CHAPTER - IV

STATISTICAL TABLES, ANALYSIS AND
INTERPRETATION OF DATA.

Survey of Statistical Method
The survey of the hundred sessonal 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.

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.

		-99-		
Table	No.4:1:			
	01-			madma ka
naeta	miew	sirication or the re	spondencs acco	ording to
Caste	WISE !-			
	No.	-99- sification of the resistance of the resista	No.of Respondents	Percentag
	1	Maratha	57	57 %
	2	Dhanagar	8	8 %
	3	Mali	5	5 %
	4	Sagar	3	3 %
	5	Ionari	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 %
			180	100
	The	above table shows th	at the caste w	ise

		-100-		
distr:	ibutio	n of seasonal wor	kers in the	Karkhana, The
seaso	nal wo	rkers shows many	castes. 57 9	% of the season
worke:	rs are	maratha. Rest of	the seasona	1 workers are
divid	ed int	o Mang, Budha, Suta	r, Chambhar, V	halar,Gurav,
Dhang	ar,Mal	i and Nhavi etc.	Castes.	
3.	Ag	e-wise allocation	of the resp	ondents
	ሞኩሩ	survey table show	g the are wi	ee allocation -
the e		al workers. The af		
		_	reces the wo	.
rante	No.4:	<u> </u>		
				Paris Control of the
	No.		o.of espondents	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 %
	<u> </u>			
	The	table shows that	the young se	asonal workers
const:	itute	36 % i.e. 20 to 36) years of a	ge. Other age
	s are	of 31 to 40 years	and 41 to 5	O years are
group:				
record	ded.			

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4.		al Status :		
Table	No.4:3	•	·	
		-	idents according t	o their
Mari	al st at	us :-		
		Marital status of respondents	the No.of Respondents	Percentag
	1	Married	94	94 %
	2	Unmarried	6	6 %
	T	otal	100	100 %
numbe unman Worke	er of ma	rried workers are rkers. Because th ll in the age gro	the above table more than the number majority of the pup of 21 to 40 years are marriand and awarness learns. The following the respondents.	mber of seasonal ars. So,
the m	najority	of the seasonal	Workers are marri	ed.
5.	Educa	tion:		
	It cr	eats conciousness	and awarness lea	ding to
	thinkin	g and better acti	ng. The following	table sho
more	ducatio	nal background of	the respondents.	
more				
more the				
more the				

fable N		- 102 -		
	0.4:4	! •		
	•		No 5	
		Educational level of the respondents	No.of Respondents	Percentag
•	1 F	Primary	40	40%
	2 S	secondary	40	40%
	3 · F	Higher_Secondary	9	9%
	4 t	Inder-graduate	-	•
	5 G	Graduate	-	-
	6 1	Illiterate	11	11%
-	100-1-0	Total	100	100%
		above table indicates the primary and	d secondary ed	ucation sho
the lit of the	seaso	onal workers have seasonal workers have	taken primary ave taken seco	education a
the lit of the 10% of The rem	seaso the s	onal workers have	taken primary ave taken seco rkers are educ	education a ndary educa ated upto

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6.	Per	iod of Service :		
	The	following table s	hows that the	total period
servic	e of	the respondents w	orking in the	factory.
Table	No.4	<u>.5</u> :		
	A11	ocation of the res	pondents accord	ding to thei
period	of	service :	-	-
	نسببنسون			
	No.	Period of Servic	e No.of	
		in years	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 year	s 3	3 %
		- 103 - iod of Service: following table since respondents wester in years Below 5 years 6 to 10 years 11 to 15 years 16 to 20 years 21 to 25 years 26 and above years Total above table shows mal workers have be years and 13 respondents in years for 11 to 15 years graph of the results in years total	100	100 %
	_	The state of the s		
25 % s	The Baso:	above table shows nal workers have be	that 25 responsen working in	ndents i.e. this factor
less th	han !	5 years and 13 resp	ondents i.e.	13 % have be
working	g fo	r 6 to 10 years, 13	respondents	i.e. 12 % ha
been wo	rki	ng for 11 to 15 year	ers, 27 respond	dents i.e.
27 % ha	eve]	been Working for le	to 20 years.	20 responde

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i.e. 20 %	have been working	for 21 to 25 year	s and
remaining	3 respondents i.e.	3 % have been wo	rking for
26 and abo	ove years.		
Fre	om the above table	it is clear that	the higher
percentage	e of respondents ha	ve been found in	the servi
for leta :	20 years and very l	ow mercentage of	responden
and found	in the service for	26 and shove were	rs.
are round	In the service for	20 and above year	.25.
7. Der	partments:		
The	e researcher interv	iewed hundred sea	sonal work
from difference of the seasonal was to be seasonal	erent departments. workers working in 1:6: assification of wor	The following tab different departs kers according to	nents.
from difference of the seasonal was a seasonal was	workers working in 4:6: assification of workers.	The following tab	ents.
from difference No. 4 Cladepartment	workers working in 4:6: assification of workers. Department	The following tab different departs kers according to No.of Respondents	their
from difference of the seasonal was a seasonal was	workers working in 4:6: assification of workers. Department Engineering	The following tab different departs kers according to No.of Respondents	their Percenta
from difference of the seasonal was a seasonal was	workers working in 4:6: assification of workers. Department Engineering Manufacturing	The following tab different departm kers according to No.of Respondents 22 28	their Percenta 22% 28 %
from difference of the seasonal value No. 4 Cladepartment No. 4 1 2 3	workers working in 4:6: assification of workers. Department Engineering Manufacturing Electrical	The following tab different departs kers according to No.of Respondents 22 28 1	Percentage 22% 28 % 1 %
from diffeseasonal value No.4 Cladepartment No.4 1 2 3 4	workers working in 4:6: assification of workers. Department Engineering Manufacturing Electrical Store	The following tab different departs kers according to No.of Respondents 22 28 1 1	Percentage 22% 28 % 1 % 1 %
from difference of the seasonal was a seasonal was	erent departments. workers working in i:6: assification of work ts. Department Engineering Manufacturing Electrical Store Civil	The following tab different departs kers according to No.of Respondents 22 28 1 1 5	Percentage 22% 28 % 1 % 5 %
from difference of the seasonal was a seasonal was	workers working in 4:6: assification of works. Department Engineering Manufacturing Electrical Store Civil Watch & Ward	The following tab different departs kers according to No.of Respondents 22 28 1 1 5 4	Percentage 22% 28 % 1 % 1 % 5 % 4 %
from diffeseasonal value No.4 Cladepartment No.4 1 2 3 4 5 6 7	erent departments. Workers working in 4:6: assification of works. Department Engineering Manufacturing Electrical Store Civil Watch & Ward Cane-yard	No. of Respondents 22 28 1 1 5 4 19	Percentage 22% 28 % 1 % 5 % 4 % 19 %
from difference of the seasonal of the seasona	erent departments. workers working in i:6: assification of work ts. Department Engineering Manufacturing Electrical Store Civil Watch & Ward Cane-yard Agriculture	The following tab different departs kers according to No.of Respondents 22 28 1 1 5 4 19 16	Percentage 22% 28 % 1 % 5 % 4 % 19 % 16 %
from diffeseasonal value No.4 Cladepartment No.4 1 2 3 4 5 6 7 8 9	erent departments. Workers working in 4:6: assification of Works. Department Engineering Manufacturing Electrical Store Civil Watch & Ward Cane-yard Agriculture Medical	The following tab different departs kers according to No.of Respondents 22 28 1 1 1 5 4 19 16 -	Percenta 22% 28 % 1 % 1 % 1 % 19 % 16 %
trom difference of the seasonal of the seasona	erent departments. Workers working in 1:6: assification of works. Department Engineering Manufacturing Electrical Store Civil Watch & Ward Cane-yard Agriculture Medical Water supply	The following tab different departs kers according to No.of Respondents 22 28 1 1 5 4 19 16 - 2	22% 28 % 1 % 1 % 1 % 1 % 1 % 1 % 1 % 1 % 1 % 1
from difference of the seasonal of the seasona	erent departments. Workers working in 4:6: assification of works. Department Engineering Manufacturing Electrical Store Civil Watch & Ward Cane-yard Agriculture Medical Water supply Sugar godown	The following tab different departs kers according to No.of Respondents 22 28 1 1 1 5 4 19 16 - 2	22% 28 % 1 % 1 % 1 % 1 % 1 % 1 % 1 % 1 % 1 % 1
from difference of the seasonal of the seasona	erent departments. Workers working in 4:6: assification of works. Department Engineering Manufacturing Electrical Store Civil Watch & Ward Cane_yard Agriculture Medical Water supply Sugar godown Cultivation	The following tab different departs kers according to No.of Respondents 22 28 1 1 1 5 4 19 16 - 2 - 2	Percentage 22% 28 % 1 % 1 % 1 % 1 % 2 %
trom difference of the seasonal of the No. 4 class department No. 4	erent departments. Workers working in 1:6: assification of works. Department Engineering Manufacturing Electrical Store Civil Watch & Ward Cane-yard Agriculture Medical Water supply Sugar godown Cultivation Work-shop	The following tab different departs kers according to No.of Respondents 22 28 1 1 5 4 19 16 - 2	22% 28 % 1 % 1 % 1 % 1 % 2 % 2 %
trom difference of the seasonal of the seasona	have been working 3 respondents i.e. ove years. om the above table e of respondents had 20 years and very l in the service for cartments: e researcher interverent departments. workers working in iti6: assification of wor ts. Department Engineering Manufacturing Electrical Store Civil Watch & Ward Cane-yard Agriculture Medical Water supply Sugar godown Cultivation Work-shop Total	The following tab different departs kers according to No.of Respondents 22 28 1 1 1 5 4 19 16 - 2 - 2	Percenta 22% 28 % 1 % 1 % 5 % 4 % 19 % 16 % - 2 %

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 vatch 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.

		-106-		
Table N	0.4	<u>.7(A</u>):		
	•			
	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 %
ļ	5	16 to 20 Km.	4	4 %
(6	21 to 25 Km.	8	8 %
,	7	26 and above Km.	1	1 %
-		Total	100	100 %
		above table shows t	•	•
		ctory from 1 to 5 Km. om 6 to 10 Km. ,8 re	•	
		25 Km. , 1 responde	_	_
		ve Km. and remaining		-
at plac		_		
-		-	. factomo the	
		is clear that in this		
		al workers i.e. 57 %		
		5 Km. and only 7 % so ce of work.	edsOudt MOLKELS	are mining
ar che	бта	ce or work.		

	·	-107-		
(B) M	ode of	Conveyance -		
	The r	esearcher found	that the follow	ving mode of
conve	yance is	s used by the s	easonal workers.	
Table	No.4.7	(B):		
	Divis	ion of the resp	ondents accordin	ng to their
of co	nveyanc	e ,		
	No. M	ode of conveyan		Danasahana
	<u> </u>		Respondents	Percentage
	1 0	n foot	19	19 %
	2 By	y bicycle	72	72 %
	-	y bus	9	9 %
	Te	otal	100	100 %
19 % 72 re remai	The apseasonal spondent ning 9 % s, they ry. It see	cove table shows I workers are continued to the continue	loo s that the 19 reame to the factory by bicyclers are came to the long distance over survey that as a mode of conduct to the major	espondents in any on foot, the and the factory see from the
facto of th	e worker	es use bicycle a	as a mode of con	MeAgnice CO

		-108-	
•	-4 45 - 98 -4 mmm	E 3 A. E Vm. andre &	nom the factor
1176	at the distance o	or 1 to 2 km, away r	tem the racto
9.	Classification	of the Seasonal wor	kers -
	In this factory	-108- of 1 to 5 km. away for the Seasonal workers are classing. Temperary. of Respondents accorded	fied as seaso
perm	anent and seasonal	Temperary.	
Table	e No.4:8:		
	Classification	of Respondents acco	rding to
perm	anent and temporar	'Y•	
	4		
	No. Particular	s No.of	
		Respondent	s Percentage
	1 Seasonal pe	ermanent 60	60 %
	2 Seasonal Te	emperary 40	40 %
			N
	Tetal	100	100 %

	The above table	indicates that the	60 responder
i.e.	60 % seasonal wor	kers are permanent	and 40 respon
i.e.	40 % seasonal wor	kers are temporary.	
	It is clear tha	t the proportion of	the seasonal
perma	anent workers is h	igher than the temp	orary seasona
Worke	ers.	•	
	•		

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10.	Sal	ary :		
Table	No.4	<u>.9</u> :		
	Div	ision of the respon	dents accordi	ng to their
salar	Y•			•
	<u></u>		NY . E	
	No.	Monthly salary of respondents in Rs.	No. 01 Respondents	Percentage
	1	601 to 700 Pe	10	10 %
	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.	-	-
·		- 109 - ary: 9: ision of the respondents in Rs. Monthly salary of respondents in Rs. 601 to 700 Rs. 701 to 800 Rs. 801 to 900 Rs. 901 to 1000 Rs. 1001 to 1100 Rs. 1101 to 1200 Rs. 1201 to 1300 Rs. Total above table indicative and the rupe of the	100	100 %
	mb _e	shave table indica	the that the	10 magnandan
are i	n the	rinees 601 to 700 d	ncome grown a	nd lo
respo	ndent	s are in the rupees	701 to 800 i	ncome group.
ll re	spond	ents are in the rup	ees 801 to 90	0 income gro
2 res	ponde	nts are in the rupe	es 90% to 100	0 income gro
13 re	spond	ents i.e. 13 % seas	onal workers	are in the
rupee	s 100	l to 1100 income ar	roup and the r	emaining

]	110 -	
	. 5			1200 income an
45 res	bonge	nts are in the	rupees 1101 Co 1	1200 TIROME 91
	It i	s clear that the	ne majority of 45	% seasonal
worker	s are	the higher inc	come group 1.e.	(8.1101 CO 12(
pecaus	se the	se are permaner	ic workers.	
11.	Size	of the Familie	es -	
	ml.	وناها سناليوروا و	a minar the state	labian of the
	The	following table	e gives the stati	istics of the
ramıty	, 21ze	or the respond	tenes.	
Table	No.4.	10:		
Table	No.4.	lo:	respondents acces	rding to their
Table family	No.4.	lo_: cation of the :	respondents accor	rding to thei
Table_	Allo memb	cation of the sers .	respondents accor	rding to thei
family	Allo memb	cation of the sers . No.of family members	No.of Respondents	rding to their
family	Allo memb	lo: cation of the ers. No.of family members Below 5	No. of Respondents	rding to their Percentage
family	Allo memb	lo: cation of the sers. No.of family members Below 5 6 to 10	No. of Respondents 45	Percentage 45 % 38 %
family	No.4. Allo memb No. 1 2	lo: cation of the sers. No.of family members Below 5 6 to 10 11 to 15	No. of Respondents 45 38 11	Percentage 45 % 38 % 11 %
family	No.4. Allo memb No. 1 2 3 4	lo: cation of the sers. No.of family members Below 5 6 to 10 11 to 15 16 and above	No.of Respondents 45 38 11 6	Percentage 45 % 38 % 11 % 6 %
family	No.4. Allo memb No. 1 2 3 4	cation of the sers. No.of family members Below 5 6 to 10 11 to 15 16 and above	No.of Respondents 45 38 11 6	Percentage 45 % 38 % 11 % 6 %
family	No.4. Allo memb No. 1 2 3 4	cation of the sers. No.of family members Below 5 6 to 10 11 to 15 16 and above	No.of Respondents 45 38 11 6	Percentage 45 % 38 % 11 % 6 %
family	No.4. Allo memb No. 1 2 3 4	cation of the sers. No.of family members Below 5 6 to 10 11 to 15 16 and above Total	No. of Respondents 45 38 11 6	Percentage 45 % 38 % 11 % 6 % 100 %
family	No.4. Allo memb No. 1 2 3 4 The season	cation of the sers. No.of family members Below 5 6 to 10 11 to 15 16 and above Tetal above table should be shoul	rupees 1101 to 1 ne majority of 45 come group i.e. F nt workers. es - e gives the stati dents. No.of Respondents 45 38 11 6 100 ows that the 45 is e small size families ium size families ***********************************	Percentage 45 % 38 % 11 % 6 % 100 % respondents inities, 38 %

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worker	s ha	ve big size famil	ies and remaini	ing 6 % season
worker	s ha	ve very large siz	e families.	
	Her	e, the majority o	f the seasonal	workers have
small :	size	families, having	less than five	members.
12.(A)	Lan	<u>đ</u> :		
	ምኩራ	following table	shows the land	holders and
land l	9 66	of respondents in	this factory	INTRETO CITA
		00-pomonos 111		
	NT- 4	33 /31		
Table	No.4	.11:(A)		
Table	No.4	ision of responde	nts according t	to their land
holding	No.4 Div	ision of responde	nts according t	to their land
holding	Div	ision of responde	nts according t	to their land
holding	Div g.	.11:(A) : ision of responde	nts according to	to their land
holding	Div g. No	.11:(A): ision of responde Particulars Land Holders	nts according to No. of Responde	ents Percentag
holdin	Div g. No	.11:(A): ision of responde Particulars Land Holders Land less	No.of Responde	ents Percentag
holdin	Div g. No. 4	.ll:(A): ision of responde Particulars Land Holders Land less Total	No. of Responde	to their land ents Percentag 70 % 30 %
holdin	Div g. No. 1 2	ision of responde Particulars Land Holders Land less Total	No. of Responde	ents Percentag 70 % 30 %
holdin	Div g. No 1 2	.11:(A): ision of responde Particulars Land Holders Land less Total	No.of Responde	to their land ents Percentag 70 % 30 %
holding	No.4 Div g. No 1 2	.11:(A): ision of responde Particulars Land Holders Land less Total m the above table s i.e. 70 % season	No. of Responde 70 30 loo it is clear the	to their land ents Percentag 70 % 30 % 100 % hat 70 %
holding response while	No.4 Div g. No 1 2 Fro dent 30 r	Particulars Land Holders Land less Total m the above table s i.e. 70 % seasonespondents i.e. 30	No. of Responde 70 30 100 it is clear the mal workers are	to their land ents Percentag 70 % 30 % 100 % hat 70 % e land holders orkers are kan
respondence the second	No.4 Div g. No 1 2 Fro dent 30 r	Particulars Land Holders Land less Total m the above table s i.e. 70 % season espondents i.e. 30 thus shows that ti	No. of Responde 70 30 100 it is clear the nal workers are the agricultural	to their land ents Percentag 70 % 30 % 100 % hat 70 % e land holders orkers are land
respondent less.	No.4 Div g. No 1 2 Fro dent 30 r	- 11 ve big size famil ve very large size e, the majority of families, having d: following table of respondents in .11:(A): ision of responde Particulars Land Holders Land Holders Land less Total m the above table s i.e. 70 % season espondents i.e. 30 thus shows that the ce of income for	No. of Responde 70 30 100 it is clear the mal workers are the agricultural these 70 % seasons	to their land onts Percentag 70 % 30 % 100 % hat 70 % cland holders orkers are land lincome is a

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(B) Siz	e 0	f land holding:		
Table N	6.4	.11(B)		
	Div	ision of the respon	dents according	th their
size of	la	nd 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 %
	he	above table attemption and in acres are in land holder respond	ncreasing one s	ide and the
	Thi	s is due to the fac	et, that the resp	pondents
having	mor	e than ten acres of	land prefer fa	rming than
service	. T	he propertion of the	nree acres land 1	holding or
below t	hat	respondents was hi	gh ; also in the	e landless
respond	ent	S.		

	-1	13_	
13(A) Th	e Wage Structure :		
E	very Sugar Factory	runs on twenty four	hours
The prod	uction of the suga	r goes through vario	us stag
involvin	g many workers in	it. Since, it runs o	n twent
four hou	rs basis and seaso	nal basis the wages	are pai
time rat	e system.		
I	n this sugar facto	ry the time rate sys	tem is
The wage	s are paid on dail	y and monthly basis	to the
workers.			
(B) <u>P</u>	ayment system :		
(B) P	ayment system: 4.12: ivision of the res	pondents according t	o their
Table No Dayment	eyment system: 4.12: vivision of the resistance of the resistanc	pondents according t f salary. No.of Respondents	to their
Table No Dayment No 1	ayment system: 4.12: ivision of the ressistem or nature of the ressistem of the ressistem of the ressistem or nature of the ressistem of the ressistence of the ressistenc	pondents according to find the salary. No.of Respondents	%
Table No Dayment No 1	eayment system: 2.4.12: Division of the results system or nature of the results system or nature of the results system of the resu	pondents according to f salary. No.of Respondents 15 85	% 15 %
Table No Dayment No 1	dayment system: 1.4.12: Division of the resistance of the resist	pondents according to falary. No.of Respondents 15 85	% their
Table No Dayment No 1	ayment system: 4.12: ivision of the resistance	pondents according to f salary. No.of Respondents 15 85 100 icates that 15 respondents	% 15 % 100 % Indents
Table No Dayment No 1 2	dayment system: 2.4.12: Division of the resistance of the resist	runs on twenty four goes through various it. Since, it runs on the wages and basis the wages ry the time rate systy and monthly basis pondents according to falary. No. of Respondents 15 85 100 icates that 15 respondents according to the time rate systy and monthly basis to the wages are something to the salary.	% 15 % 85 % 100 % Indents daily w

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of	the responden	its have	been four	d on mont	hly basi	s.
14,	Working C	ondition	ns :			
	The worki	ng cond:	itions ind	clude numb	er of fa	ects
i.	e. the tempera	ture, a	ir movemen	nt, humidit	y,illumi	ination
sai	nitation, venti	lation,	space insi	de the fa	ctory, wo	rking
ho	urs and shift	system o	etc. These	conditio	ns affec	et on
th	e workers.					
	The follo	wing tal	ble shows	that the	attitude	of th
re	spondents, towa	ards the	working o	conditions	.	
***	ble No.4.13 : Allocation	on of the	e responde	ents accor		
at	ble No.4.13 :	on of the ls tempe: anitation No.of satisf: Response	e responde rature, ai n and vent %	No.of unsatisfied Resp	t, humid	lity,
at	Allocation titudes toward lumination, sa	No. of satisficents.	e responderature, and mand ventors which we have a second control of the control	No.of unsatisfied Resp ondents	t, humid	Tot
at:	Allocation titudes toward lumination, sa	on of the ls tempe: anitation No.of satisf: Response	e responde rature, ai n and vent %	No.of unsatisfied Resp	t, humid	lity,
at:	Allocation titudes toward lumination, sa Particulars	No. of Respondents.	e responderature, and mand veniced display	No.of unsatisfied Resp ondents	t, humid	Tot
11. No.	Allocation titudes toward lumination, sa Particulars Temperature Air-movement Humidity Illumination	No. of satisf: Respondents. 89 96 92 98	e responderature, and and ventored with the second	No.of unsatisfied Respondents 11 04 08 2	11 % 4 % 8 % 2 %	To:
ati 11. No.	Allocation titudes toward lumination, sa Particulars Temperature Air-movement Humidity	No. of satisficents.	e responderature, ain and vening white was a second with a	No.of unsatisfied Respondents 11 04 08	11 % 4 % 8 %	100 100 100
11. No.	Allocation titudes toward lumination, sa Particulars Temperature Air-movement Humidity Illumination	No. of satisf: Respondents. 89 96 92 98	e responderature, and and ventored with the second	No.of unsatisfied Respondents 11 04 08 2	11 % 4 % 8 % 2 %	100 100 100 100

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.

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.

		-	116-			
	It is cl	ear that th	ne locat	ion of sug	ar factor	ry is
ve	ry proper.					
15	Weekly o	ffs and Lea	ave faci	lities -		
	The rese	archer has	studied	the syste	m of the	
we	eklv offs an	d the leave	e facili	ties as pe	r the fac	ctory
ru	les.			-		_
	Weekly o	ff facilit	ies are	available	to the po	ermane
as	well as ten	porary work	kers, bu	t still so	me worke	rs do
no	t get these	facilities,	•			
	Leave fa	cilities a	re not a	vailable t	o the ter	mporar
se	asonal worke	ers in this	sugar f	actory.		
	The foll	lowing table	e shows	whether th	e season	al
W O	rkers are ge	etting these	e facili	ties or no	t.	
Ta	ble No.4.14	•				
	Allegati	on of the	responde	nte accord	ling to ti	hai r
1.7	Allocati	od leave far	cilities	ints accord	ing to t	HETT
~-	ekly Olls di	To leave la	CITICIES	· ·		
No	. particular	No.of Respond	%	No.of Res	p. %	Tota
		ents Getting facilities	S	getting facilitie	·s	
1	It is clary proper. Weekly of the reserve the reserve these leave for a sonal worked a sonal worked the following	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 injoying 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 8 p.m. to 4 a.m. The general 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.

	-11	L8 -	
Table N	0.4.15 :		
A	llocation of the 1	respondents accor	ding to their
	offs and leave fac	-	

N 	o. Working shifts	No.of Respondents	Percentage
1	General shift	30	30 %
2	Rotation shift	70	70 %
	Total	100	100 %
30 % se	he above table ind	rk in general shi	ft and remaini
30 % se 70 resp		rk in general shi	ft and remaini
30 % se 70 resp shifts.	asonal workers wor	rk in general shi seasonal workers	ft and remaini Work in rotat
30 % se 70 resp shifts. T	asonal workers wor	ck in general shi seasonal workers	ft and remaini work in rotat nd that 70 %
30 % se 70 resp shifts. T seasona	asonal workers wordents i.e. 70 %	ck in general shi seasonal workers esearcher has fou	ft and remaini work in rotat nd that 70 % shift, because
30 % se 70 resp shifts. T seasona the pro-	asonal workers wordents i.e. 70 % he study of the real workers are work	seasonal workers esearcher has fou	ft and remaini work in rotat nd that 70 % shift, because
30 % se 70 resp shifts. T seasona the prod	asonal workers workens ondents i.e. 70 % he study of the real workers are work duction process of	seasonal workers esearcher has founding in rotation the sugar facto	ft and remaini work in rotat nd that 70 % shift, because ry.
30 % se 70 resp shifts. T seasona the pro-	asonal workers work ondents i.e. 70 % he study of the re- l workers are work duction process of he Welfare facilit	seasonal workers esearcher has fouting in rotation the sugar facto	ft and remaini work in rotat nd that 70 % shift, because ry.
30 % se 70 resp shifts. T seasona the pro-	asonal workers workendents i.e. 70 % the study of the real workers are workeduction process of the Welfare facility the labour force is	seasonal workers esearcher has fou ting in rotation the sugar facto ties: an important as ey are seasonal we	ft and remaini work in rotat nd that 70 % shift, because ry. pect of the orkers, they
30 % se 70 resp shifts. T seasona the pro-	asonal workers workendents i.e. 70 % the study of the real workers are workeduction process of the Welfare facility the labour force is actory. Though, the	seasonal workers esearcher has four ing in rotation the sugar facto sies: an important as ey are seasonal we cilities and it	ft and remaini work in rotat nd that 70 % shift, because ry. pect of the orkers, they is necessary to

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Table	No.4.16 (A)		
	Allocation of the	respondents accordi	ng to their
washin	g and bathing fac	ilities.	
-	No. Washing and Bathing facil	No.of ities Respondents	Percentaç
•	l Yes	88	88
	2 No	12	12
		200	
-	Total The above table s	hows that 88 respond	100 ents i.e. 88
season	Total The above table s al workers are ge % seasonal worke	hows that 88 respond tting washing and ba	ents i.e. 88 thing facilithese facilit
season	Total The above table s al workers are ge % seasonal worke It is clear, that	hows that 88 respond tting washing and ba rs are not getting t this sugar factory	ents i.e. 88 thing facilithese facilit
season and 12	Total The above table s al workers are ge % seasonal worke It is clear, that te washing and ba	hows that 88 respond tting washing and ba rs are not getting t this sugar factory thing facilities to	ents i.e. 88 thing facilithese facility provides the seasonal
season and 12 adequa	Total The above table s al workers are ge % seasonal worke It is clear, that te washing and bas s i.e. 88 % season	hows that 88 respond tting washing and bars are not getting t this sugar factory thing facilities to nal workers are gett	ents i.e. 88 thing facilithese facility provides the seasonal
season and 12 adequa- worker:	Total The above table s al workers are ge % seasonal worke It is clear, that te washing and bas s i.e. 88 % season ties.	hows that 88 respond tting washing and bars are not getting t this sugar factory thing facilities to	ents i.e. 88 thing facilithese facility provides the seasonal ing these
season and 12 adequation worker facilities (B) 5	Total The above table s al workers are ge % seasonal worke It is clear, that te washing and bas s i.e. 88 % season ties. itting Facilities	hows that 88 respond thing washing and bars are not getting to this sugar factory thing facilities to nal workers are gett	ents i.e. 88 thing facilithese facility provides the seasonal
season and 12 adequation worker: facilities (B) S	Total The above table s al workers are ge % seasonal worke It is clear, that te washing and bas s i.e. 88 % season ties. Itting Facilities These facilities	hows that 88 respond thing washing and bars are not getting this sugar factory thing facilities to nal workers are gettered are essential to the	ents i.e. 88 thing facilithese facility provides the seasonal ing these
season and 12 adequation worker facilities (B) S	Total The above table s al workers are ge % seasonal worke It is clear, that te washing and bas s i.e. 88 % season ties. Itting Facilities These facilities e they may take and	respondents accorditions. No. of ities Respondents 88 12 100 hows that 88 respondents are not getting to this sugar factory thing facilities to mal workers are getting the content of their work.	ents i.e. 88 thing facilit hese facilit provides the seasonal ing these workers, est, which is

		-	-120 -	
Tabl	e No.4.]	16 (B)		
	Alloca	ation of the	e respondents accord	ing to their
sitt	ing faci	lities .		
		Sitting Facilities	No.of Respondents	Percentage
	1	Yes	76	76 9
	2	No	24	24 5
٠	•	Tota	1 100	100
		ckers are go	etting sitting facil	ities and
seas rema faci	onal wor ining 24 lities.	% seasona:	l workers are not ge	tting these
seas rema faci	onal wor ining 24 lities. It is	% seasona:	l workers are not ge	tting these
seas rema faci work	onal wor ining 24 lities. It is ers are	% seasonal clear that, getting the	l workers are not ge , the majority of these facilities.	tting these
seas rema faci work	ining 24 lities. It is ers are	% seasona. clear that, getting the	l workers are not ge , the majority of th ese facilities.	tting these
seas rema faci work	ining 24 lities. It is ers are Rest Roo	% seasonal clear that, getting the m facilities allowing tab	the majority of these facilities.	tting these e seasonal oom facilitie
seas rema faci work (C)_	ining 24 lities. It is ers are Rest Roc The fo	clear that, getting the om facilities llowing tab	shows that 76 responsetting sitting facility of the majority of the se facilities. Sole shows the rest real workers by the Ka	tting these e seasonal oom facilities rkhana.

		^		
		-1.121_	-	
em -2 2		- (a)		
Table	No.4.1	6(C) -		
	Alloca	tion of the respo	ndents accordin	g to their
rest	room fa	cilities .		
	No. Re	st room Facilitie	es No.of Respondents	Percentage
	1	Yes	73	73
	2	No	27	27
			3	
73 %	The ab	otal ove table indicat l workers are get	te that 73 responsiting rest room	loo ondents i.e.
73 % and r	The ab	ove table indicat	o that 72 respe	ndenta i e
73 % and rroom	The ab	ove table indicat	o that 72 respe	ndenta i e
73 % and rroom seaso thev	The ab	ove table indicat	o that 72 respe	ndenta i e
73 % and rroom seaso they the p	The ab	ove table indicat	o that 72 respe	ndenta i e
73 % and rroom seaso they the p	The ab	ove table indicat	o that 72 respe	ndenta i e
73 % and rroom seaso they the p	The ab	ove table indicat	o that 72 respe	ndenta i e
73 % and rroom seaso they the p	The ab	ove table indicat	o that 72 respe	ndenta i e
73 % and r room seaso they the p	The ab	ove table indicat	o that 72 respe	ndenta i e
73 % and r room seaso they (D) seaso the f	The ab		o that 72 respe	ndente i e

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prov	vided by the factory. All	the seasonal work	ers get
bene	efit of medical facilities,	•	
	The following table show	ws that, the opin	ion of t
resp	condents about their medica	al facilities.	
Tabl	le No.4.16 (D) -	•	
	Allocation of the respon	ndents according	to the
opir	nion about their medical fa	acilities.	
	Co No Malian Collins		
	Sr.No. Medical facilit:	les	
	l Satisfied	92	92
	2 Not satisfied	8	8

	Total	100	100
	The above table shows the	hat the 92 respon	dents i.
92 %	seasonal workers are sat:	isfied about the	medical
faci	llities and 8 % seasonal wo	o rke rs are not sa	tisfied
abou	at the medical facilities.		
	It is clear that the suc	gar factory provi	des
	ficient medical facilities,	•	
suff	The Canteen Facilities	-	
suff			seasona
	These facilities are pro	ovided to all the	
	The above table shows the seasonal workers are satisficient and 8 % seasonal workers are satisficient and a seasonal workers are satisficient and a seasonal workers and a seasonal workers and a seasonal workers. It is clear that the suggestion medical facilities. The Canteen Facilities are process. The following table shows the seasonal workers.	ovided to all the	

		_123	3-	
toward:	s tì	ne canteen facil	lities.	
		16(E)		
	Allo	cation of the m	respondents! opinion	towards ca
facili	ties	3.		
1	No.	Canteen facilities	No.of Respondents	Percentag
-	1	Satisfied	31	31
;	2	Unsatisfied	69	69
		Total	100	100
]	Fron	n the above tabl	le it is clear that t	he majorit
of the the can	From sea ntee	a the above tablesonal workers in facilities proto this fact the	le it is clear that to i.e. 69 % are not sat covided by the factor me canteen is run on	he majorit isfied abo Y. the contra
of the the can	From sea ntea	a the above tablesonal workers in facilities proto to this fact the	le it is clear that to i.e. 69 % are not sat covided by the factor me canteen is run on	he majoritisfied abo
of the the can labasis.	From sea ntee Bue	a the above tables on a the above tables on a the above table on facilities property to this fact the ceation Facilities	le it is clear that to i.e. 69 % are not sat covided by the factor me canteen is run on	he majoritisfied abo
of the the can labasis.	From sea ntee Bue	a the above tablesonal workers is a facilities protection to this fact the facilities grant facilities are sugar factory	le it is clear that to i.e. 69 % are not sat covided by the factor me canteen is run on les -	he majoritisfied about y. the contra
of the the can basis.	From sea ntee ntee Recr	a the above tables on all workers is an facilities protection facilities fact the reation facilities sugar factory ston, circket, hold	le it is clear that to i.e. 69 % are not sat covided by the factor me canteen is run on les -	he majoritisfied about y. the contra games suc
of the the can basis.	From sea ntee	the above tables on a the above tables on a the above table on facilities protected to this fact the reation Facilities sugar factory ston, circket, hold	le it is clear that to i.e. 69 % are not sat covided by the factor me canteen is run on les -	he majoritisfied about y. the contra games suc
of the the can labasis.	From sea ntee Bue	the above tables on a the above tables on a tacilities protected to this fact the reation Facilities sugar factory ston, circket, hold	le it is clear that to i.e. 69 % are not sat covided by the factor me canteen is run on les - markes provision for ley ball, carrum etc	he majoritisfied about Y. the contra games suc

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መሳኤ ነ «	N- 1 36 (19)		
Table	No.4.16 (F)	_	
		he respondents acc	cording to their
recre	eational faciliti	es .	
	No. Recreationa facilities	No.of Respondents	Percentag
	l Satisfied	45	45
	2 Unsatisfied	55	5,5
satis		indicate that 45	respondents are
satis 55 re	The above table	indicate that 45	
satis 55 re facil	The above table	indicate that 45	respondents are
satis 55 re facil	The above table	indicate that 45	respondents are
satis 55 re facil i.e.	The above table	indicate that 45	respondents are
satis 55 re facil i.e. recre	The above table	indicate that 45	respondents are
satis 55 re facil i.e. recre from G)	The above table	indicate that 45	respondents are
satis 55 re facil i.e. recre from G)	The above table	indicate that 45	respondents are
satis 55 re facil i.e. recre from G)	The above table	indicate that 45	respondents are
satis 55 re facil i.e. recre from G)	The above table	indicate that 45	respondents are
satis 55 re facil i.e. recre from G) the e child	The above table	indicate that 45	respondents are

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	This sugar factory has run	primary schoo	l, high-
school	, publish school, art and c	ommerce colle	ge and
Indira	a Gandhi Tantrik Niketan for	girls at the	factory
pla ce.	•		
H)	The Grainshop facilities -		
	This sugar factory has give	n 5 Km. of su	gar at
conces	ssional rate, to the seasona	l workers as	- well as (
permar	ment workers.	- -	
•	The following table shows t	hat the respo	ndents a
		• -	
satisi	Fied or not with the grain s	hop facilitie	5.
satisi Table opinio	No.4.16 (H) - Allocation of the responden	hop facilitie ts,according the concessi	s. to their
Table opinio	No.4.16 (H) - Allocation of the respondent ons about the grain shop and of sugar from the factory.	ts, according the concessi	s. to their
Table opinio	No.4.16 (H) - Allocation of the respondent on about the grain shop and of sugar from the factory. No. Opinion of Respondents about grain shop and concessional rate of sugar	hop facilitie ts,according the concessi No.of Respondents	to their onal
Table opinio	No.4.16 (H) - Allocation of the respondent ons about the grain shop and of sugar from the factory. No. Opinion of Respondents about grain shop and concessional rate of sugar	hop facilities ts,according the concessi No.of Respondents	to their onal Percent
Table opinion	No.4.16 (H) - Allocation of the respondent ons about the grain shop and of sugar from the factory. No. Opinion of Respondents about grain shop and concessional rate of sugar 1 Satisfied 2 Unsatisfied	hop facilitie ts,according the concessi No.of Respondents	to their onal Percent 75 % 25 %
Table opinio	This sugar factory has run I, publish school, art and can Gandhi Tantrik Niketan for The Grainshop facilities— This sugar factory has give sional rate, to the seasonament workers. The following table shows the field or not with the grain son about the grain shop and of sugar from the factory. No. Opinion of Respondents about grain shop and concessional rate of sugar 1 Satisfied 2 Unsatisfied Total From the above table it is	hop facilities its,according the concessi No.of Respondents 75 25	to their onal Percent 75 % 25 %

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of responde	nts i.e. 75% seas	onal workers are	e satisfied
about the g	rain shop facilit	ies and 25 % sea	sonal work
are not sat	isfied about thes	e facilities.	
18. The F	busing facilities	! -	
As pe	r the factory rul	es this factory	provides
housing fac	ilities to the pe	ermanent as well	as the se
workers who	come from long d	listance and have	e problem
living.The	sugar factory is	providing only p	permanent
of quarters	to the workers.		
Table No.4.	17 .		
Table No.4.	17	ondents accordin	ng to thei
Table No.4. Allog	17 . sation of the respective .	oondents accordin	ng to thei
Allocating factors	ation of the resp	oondents accordin	ng to thei
Allocations factors No.	eation of the respective . Housing facilities	ondents according	ents %
Allocation factors in the second seco	eation of the respectives. Housing facilities Yes	es No. of Responde	ents %
Allocations factors in the second sec	eation of the respective states. Housing facilities Yes No	ondents according solves No. of Respondents	ents %
Allocations factoring fact	eation of the respectives. Housing facilities Yes No Total	ondents according to the season of Respondents 7 93	ents %
Allocations factors in the second sec	eation of the respective . Housing facilities Yes No Total	ondents according to that the 7 respondents according to the second seco	ents % 7% 93
Allocations factoring fact	eation of the respective. Housing facilities Yes No Total bove table shows sing facilities a	ondents according solutions according to the solution of Respondents according solutions according solutio	ents % 7% 93 100 ondents ar
Allocations factoring factoring factoring however are not get	eation of the respectives. Housing facilities Yes No Total bove table shows sing facilities atting the housing	ondents according solutions No. of Respondents 7 93 100 that the 7 respondent remaining 93 facilities.	ents % 7% 93 100 ondents ar
Table No.4. Allocation factors No. The agetting how are not get It is	nts i.e. 75% seas rain shop facilities dusing facilities of the percent from long districts to the workers. 17. Sation of the respectities. Housing facilities described by the shows sing facilities at the months of the trespective of the shows sing facilities at the shows si	ondents according solutions according to the solutions of	ents % 7% 93 loo ondents ar responden

		•	_127 _	
199	The	Provident F	und -	
	The	provident f	und provides securit	y to the wor
The			t may arise after re	
faci	litie	s is provide	d by the factory to	the seasonal
work	ers W	ho are perma	nent.	
	The	following t	able gives an idea a	bout the
prov	ident	fund facili	ties provided to the	seasonal
work	ers.			
Tabl	e No.	4.18.		The control of the co
	A11	ocation of t	he respondents accer	ding to the
		af amamidan		
•	No.	Provident F	•	i
•	No.	Provident F	und No.of Responder	i
•	No.	Provident F	und No.of Responder	i
•	No.	Provident F	und No.of Responder	i
•	No.	Provident F	und No.of Responder	i
•	No.	Provident F	und No.of Responder	į
•	No.	Provident F	und No.of Responder	i
•	No.	Provident F	und No.of Responder	i
•	No.	Provident F	und No.of Responder	i
•	No.	Provident F		

facility of provident fund.

20. The Bonus:

As per the payment of Bonus Act 1966, Shree

Someshwer Sahakari Sakhar Karkhana Itd., has paid the
bonus to all the workers, every year. The rate of bonus
is calculated on the basis of the prefit 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 eperating 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 investigater 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

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	where else. They work on	farms and run	any busines
•	g off season.		
Table	No.4.19:		
	Allocation of the response	ndents accord	ing to their
work :	in off season.		
	No Particulars	No.of Respondents	Percentag
	1 Work in Agriculture	61	61 9
	2 Run some business	4	4
	Work at some other place	14	14 9
	4 Remain unemployed	21	21 9
	Total	100	100 5
i.e. (The above table shows to mal workers work at some of the seasonal workers work at some of the seasonal workers workers and the seasonal unemployed during the seasonal unemployed during the seasonal workers.	e other place, ork on farms, d remaining 21	61 responde 4 % seasonal % seasonal
	It is clear that 79 % s		
	other place and run some		ing off seas
some c	The Retention Allowance	-	

workers during off season. This is done to get the assured supply of the seasonal workers and to creat en 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 permonth, 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 No.of
Allowance Respondents Percentage

1 11 % of Monthly 24 24 % \$ 3 3 50 % -do- 9 9%
4 No Retention allowance 39 39 \$ 30 \$ 4 70tal 100 100 %

٠.	Rate of Allowan	Retention ce	No.of Respondents	Percentage
	11 % of	Monthly Salary	24	24 %
	25 %	-do-	28	28%
	50 %	-do-	9	9%
	No Rete	ntion allow	racne 39	39 🖠

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	The	above table shows th	at 24 responde	nts i.e. 24
seaso	nal v	workers are getting l	1 % retention	allowance,
28 %	seasc	onal workers are gett	ing 25 % reten	tion allowa
and 9	% s	easonal workers are g	etting 50 % re	tention
allow	ance	and remaining 39 % s	easonal worker	s are not
g et ti	ng tì	his allowance.		
	It :	is clear that, the ma	jority of resp	ondents i.e
61 %	seas	onal workers are gett	ing retention	allowance.
24.	Waa	8 :		
44.	magi			
44.	Wage	_		
basis	Waga	e is the way of earning the basic income s		
basis	Waga .It: No.4	e is the way of earni	ource of the s	easonal wor
basis	Waga No.4	e is the way of earning is the basic income substitution of the respondent the wages:	ource of the s	easonal wor
basis	Waga No.4	e is the way of earning is the basic income so the basic income so the respondent about the wages: Opinions of the Respondents towards	ource of the sents according	to their
basis	Waga No.4	e is the way of earning is the basic income so the basic income so the respondent the wages:	ource of the sents according	to their
basis	Waga No.	e is the way of earning is the basic income so the basic income so the respondent towards wages	ents according No.of Respondents	easonal wor
basis	Wage No. Div	e is the way of earning is the basic income so the second of the respondent about the wages: Opinions of the Respondents towards wages Satisfied	No.of Respondents	to their Percentag

		w. r			
			132		
	The	above table i	ndicates that, 3	6 respond	dents i.e.
36 %	seas	onal workers a	re satisfied abou	ut their	wages
and	remain	ning 64 respon	dents i.e. 64 %	seasonal	workers a
not	satis	fied.			
	It:	is clear that	mejority of the	seasonal	workers a
not	satis	fied with thei	r wages.		
25.	Ind	ebtness -			
	(A)	Table No.4.2	22 (A)		
	Ditar		respondents accor	ding to	their
	DIA	13101 Of the 1	espondents decor	aring co	CHOLL
inde	htnes	s .			
inde	ebtnes.	5.			
inde	No.		No.of	VII.	
inde	41-14-1-1		No.of Respondents	Perc	entage
inde	41-14-1-1	Indebtness of		Perc	entage
inde	41-14-1-1	Indebtness of		Perce	
inde	No.	Indebtness of Respondents	Respondents		%
inde	No.	Indebtness of Respondents Indebtness	Respondents	74	%
inde	No.	Indebtness of Respondents Indebtness	Respondents	74	%
inde	No.	Indebtness of Respondents Indebtness No debts	Respondents 74 26	7 4 26	%
inde	No. 1 2	Indebtness of Respondents Indebtness No debts Total	Respondents 74 26	74 26 100	% %
	No.	Indebtness of Respondents Indebtness No debts Total above table s	Respondents 74 26	74 26 100 pondents	% % i.e. 26 %
seas	No. 1 2 The	Indebtness of Respondents Indebtness No debts Total above table s workers have r	Respondents 74 26 100 shows that 26 res	74 26 100 pondents	% % i.e. 26 %
seas	No. 1 2 The sonal	Indebtness of Respondents Indebtness No debts Total above table s workers have r seasonal work	Respondents 74 26 100 shows that 26 results and remains the control of the co	74 26 100 pondents ining 74	% % i.e. 26 % responder

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B)	Sou	irces of getting loans	} -	
	The	e following sources ar	e getting loa	ns like Frie
rela	tives	s, Co-operative societ	y, Banks and M	oney lenders,
Tabl	e No.	4.22(B)		
	A11	location of the respon	ndents accordi	ng to their
sour		of borrowing money .		
	No.	Lending Agency	No.of Respondents	Percentage
	1	Friends	9	9 %
	2	R el at ives	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 %
	Fro	om the above table it	is clear that	9 % seasona)
work	ers b	porrow money from the	friends,8 % se	easonal work
		oney from the relative		
		oney from the co-opera		
6 %	seaso	nal workers borrow mo	ney from the h	oanks. 11 %

	_134.	-	
and rem	maining 26 % seasona	l workers do not bo	rrow.
	Opinions of the work		
method.		**************************************	
Table !	 No.4.23.		
	ate and the state state state	amendanta pagerdina	to their
	Allocation of the remains regarding the rec		to their
002			
1	No. Opinions on the	No.of	
	Respondents regather the recruitment	rding Respondents	Percentag
1	l Satisfied	85	85 %
	2 Unsatisfied	15	15 %
	Total The above table show all workers are satismaining 15 respondentisfied about recruitations clear that the tisfied about recruitable promotions — The Promotions — The promotions of the var Sahakari Sakhar F	100	100 %
· 1	The above table show	s that OS responden	+a + of
seasona	al workers are satis	fied about recruitm	ent method
and ren	maining 15 responden	ts i.e. 15 % season	al workers
not sat	tisfied about recrui	tment method of the	Facotry.
נ	It is clear that the	majority of the se	asonal work
	tisfied about recrui	tment method.	
are sat	The Promotions -		
27. 1			
27. <u>1</u>	The promotions of the	e seasonal workers	in Shree

)		. -	135 -	
to ti	ne se	asonal workers o	n the basis of the	e seni ority a
the r	nerit	.s.		
Table	No.	4.24.		
				1
			espondents accord	ing to their
promo	tloi	15.		
	No	Promotions	No.of	***************************************
			Respondents	Percentage
	1	Yes	7	7 %
	2	No	93	93 %
		Total	200	100 %
		10ca1	100	100 %
seasorema:	onal ining ory.	workers i.e. 93 sonly 7 % season is clear that the	icates that the market of promote all workers get promote ratio of promote asonal workers from the market of the m	otions and omotions in t
7		·		
low.	Tra	insfers of the se	asonal workers fro	om one depart
low. 28)	-	another departme	nts.	
low. 28)	to			
low. 28)	to			
low. 28)	to			

		_ 136	5 -	
	To	ble. No. 4:25	- ,	
	No. T	ransfers of espondents from department nother Deptt.	No.of om Respondents to	Percentage
	1	Yes	34	34 %
	2	No	66	6 6 %
		Total	100	100 %
	nal work	ers are work	at one department	t only.
seaso:	A) Trai	ning for the	seasonal workers	-
season	A) Trai	ning for the s	seasonal workers	-
season 28)(No.4.26 Allocating.	(A) ion of the res	No. of Respondents to 34 66 100 s that 34 respons ferred from one a aining 66 % seas a department to earcher has found at one department seasonal workers spondents accord:	- ing to their

•			-137 -	
	No.	Training for Respondents	No.of Respondents	Percentage
	1	Yes	19	19 %
	2	No	81	81 %
		Total	100	100 %
the trai gett trai	Froseasoning to Due	m the above tainal workers i. in this factor raining. to this fact, in this factor	ble shows that to e. 81% responders, Only 19% restant threre are few ry.	the majority of ents do not get spondents are opportunities for
the trai gett trai (B)	Froseasoning ing to Due	m the above taken all workers in this factor raining. to this fact, in this fact, es of the Training.	ble shows that to e. 81 % responders, only 19 % restant threre are few ary.	che majority of ents do not get spondents are opportunities fo
the trai gett trai (B)	Fro seaso ning ing t Due ning, Typ The	m the above taken all workers in this factor raining. to this fact, in this fact, es of the Train following tabe	ble shows that the shows the shows that the shows t	the majority of ents do not get spondents are opportunities for the types of
the trai gett trai (B)	Froseasoning ing to Due ning, Typ The ning.	m the above taken all workers is in this factor raining. to this fact, in this factor es of the Training tabe	ble shows that the shows the shows that the shows the shows that the shows the sh	the majority of ents do not get spondents are opportunities for the types of
the trai gett trai (B)	Froseasoning ing to Due ning, Typ The ning.	m the above taken all workers is in this factor raining. to this fact, in this factor es of the Training tabe	ble shows that the slowers threre are few ry. hing -	the majority of ents do not get spondents are opportunities for the types of
the trai gett trai (B)	Froseasoning ing to Due ning, Typ The ning.	m the above taken all workers is in this factor raining. to this fact, in this factor es of the Train following tabe	ble shows that the slows that the slows that the shows that the slows that the slowest the slowest that the slowest that the slowest the slowes	Percentage 19 % 81 % 100 % The majority of ents do not get spondents are opportunities for the types of

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Tabl	e No.	4.26 (B)		
	All	location of the respo	ndents according	to their
vari	ous t	types of the training	i •	
	No	Types of training	No.of Respondents	Percenta
	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 %
in t	The his i induc	e above table shows to factory is of two typeration training. is clear that the make respondents do not the to this fact the respondents do not exact the respondent opinions of the respondent opinions	chat the training seasona	is given
	81 %	respondents do not	get training.	i workers
i.e.	Due	to this fact the re	searcher has four	d that,
i.e.			me was not adonte	d in this
i.e.	ad e qu	mate training program	and had not adopte	
i.e. the	ad e qu	nate training program	me was not eached	
i.e. the fact	ad e qu ory. Per	sate training program	e workers, regard	ing their

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Tab	ole No.4.27 -					
	Allocation	of the resp	ondent	s opinions re	garði	ng
the	eir servic es a	and the admin	istrat:	ion.		
No.	Particulars	No.of S a tisfied respondents	%	No.of . unsatisfied Respondents	%	Tot
1	Servic e	78	78%	22	22%	10
2	Administrati	on 92	9 3%	08	8%	10
rem	The above ta sonal workers naining 22 % s	are satisfi	ed in	78 responden their service e not satisfi	s and	-
rem	asonal workers naining 22 % s rvices. From the tab the responden	are satisfication are satisfication work le No.4.27 % ts i.e. 92 %	ed in the ers are it is season	their service e not satisfic clear that t	s and ed in he mag	the
rem ser of	asonal workers naining 22 % s vices. From the tab the respondent disfied about	are satisfication are satisfic	ed in the ers are it is season	their service e not satisfic clear that t	s and ed in he mag	the
rem ser of	asonal workers naining 22 % s vices. From the tab the respondent disfied about	are satisfication are satisfication work the No.4.27 % administration of the satisfication of	ed in the ers are it is season on. In	their service e not satisficate clear that the nal workers a this factory	s and ed in he mag	the the
rem ser of sat	asonal workers naining 22 % s vices. From the tab the respondent disfied about	are satisfices are satisfices worked worked work. The same satisfication is the same satisfication is very good, fact the worked	ed in the ers are it is season on. In	their service e not satisfic clear that t	s and ed in he mag	the the

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Table No.4.	28:		
	· • • • • · · · · · · · · · · · · · · ·		
Alloc	ation of the r	respond ê nts accord:	ing to their
problems in	the service -	•	
No	Problems ab Service	out No.of Respondents	Percentag
1	Yes	21	21 %
2	No	79	79 %
	Total	100	100 %
the respond service and problems in	bove table ind ents i.e. 79 % remaining onl the service.	icates that, the rhave no problems y 21 % respondents	najority of in their s have their
	easonal, tempor	ary workers have	service
The s	d the permanen	t workers have no	problems in
The s			
The s problems an their servi	ce.		
The s problems an their servi	ce.		
Table No.4. Alloc problems in No. The athe respond service and problems in The sponders and their service.	ce.		