 years	35	35 %
3	41 to 50 years	26	26 %
4	51 to 60 years	3	3 %
Total		100	100 %

The table shows that the young seasonal workers constitute 36 % i.e. 20 to 30 years of age. Other age groups are of 31 to 40 years and 41 to 50 years are recorded.

4. Marital Status :

Table No.4:3.

Division of the respondents according to their Marital status :-

No.	Marital status of the respondents	No.of Respondents	Percentage
1	Married	94	94 %
2	Unmarried	6	6 %
Total		100	100 %

It is quite clear from the above table that the number of married workers are more than the number of unmarried workers. Because the majority of the seasonal workers . fall in the age group of 21 to 40 years. So, the majority of the seasonal workers are married.

5. Education :

It creates consciousness and awarness leading to more thinking and better acting. The following table shows the educational background of the respondents.

Table No.4:4.

No.	Educational level of the respondents	No.of Respondents	Percentage
1	Primary	40	40%
2	Secondary	40	40%
3	Higher-Secondary	9	9%
4	Under-graduate	-	-
5	Graduate	-	-
6	Illiterate	11	11%
Total		100	100%

The above table indicates that the seasonal workers who have taken the primary and secondary education shows the literacy in the workers. Out of 100 respondents, 40 % of the seasonal workers have taken primary education and 40% of the seasonal workers have taken secondary education. The remaining 9 % seasonal workers are educated upto higher secondary level and 11 % seasonal workers are illiterate. These are unskilled and semi-skilled workers.

6. Period of Service :

The following table shows that the total period of service of the respondents working in the factory.

Table No.4.5:

Allocation of the respondents according to their period of service :

No.	Period of Service in years	No.of Respondents	Percentage
1	Below 5 years	25	25%
2	6 to 10 years	13	13%
3	11 to 15 years	12	12 %
4	16 to 20 years	27	27 %
5	21 to 25 years	20	20 %
6	26 and above years	3	3 %
Total		100	100 %

The above table shows that 25 respondents i.e. 25 % seasonal workers have been working in this factory less than 5 years and 13 respondents i.e. 13 % have been working for 6 to 10 years, 12 respondents i.e. 12 % have been working for 11 to 15 years, 27 respondents i.e. 27 % have been working for 16 to 20 years, 20 respondents

i.e. 20 % have been working for 21 to 25 years and remaining 3 respondents i.e. 3 % have been working for 26 and above years.

From the above table it is clear that the higher percentage of respondents have been found in the service for 16 to 20 years and very low percentage of respondents are found in the service for 26 and above years.

7. Departments:

The researcher interviewed hundred seasonal workers from different departments. The following table shows the seasonal workers working in different departments.

Table No.4:6:

Classification of workers according to their departments.

No.	Department	No. of Respondents	Percentage
1	Engineering	22	22%
2	Manufacturing	28	28 %
3	Electrical	1	1 %
4	Store	1	1 %
5	Civil	5	5 %
6	Watch & Ward	4	4 %
7	Cane-yard	19	19 %
8	Agriculture	16	16 %
9	Medical	-	-
10	Water supply	2	2 %
11	Sugar godown	-	-
12	Cultivation	2	2 %
13	Work-shop	-	-
Total		100	100 %

The above table indicates that out of 100 respondents 28 respondents are working in the manufacturing department, 22 respondents have been working in engineering department. One respondent is working in electrical department, One respondent is working in stores department, 5 respondents are working in civil department, 4 respondents are working in watch and ward department, 19 respondents are working in cane-yard department, 16 respondents are working in agriculture department and remaining 4 respondents are working in water supply and cultivation department.

It is clear that the majority of the respondents, working in the manufacturing department, is high. Manufacturing is the main department of the sugar factory.

8. (A) Distance from place of work :

The following table shows the seasonal workers of Karkhana came from different villages.

Table No.4,7(A) :

No.	Distance from place of work	No. of Respondents	Percentage
1	Living at place of work	7	7 %
2	1 to 6 Km.	56	56 %
3	6 to 10 Km.	16	16 %
4	11 to 15 Km.	8	8 %
5	16 to 20 Km.	4	4 %
6	21 to 25 Km.	8	8 %
7	26 and above Km.	1	1 %
Total		100	100 %

The above table shows that the 56 respondents i.e. came to factory from 1 to 5 Km. ,16 respondents came to factory from 6 to 10 Km. ,8 respondents came to factory from 21 to 25 Km. , 1 respondents came to factory from 26 and above Km. and remaining 7 respondents are living at place of work.

It is clear that in this factory, the majority of the seasonal workers i.e. 57 % respondents came to factory from 1 to 5 Km. and only 7 % seasonal workers are living at the place of work.

(B) Mode of Conveyance -

The researcher found that the following mode of conveyance is used by the seasonal workers.

Table No.4.7(B):

Division of the respondents according to their mode of conveyance.

No.	Mode of conveyance	No. of Respondents	Percentage
1	On foot	19	19 %
2	By bicycle	72	72 %
3	By bus	9	9 %
Total		100	100 %

The above table shows that the 19 respondents i.e. 19 % seasonal workers are came to the factory on foot, 72 respondents came to the factory by bicycle and remaining 9 % seasonal workers are came to the factory by bus, they are living at the long distance from the factory.

It seems from the above survey that the majority of the workers use bicycle as a mode of conveyance to come to the factory. This is due to the majority of them

live at the distance of 1 to 5 Km. away from the factory.

9. Classification of the Seasonal workers -

In this factory, workers are classified as seasonal permanent and seasonal Temporary.

Table No.4:8:

Classification of Respondents according to permanent and temporary.

No.	Particulars	No. of Respondents	Percentage
1	Seasonal permanent	60	60 %
2	Seasonal Temporary	40	40 %
	Total	100	100 %

The above table indicates that the 60 respondents i.e. 60 % seasonal workers are permanent and 40 respondents i.e. 40 % seasonal workers are temporary.

It is clear that the proportion of the seasonal permanent workers is higher than the temporary seasonal workers.

10. Salary :

Table No.4,9:

Division of the respondents according to their salary.

No.	Monthly salary of respondents in Rs.	No.of Respondents	Percentage
1	601 to 700 Rs.	19	19 %
2	701 to 800 Rs.	10	10 %
3	801 to 900 Rs.	11	11 %
4	901 to 1000 Rs.	2	2 %
5	1001 to 1100 Rs.	13	13 %
6	1101 to 1200 Rs.	45	45 %
7	1201 to 1300 Rs.	-	-
Total		100	100 %

The above table indicates that the 19 respondents are in the rupees 601 to 700 income group and 10 respondents are in the rupees 701 to 800 income group, 11 respondents are in the rupees 801 to 900 income group, 2 respondents are in the rupees 901 to 1000 income group, 13 respondents i.e. 13 % seasonal workers are in the rupees 1001 to 1100 income group and the remaining

45 respondents are in the rupees 1101 to 1200 income group.

It is clear that the majority of 45 % seasonal workers are the higher income group i.e. Rs.1101 to 1200 because these are permanent workers.

11. Size of the Families -

The following table gives the statistics of the family size of the respondents.

Table No.4.10 :

Allocation of the respondents according to their family members .

No.	No.of family members	No.of Respondents	Percentage
1	Below 5	45	45 %
2	6 to 10	38	38 %
3	11 to 15	11	11 %
4	16 and above	6	6 %
Total		100	100 %

The above table shows that the 45 respondents i.e. 45 % seasonal workers have small size families, 38 % seasonal workers have medium size families, 11 % seasonal

workers have big size families and remaining 6 % seasonal workers have very large size families.

Here, the majority of the seasonal workers have small size families, having less than five members.

12.(A) Land :

The following table shows the land holders and land less of respondents in this factory.

Table No.4.11:(A) :

Division of respondents according to their land holding.

No	Particulars	No.of Respondents	Percentage
1	Land Holders	70	70 %
2	Land less	30	30 %
	Total	100	100 %

From the above table it is clear that 70 % respondents i.e. 70 % seasonal workers are land holders while 30 respondents i.e. 30 % seasonal workers are land less. So, thus shows that the agricultural income is a other source of income for these 70 % seasonal workers.

(B) Size of land holding :

Table No.4.11(B)

Division of the respondents according to their size of land holding :

No.	Land in Acres	No. of Respondents	Percentage
1	Below 3 Acres	40	40 %
2	4 to 6 Acres	20	20 %
3	7 to 9 Acres	3	3 %
4	10 to 12 Acres	3	3 %
5	13 to 15 Acres	1	1 %
6	16 and above Acres	3	3 %
7	Land less	30	30 %
Total		100	100 %

The above table attempt has been made to analyse that, the land in acres are increasing one side and the number of land holder respondents are decreasing other side.

This is due to the fact, that the respondents having more than ten acres of land prefer farming than service. The proportion of three acres land holding or below that respondents was high ; also in the landless respondents.

13(A) The Wage Structure :

Every Sugar Factory runs on twenty four hours basis. The production of the sugar goes through various stages, involving many workers in it. Since, it runs on twenty four hours basis and seasonal basis the wages are paid on time rate system.

In this sugar factory the time rate system is used. The wages are paid on daily and monthly basis to the workers.

(B) Payment system :

Table No.4.12:

Division of the respondents according to their payment system or nature of salary.

No.	Payment system	No.of Respondents	%
1	Daily Wages	15	15 %
2	Monthly wages	85	85 %
	Total	100	100 %

The above table indicates that 15 respondents i.e. 15 % seasonal workers are getting salaries on daily wages and 85 respondents i.e. 85 % seasonal workers are getting salaries on monthly basis. It is clear that the majority

of the respondents have been found on monthly basis.

14. Working Conditions :

The working conditions include number of facts i.e. the temperature, air movement, humidity, illumination, sanitation, ventilation, space inside the factory, working hours and shift system etc. These conditions affect on the workers.

The following table shows that the attitude of the respondents, towards the working conditions.

Table No.4.13 :

Allocation of the respondents according to their attitudes towards temperature, air movement, humidity, illumination, sanitation and ventilation etc.

No.	Particulars	No. of satisfied Respondents.	%	No. of unsatisfied Respondents	%	Total
1	Temperature	89	89%	11	11 %	100
2	Air-movement	96	96%	04	4 %	100
3	Humidity	92	92 %	08	8 %	100
4	Illumination	98	98%	2	2 %	100
5	Sanitation	88	88 %	12	12 %	100
6	Ventilation	99	99 %	1	1 %	100

As per the table given above, the attempt has been

made to analyse the attitudes of the respondents toward the working conditions.

In this factory 89 % respondents are satisfied with their working conditions like temperature and unsatisfied. respondents were 11 % . They were unsatisfied due to the temperature in the processing department.

The 96 % respondents are satisfied regarding the air movement. Only 4 % of the respondents are unsatisfied regarding the air movement (air circulation) because they are working in the boiling department.

The 92% respondents are satisfied regarding the humidity and only 8 % of the respondents are unsatisfied regarding the humidity.

Illumination is one of the most important factor to the working conditions. Almost all workers are satisfied regarding the illumination i.e. 98 % respondents are satisfied and few respondents (2 %) are unsatisfied.

The 88 % respondents are satisfied regarding the sanitation and 12 % respondents are unsatisfied. Because they are working in the cane-yard department and waste material department.

It is evident from the above table that the 99 % respondents are satisfied from the ventilation and only one respondent is unsatisfied.

It is clear that the location of sugar factory is very proper.

15. Weekly offs and Leave facilities -

The researcher has studied the system of the weekly offs and the leave facilities as per the factory rules.

Weekly off facilities are available to the permanent as well as temporary workers, but still some workers do not get these facilities.

Leave facilities are not available to the temporary seasonal workers in this sugar factory.

The following table shows whether the seasonal workers are getting these facilities or not.

Table No.4.14 :

Allocation of the respondents according to their weekly offs and leave facilities :-

No.	particular	No.of Respondents Getting facilities	%	No.of Respondents not getting facilities	%	Total
1	Weekly Off facilities	83	83 %	17	17%	100
2	Leave Facilities	60	60 %	40	40 %	100

The above table shows that the 83 respondents i.e. 83 % seasonal workers are getting weekly off facilities , but 17 respondents i.e. 17 % seasonal workers are not getting these facilities. The temporary seasonal workers are not enjoying these facilities because they do not get full month of work, so that they try to get more work and many days as they can.

The 60 respondents i.e. 60 % seasonal workers are getting leave facilities and remaining 40 % seasonal workers are not getting leave facilities.

The study of the researcher has found that 40 % seasonal workers are not getting leave facilities because, they are appointed on the temporary basis ,So they are not getting leave facilities.

16. The working Shifts :

The sugar factory runs on rotation shift system and the office work of sugar factory is in general shift. The rotation shift is divided into three shifts. The first rotation shift starts from 4 a.m. to 12 noon, Second rotation shift starts from 12 noon to 8 p.m. and third rotation shift starts from 8 p.m. to 4 a.m. The general shift starts from 8 a.m. to 5.30 p.m. including rest time.

Table No.4.15 :

Allocation of the respondents according to their weekly offs and leave facilities.

No. Working shifts	No.of Respondents	Percentage
1 General shift	30	30 %
2 Rotation shift	70	70 %
Total	100	100 %

The above table indicates that 30 respondents i.e. 30 % seasonal workers work in general shift and remaining 70 respondents i.e. 70 % seasonal workers work in rotation shifts.

The study of the researcher has found that 70 % seasonal workers are working in rotation shift, because of the production process of the sugar factory.

17. The Welfare facilities :

The labour force is an important aspect of the sugar factory. Though, they are seasonal workers, they must get basic welfare facilities and it is necessary to increase the efficiency of the labour welfare facilities given by the factory.

Table No.4.16 (A)

Allocation of the respondents according to their washing and bathing facilities.

No.	Washing and Bathing facilities	No.of Respondents	Percentage
1	Yes	88	88 %
2	No	12	12 %
	Total	100	100 %

The above table shows that 88 respondents i.e. 88 % seasonal workers are getting washing and bathing facilities and 12 % seasonal workers are not getting these facilities.

It is clear, that this sugar factory provides adequate washing and bathing facilities to the seasonal workers i.e. 88 % seasonal workers are getting these facilities.

'(B) Sitting Facilities -

These facilities are essential to the workers, because they may take an opportunities of rest, which is required in the course of their work.

Table No.4.16 (B)

Allocation of the respondents according to their sitting facilities .

No.	Sitting facilities	No.of Respondents	Percentage
1	Yes	76	76 %
2	No	24	24 %
Total		100	100 %

The above table shows that 76 respondents i.e. 76 % seasonal workers are getting sitting facilities and remaining 24 % seasonal workers are not getting these facilities.

It is clear that, the majority of the seasonal workers are getting these facilities.

(C) Rest Room facilities -

The following table shows the rest room facilities provided to the seasonal workers by the Karkhana.

Table No.4.16(C) -

Allocation of the respondents according to their rest room facilities .

No.	Rest room Facilities	No.of Respondents	Percentage
1	Yes	73	73 %
2	No	27	27 %
Total		100	100 %

The above table indicate that 73 respondents i.e. 73 % seasonal workers are getting rest room facilities and remaining 27 % seasonal workers are not getting rest room facilities.

The researcher has found that in this factory 73 % seasonal workers are provided with rest room facilities, they are working in manufacturing ,engineering as well as the place of work inside the factory.

(D) The Medical facilities -

This Sugar factory provides,medical facilities to the seasonal workers, during the crushing season according to the factory act .There is no difference between permanent workers and seasonal workers regarding the medical facilities

provided by the factory. All the seasonal workers get the benefit of medical facilities.

The following table shows that, the opinion of the respondents about their medical facilities.

Table No.4.16 (D) -

Allocation of the respondents according to the opinion about their medical facilities.

Sr.No.	Medical facilities		
1	Satisfied	92	92 %
2	Not satisfied	8	8 %
	Total	100	100 %

The above table shows that the 92 respondents i.e. 92 % seasonal workers are satisfied about the medical facilities and 8 % seasonal workers are not satisfied about the medical facilities.

It is clear that the sugar factory provides sufficient medical facilities.

E. The Canteen Facilities -

These facilities are provided to all the seasonal workers.

The following table shows the opinions of the workers

towards the canteen facilities.

Table No.4.16(E)

Allocation of the respondents' opinion towards canteen facilities.

No.	Canteen facilities	No.of Respondents	Percentage
1	Satisfied	31	31 %
2	Unsatisfied	69	69 %
Total		100	100 %

From the above table it is clear that the majority of the seasonal workers i.e. 69 % are not satisfied about the canteen facilities provided by the factory.

Due to this fact the canteen is run on the contract basis.

F) Recreation Facilities -

This sugar factory makes provision for games such as badminton, circket, holley ball, carrum etc.

Table No.4.16 (F)

Allocation of the respondents according to their recreational facilities .

No.	Recreational facilities	No.of Respondents	Percentage
1	Satisfied	45	45 %
2	Unsatisfied	55	55 %
	Total	100	100 %

The above table indicate that 45 respondents are satisfied with the recreational facilities and remaining 55 respondents are not satisfied about the recreational facilities.

It is clear that the majority of the respondents i.e. 55 % seasonal workers are not satisfied about recreational facilities. They are living at long distance from the factory place.

G) The Educational Facilities -

The researcher has found that in this sugar factory, the educational facilities are provided to the workers' children but some of them are not getting these facilities. They come daily from their Villages, hence, their children are not getting the educational facilities.

This sugar factory has run primary school, high-school, publish school, art and commerce college and Indira Gandhi Tantrik Niketan for girls at the factory place.

H) The Grainshop facilities -

This sugar factory has given 5 Km. of sugar at concessional rate, to the seasonal workers as well as the permanent workers.

The following table shows that the respondents are satisfied or not with the grain shop facilities.

Table No.4.16 (H) -

Allocation of the respondents, according to their opinions about the grain shop and the concessional rate of sugar from the factory.

No.	Opinion of Respondents about grain shop and concessional rate of sugar	No. of Respondents	Percentage
1	Satisfied	75	75 %
2	Unsatisfied	25	25 %
Total		100	100 %

From the above table it is clear that the majority

of respondents i.e. 75% seasonal workers are satisfied about the grain shop facilities and 25 % seasonal workers are not satisfied about these facilities.

18. The Housing facilities -

As per the factory rules this factory provides the housing facilities to the permanent as well as the seasonal workers who come from long distance and have problem of living. The sugar factory is providing only permanent type of quarters to the workers.

Table No.4.17 .

Allocation of the respondents according to their housing facilities .

No.	Housing facilities	No. of Respondents	%
1	Yes	7	7%
2	No	93	93 %
Total		100	100 %

The above table shows that the 7 respondents are getting housing facilities and remaining 93 respondents are not getting the housing facilities.

It is clear that the majority of respondents i.e. 93 % seasonal workers have not available of housing facilities.

199 The Provident Fund -

The provident fund provides security to the workers. The contingencies that may arise after retirement. This facilities is provided by the factory to the seasonal workers who are permanent.

The following table gives an idea about the provident fund facilities provided to the seasonal workers.

Table No.4.18.

Allocation of the respondents according to the provision of provident fund .

No.	Provident Fund facilities	No.of Respondents	Percentage
1	Yes	61	61 %
2	No	39	39 %
	Total	100	100 %

The above table shows that 61 respondents are getting provident fund facilities and remaining 39 respondents are not getting these facilities.

It is clear that the sugar factory provides provident fund facilities to the seasonal permanent workers. The temporary seasonal workers do not get the

facility of provident fund.

20. The Bonus :

As per the payment of Bonus Act 1966, Shree Someshwar Sahakari Sakhar Karkhana Ltd., has paid the bonus to all the workers, every year. The rate of bonus is calculated on the basis of the profit gained by factory. It is calculated in percentage of the annual payment of wages of the workers. In this factory, the rate of bonus is same to the permanent as well as the seasonal workers.

The rate of bonus in this factory remained constant past ten years, from 1977 to 1987. It is 20 % of the annual income of the workers.

21. The Trade Union -

One trade union is operating in this sugar factory viz. ' Baramati Taluka Sakhar Kamgar Sabha '. This trade union has given the protection to the workers, to secure their rights and good working conditions.

The investigator has found that all the seasonal workers are satisfied about the functioning of the trade union. In this sugar factory all seasonal workers are member of the trade union.

22. The off season work -

This study is regarding the seasonal workers, who work only in the crushing season. The seasonal workers face the unemployment problem, during the off season. They work

some where else. They work on farms and run any business during off season.

Table No.4.19:

Allocation of the respondents according to their work in off season.

No	Particulars	No.of Respondents	Percentage
1	Work in Agriculture	61	61 %
2	Run some business	4	4 %
3	Work at some other place	14	14 %
4	Remain unemployed	21	21 %
Total		100	100 %

The above table shows that 14 respondents i.e. 14 % seasonal workers work at some other place, 61 respondents i.e. 61 % seasonal workers work on farms, 4 % seasonal workers run some business and remaining 21 % seasonal workers remain unemployed during off season.

It is clear that 79 % seasonal workers work on farms, some other place and run some business during off season.

23. The Retention Allowance -

The retention allowance is given to the seasonal

workers during off season. This is done to get the assured supply of the seasonal workers and to create an attachment towards the sugar factory. Therefore, the rates of retention allowances are different according to the categories of the workers. Generally there are three categories of the seasonal worker gets at the rate 11 % of the basic salary per month, second is semi skilled worker who gets 25 % and the skilled and clerical workers get 50 % of the basic salary.

The following table shows that the retention allowance given or not to the seasonal workers of the factory.

Table No.4.20 (A)

Allocation of the respondents according to the rate of retention allowance :

No.	Rate of Retention Allowance	No. of Respondents	Percentage
1	11 % of Monthly Salary	24	24 %
2	25 % -do-	28	28%
3	50 % -do-	9	9%
4	No Retention allowance	39	39 %
Total		100	100 %

The above table shows that 24 respondents i.e. 24 % seasonal workers are getting 11 % retention allowance, 28 % seasonal workers are getting 25 % retention allowance and 9 % seasonal workers are getting 50 % retention allowance and remaining 39 % seasonal workers are not getting this allowance.

It is clear that, the majority of respondents i.e. 61 % seasonal workers are getting retention allowance.

24. Wage :

Wage is the way of earning of the worker on monthly basis. It is the basic income source of the seasonal workers

Table No.4.21 :

Division of the respondents according to their opinions about the wages :

No.	Opinions of the Respondents towards wages	No. of Respondents	Percentage
1	Satisfied	36	36 %
2	Unsatisfied	64	64 %
	Total	100	100 %

The above table indicates that, 36 respondents i.e. 36 % seasonal workers are satisfied about their wages and remaining 64 respondents i.e. 64 % seasonal workers are not satisfied.

It is clear that majority of the seasonal workers are not satisfied with their wages.

25. Indebtness -

(A) Table No.4.22 (A)

Division of the respondents according to their indebtness.

No.	Indebtness of Respondents	No.of Respondents	Percentage
1	Indebtness	74	74 %
2	No debts	26	26 %
	Total	100	100 %

The above table shows that 26 respondents i.e. 26 % seasonal workers have no debts and remaining 74 respondents i.e. 74 % seasonal workers are indebts.

It is clear that, majority of respondents i.e. 74 % seasonal workers are debtors.

B) Sources of getting loans -

The following sources are getting loans like Friends, relatives, Co-operative society, Banks and Money lenders.

Table No.4.22(B)

Allocation of the respondents according to their sources of borrowing money .

No.	Lending Agency	No.of Respondents	Percentage
1	Friends	9	9 %
2	Relatives	8	8 %
3	Co-op.credit society	40	40 %
4.	Bank	6	6 %
5	Money lenders	11	11 %
6	No borrow	26	26 %
Total		100	100 %

From the above table it is clear that 9 % seasonal workers borrow money from the friends, 8 % seasonal workers borrow money from the relatives, 40 % seasonal workers borrow money from the co-operative credit societies and 6 % seasonal workers borrow money from the banks. 11 % seasonal workers borrow money from the private money lenders

and remaining 26 % seasonal workers do not borrow.

26. Opinions of the workers regarding the recruitment method.

Table No.4.23.

Allocation of the respondents according to their opinions regarding the recruitment.

No.	Opinions on the Respondents regarding the recruitment	No.of Respondents	Percentage
1	Satisfied	85	85 %
2	Unsatisfied	15	15 %
	Total	100	100 %

The above table shows that 85 respondents i.e. 85 % seasonal workers are satisfied about recruitment method and remaining 15 respondents i.e. 15 % seasonal workers are not satisfied about recruitment method of the Factory.

It is clear that the majority of the seasonal workers are satisfied about recruitment method.

27. The Promotions -

The promotions of the seasonal workers in Shree Someshwar Sahakari Sakhar Karkhana. The promotions are given

to the seasonal workers on the basis of the seniority and the merits.

Table No.4.24.

Allocation of the respondents according to their promotions.

No	Promotions	No.of Respondents	Percentage
1	Yes	7	7 %
2	No	93	93 %
Total		100	100 %

The above table indicates that the majority of seasonal workers i.e. 93 % do not get promotions and remaining only 7 % seasonal workers get promotions in this factory.

It is clear that the ratio of promotion is very low.

28) Transfers of the seasonal workers from one department to another departments.

Table No. 4:25:

No.	Transfers of Respondents from one department to another Deptt.	No. of Respondents	Percentage
1	Yes	34	34 %
2	No	66	66 %
Total		100	100 %

The above table shows that 34 respondents i.e. 34 % seasonal workers are transferred from one department to another department and remaining 66 % seasonal workers are not transferred from one department to another department.

The study of the researcher has found that, 66 % seasonal workers are work at one department only.

29) (A) Training for the seasonal workers -

Table No.4.26 (A)

Allocation of the respondents according to their training .

No.	Training for Respondents	No.of Respondents	Percentage
1	Yes	19	19 %
2	No	81	81 %
Total		100	100 %

From the above table shows that the majority of the seasonal workers i.e. 81 % respondents do not get training in this factory. Only 19 % respondents are getting training.

Due to this fact, there are few opportunities for training, in this factory.

(B) Types of the Training -

The following table shows that the types of Training.

Table No.4.26 (B)

Allocation of the respondents according to their various types of the training.

No	Types of training	No.of Respondents	Percentage
1	On the Job Training	9	9 %
2	Off the Job Training	-	-
3	Induction Training	10	10 %
4	No Training	81	81 %
Total		100	100 %

The above table shows that the training is given in this factory is of two types like on the job training and induction training.

It is clear that the majority of seasonal workers i.e. 81 % respondents do not get training.

Due to this fact the researcher has found that, the adequate training programme was not adopted in this factory.

30. Personal opinions of the workers, regarding their services and the administration -

Table No.4.27 -

Allocation of the respondents opinions regarding their services and the administration.

No.	Particulars	No.of Satisfied respondents	%	No.of unsatisfied Respondents	%	Total
1	Service	78	78%	22	22%	100 %
2	Administration	92	92%	08	8%	100%

The above table indicates that 78 respondents i.e.78% seasonal workers are satisfied in their services and the remaining 22 % seasonal workers are not satisfied in their services.

From the table No.4.27 % it is clear that the majority of the respondents i.e. 92 % seasonal workers are satisfied about administration. In this factory administration is very good.

Due to this fact the workers are satisfied with the administration and services.

31. The problem in the service -

Table No.4.28:

Allocation of the respondents according to their problems in the service -

No	Problems about Service	No.of Respondents	Percentage
1	Yes	21	21 %
2	No	79	79 %
Total		100	100 %

The above table indicates that, the majority of the respondents i.e. 79 % have no problems in their service and remaining only 21 % respondents have their problems in the service.

The seasonal, temporary workers have service problems and the permanent workers have no problems in their service.

