

CHAPTER-IVSTATISTICAL TABLES, ANALYSIS AND INTERPRETATION
OF DATAA) INFORMATION ABOUT STATISTICAL METHOD :

The researcher has undertaken through study of the representative samples of 100 seasonal workers in Vasantdada Shetkari Sahakari Sakhar Karkhana Ltd., Sangli and the detailed interviews and also probing questions gave very useful information. The classified data is put up in the tabular forms which will reveal the nature of seasonal workers in the Karkhana.

B) INTERPRETATION :

The interpretation is drawn from the analysis which will also be useful to provide specific information about the seasonal workers in Vasantdada Shetkari Sahakari Sakhar Karkhana Ltd., Sangli.

I) PERSONAL DATA -i) Sex -

The research worker has found that there were only male respondents. In the sugar factory most of the work is of a physical nature and only men with physical fitness are required as workers secondly, seasonal workers have to work in rotation shifts and therefore, only male workers are working

in the sugar factory and as such the study is related to only male respondents.

ii) Caste -

The research worker, during the course of data collection, has come to know that the seasonal workers in the Vasantdada Shetkari Sahakari Sakhar Karkhana Ltd., Sangli various villages belonging to various castes.

TABLE No.4.1

Distribution of the respondents according to Caste Structure

Sr. No.	Caste	No. of Respondents	Percentage
1.	Maratha	62	62.00
2.	Lingayat	3	3.00
3.	Dhangar	3	3.00
4.	Jain	10	10.00
5.	Ramoshi	3	3.00
6.	Bhramin	2	2.00
7.	Muslim	6	6.00
8.	Gondhali	2	2.00
9.	Christian	1	1.00
10.	Nhavi (Barber)	1	1.00
11.	Sonar (Goldsmith)	1	1.00
12.	Chambhar	1	1.00
13.	Backward Class	4	4.00
14.	Gavali	1	1.00
Total :		100	100.00

Source : Interview Schedule.

Generally, it is observed that there is no distinction made by the factory while employing the seasonal workers in the factory. The criteria of appointing such workers is determined on the basis of their skills and experience in work.

The above table shows that the seasonal workers employed in the factory belong to various religious and castes. The researcher on the basis of the table found that the majority of the respondents belong to Maratha caste. It shows that workers belonging to Maratha caste are 62 out of 100. The population of Maratha caste in this area is in majority. The remaining 48 respondents belong to other such as Jain, Lingayat, Muslim etc.

The statistics indicates that the workers belonging to Maratha caste are in majority. It may be due to the fact that the factory is situated where the Maratha caste is in majority and also may be that Maratha caste group is dominating in the factory.

iii) Agewise distribution of the respondents -

The efficiency and capacity of workers mainly depend upon the age. The age factor has prominent effect on the behaviour of the person related to his likes, dislikes and interest.

Due to low holdings of land and low agricultural production the economic conditions of the people are poor and as such they are unable to satisfy their family needs in their native places and, therefore, they try to get employment in the factory as seasonal workers.

Generally, young people migrate for employment elsewhere and the older ones work on their land. The seasonal workers have to work on machinery continuously for 8 hours, which is a hard type of work and can only be done by young middle aged persons.

TABLE No.4.2

Distribution of the respondents according to their age range

Sr. No.	Age of Respondents	No. of Respondents	Percentage
1.	21 to 30 years	40	40.00
2.	31 to 40 years	40	40.00
3.	41 to 50 years	16	16.00
4.	51 to 60 years	4	4.00
Total :		100	100.00

The above table shows that 40 respondents out of 100 belong to the age group of 21 to 30 years and 40 respondents belong to the age group of 31 to 40 years and 16 respondents

out of 100 belong to the age group of 41 to 50 years and 4 respondents out of 100 belong to the age group of 51 to 60 years. It is notable that majority of respondents belong to the age group of 21 to 30 years and 31 to 40 years.

From the above observation the researcher has found that the majority of seasonal workers belong to young and middle aged group.

iv) Marital Status -

TABLE No.4.3

Distribution of the respondents according to their marital status

Sr. No.	Marital Status of the respondents	No. of Respondents	Percentage
1.	Married	92	92.00
2.	Unmarried	8	8.00
Total :		100	100.00

Source : Interview Schedule.

The above table indicates that 92 respondents are married and 8 are unmarried, which shows that, majority of married respondents are working as seasonal workers in the factory.

v) Education -

Education brings about the desirable change in the social and personal behaviour of the person. It helps to increased knowledge, skills and attitudes of the individuals.

The following table shows the educational level of the respondents.

TABLE No.4.4

Distribution of the respondents according to their educational background

Sr. No.	Educational background of the Respondents	No. of Respondents	Percentage
1.	Primary	19	19.00
2.	Secondary	44	44.00
3.	Higher Secondary	10	10.00
4.	Technical	2	2.00
5.	Undergraduate	4	4.00
6.	Graduate	16	16.00
7.	Illiterate	5	5.00
Total :		100	100.00

Source : Interview Schedule.

The above table indicates that out of 100 respondents there are 19 of the primary level, 44 of the secondary level, 10 of the Higher Secondary level, 2 have attained technical education 4 of the undergraduate level, 16 of the graduate level and 5 are illiterate.

From the above table, it is observed that, majority of respondents are of secondary education level i.e. 44 and below that i.e. 32 are of higher secondary and above education level and a few are illiterate.

vi) Period of service -

The table given below gives the total period of service, during which the respondents working in the factory.

TABLE No.4.5

Distribution of the respondents according to their period of service

Sr. No.	Period of service in years	No. of Respondents	Percentage
1.	1 to 5 years	20	20.00
2.	6 to 10 years	49	49.00
3.	11 to 15 years	13	13.00
4.	16 to 20 years	6	6.00
5.	21 to 25 years	10	10.00
6.	26 and above	2	2.00
Total		100	100.00

Source : Interview Schedule.

From the above table, it seems that 20% seasonal workers are having the experience of 1 to 5 years and 49% seasonal workers are having 6 to 10 years experience and 13% seasonal workers are having 11 to 15 years and 6% seasonal workers are having 16 to 20 years and 10% seasonal workers are having 21 to 25 years and 2% seasonal workers are having 26 and above years. It means that majority i.e. 80% seasonal workers are having the experience of more than 6 years. Therefore, it can be concluded that the factory has a large number of experienced seasonal workers.

vii) A) Distance from place of work -

The research worker has found that the seasonal workers in this factory are coming from various villages. The following table gives information about this fact.

TABLE No.4.6 (A)

Distribution of the respondents according to their distance w from place of work

Sr. No.	Distance from place of work	No. of Respondents	Percentage
1.	1 to 6 km.	31	31.00
2.	6 to 10 km.	17	17.00
3.	11 to 15 km.	9	9.00
4.	16 to 20 km.	7	7.00
5.	21 to 25 km.	8	8.00
6.	26 and above	9	9.00
7.	Living at place of work	19	19.00
Total ;		100	100.00

Source : Interview Schedule.

From the above table it is clear that the No. of respondents who are away less than 5 km. from the factory is 31 out of 100 respondents i.e. 31% and who come from 6 to 10 km. distance are 17 in number and who come from 11 to 15 km. distance are a 9 in number and who come from 16 to 20 km. distance are 7 in number and who come from 21 to 25 km. distance are 8 in number and whereas a respondents i.e. 9% are away from the factory from 26 and above km. However, 19% respondents are living at the place of factory.

From the above statistics, therefore, it can be conducted that majority of the seasonal workers are coming from the distance of 6 to 25 km.

vii) B) Mode of conveyance -

No transport facility is provided by the factory free of cost. The researcher observed that the following mode of conveyance is used by the seasonal workers who come to the factory for work.

TABLE No.4.6 (B)

Distribution of the respondents according to their mode of conveyance

Sr. No.	Mode of conveyance	No. of Respondents	Percentage
1.	On foot	24	24.00
2.	By bicycle	48	48.00
3.	By bus	26	26.00
4.	By train	2	2.00
Total :		100	100.00

The table given above shows that the number of respondents who travel on foot from factory to their home and return is 24 i.e. 24%, the respondents who use bicycles to come at the place of work are 48 respondents who travel by bus from factory to their home and return is 26 and the respondents who travel by train from factory to their home and return is 2 i.e. 2%.

Therefore, it is clear that majority of seasonal workers are using bicycles to come at the place of work.

viii) Department -

The researcher interviewed 100 respondents from 15 departments of the sugar factory. The departmentwise respondents are shown in the following table :

TABLE No.4.7

Distribution of respondents according
to their department

Sr. No.	Department	No. of Respondents	Perce- ntage
1.	Manufacturing	25	25.00
2.	Engineering	27	27.00
3.	Transport	3	3.00
4.	Agriculture	17	17.00
5.	Cane-weighing	12	12.00
6.	Watch and Ward	3	3.00
7.	Accounts	2	2.00
8.	Sugar Godown	1	1.00
9.	Store	2	2.00
10.	Civil	2	2.00
11.	Sanitation	1	1.00
12.	Garden	2	2.00
13.	Workshop	1	1.00
14.	Soil Testing	1	1.00
15.	General Office	1	1.00
Total :		100	100.00

Source : Interview Schedule.

The research worker interviewed 100 respondents from 15 various departments in the factory during the course of data collection it is found. But large number of respondents are working in mainly three departments such as Agriculture, Engineering and Manufacturing departments whereas in the departments like Accounts, Store, Transport and General etc. very few respondents are working.

The above statistical table gives an idea that the Agriculture department 15 i.e. 15%, in Engineering 30 and in manufacturing 25 seasonal workers are working. It means out of 100 respondents only 30 respondents are working in other 12 departments namely Accounts, Civil, Store, Transport etc.

Therefore, from the above data it can be said that majority of seasonal workers i.e. 70 about 70% seasonal workers are working in three departments namely Agriculture, Engineering and Manufacturing departments.

ix) Nature of service -

The table given under gives information about the nature of service of the seasonal workers of the factory.

TABLE No.4.B

Distribution of the respondents according to seasonal permanent and seasonal temporary

<u>Sr. No.</u>	<u>Particulars</u>	<u>No. of Respondents</u>	<u>Percentage</u>
1.	Seasonal permanent	100	100.00
2.	Seasonal temporary	-	-
Total		100	100.00

Source ; Interview Schedule.

The above table indicates that all the respondents working in the factory are seasonal permanent. There are no workers in the seasonal temporary position and as such there is surety in their seasonal service and stability of their life as various facilities are provided by the factory to these seasonal permanent workers.

x) Total Earnings of Seasonal workers -

The table given below gives an idea regarding the total earnings of the seasonal workers by way of their salary.

TABLE No.4.9

Distribution of the respondents according to their salary

Sr. No.	Monthly salary of Respondents	No. of Respondents	Percentage
1.	Rs. 1101 to 1200	61	61.00
2.	Rs. 1201 to 1300	7	7.00
3.	Rs. 1301 to 1400	2	2.00
4.	Rs. 1401 to 1500	30	30.00
Total :		100	100.00

Source : Interview Schedule.

The above table shows that monthly earnings of 61 respondents i.e. between Rs. 1101 to 1200 i.e. 61%. The 7 respondents i.e. 7% are getting Rs. 1201 to 1300, as their monthly salary. The 2 respondents are getting Rs. 1301 to 1400 their monthly salary. However, 30 respondents are getting monthly salary of Rs. 1401 to 1500. It means, researcher can say that majority of seasonal workers are getting monthly salary less than Rs. 1200 and 39% seasonal workers are getting the monthly salary more than Rs. 1200.

The factory is giving wages to the seasonal workers according to the report of the Third Wage Board w.e.f. from 1-10-1989.

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II) FAMILY BACKGROUND :

xi) Size of Family -

The following table gives the information about the family size of the respondents.

TABLE No.4.10

Distribution of the respondents according to their size of family

Sr. No.	No. of family members	No. of Respondents	Percentage
1.	1 to 5	40	40.00
2.	6 to 10	45	45.00
3.	11 to 15	6	6.00
4.	16 to 20	7	7.00
5.	21 and above	2	2.00
Total :		100	100.00

Source : Interview Schedule.

The above table shows that the size of families of 40 respondents is small having the members of the family upto 5 and the size of the families of 45 respondents is medium having 6 to 10 members in their families whereas 6 respondents have 10 to 15 members in their families, 7 respondents have 16 to 20 members in their families and 2 respondents have 21 and above members in their families.

It is, therefore, clear from the above statistics that the majority of the seasonal workers are coming from small and medium size families i.e. 85% of the total respondents.

xii) Agriculture -

A) Land holding -

The researcher observed that land is one of the important sources of income of majority of the seasonal workers in this sugar factory.

Following is the table regarding the land holdings of the respondents.

TABLE No. 4.11(A)

Distribution of respondents according to their land holdings

Sr. No.	Particulars	No. of Respondents	Percentage
1.	Land holdings	64	64.00
2.	Land less	36	36.00
Total :		100	100.00

Source : Interview Schedule.

The above table indicates that in the sugar factory 64 respondents are land holders whereas, 36 respondents have no land to get any income.

From the above it is clear that in this sugar factory agricultural occupation at home is one of the important source of income of the seasonal workers i.e. 64 respondents having their own land.

B) Size of the land holdings -

The size of the land holdings of the respondents is as below :

TABLE No. 4.11(B)

Distribution of respondents according to their size of land holdings

Sr. No.	Size of land holdings	No. of Respondents	Percentage
1.	1 to 3 acres	35	35.00
2.	4 to 7 acres	22	22.00
3.	8 to 11 acres	3	3.00
4.	12 to 15 acres	-	-
5.	16 and above	4	4.00
6.	Landless	36	36.00
Total :		100	100.00

The above table shows that 35 i.e. 35% respondents are having less than 3 acres of land and 22 i.e. 22% respondents are having 4 to 7 acres of land while only 3 i.e. 3% respondents have 8 to 11 acres, there are no respondents having the holding

of 12 to 15 acres and 4 respondents i.e. 4% respondents are having 16 and above acres whereas 36 respondents are landless.

From the above data it is observed that 57 respondents are having land from 1 to 7 acres and a few that is 7 are having land more than 8 acres. Thus, majority of the seasonal workers are having small size of land and/or are landless.

C) Subsidiary source of Income -

The table below gives an idea about the subsidiary source of income of seasonal workers.

TABLE No.4.11 (C)

Distribution of respondents according to their subsidiary source of income

Sr. No.	Particular	No. of Respondents	Percentage
1.	Yes	6	6.00
2.	No	94	94.00
Total :		100	100.00

The above table indicates that only 6 respondents are having subsidiary source of income and 94 respondents are not having subsidiary source of income.

III) WAGE STRUCTURE -

The production in the sugar factory is continuous and the seasonal workers are generally engaged in the factory work in operation of machinery and some of them are engaged in official work as clerks. The factory work goes on continuously for 24 hours all the units are exactly addentical and the output is uniformed. The production of sugar goes through various process and hence single product of sugar is not produced by in even worker. All the workers are engaged in manufacture of sugar production so wages are paid to the workers by time rate method. The Vasantdada Shetkari Sahakari Sakhar Karkhana has adopted only one method of remunerating labour i.e. time rate method. Under this system payment of wages is made to the workers on monthly rates. The method of wage payment is found in sugar industries where quality of the goods produced is extremely important i.e. where the speed of production is beyond the control or energy of the worker i.e. production is automatic and/or it depends on heat treatment or a chemical reaction.

xiii) Payment system -TABLE No.4.12

Distribution of the respondents according to their payment system or nature of salary

Sr. No.	Payment System	No. of Respondents	Percentage
1.	Daily wages	-	-
2.	Monthly wages	100	100.00
Total :		100	100.00

Source : Interview Schedule.

From the above table the researcher found that all the seasonal workers are getting their salary on monthly basis and they can get somewhat satisfactory earning to run their life during the season when they are working.

IV) WORKING CONDITIONS *

The working conditions include temperature, air-movement, humidity, illumination, sanitation, ventilation, working hours, shift working conditions etc. which directly or indirectly influenced the efficiency and satisfaction of the workers. To increase the efficiency of the workers good working conditions are very essential.

A) Attitude of the respondents according to their working conditions :

TABLE No.4.13 (A)

Distribution of respondents attitudes towards temperature

Sr. No.	Attitude towards temperature	No. of Respondents	Percentage
1.	Satisfied	98	98.00
2.	Dissatisfied	2	2.00
Total :		100	100.00

Source : Interview Schedule.

The above table shows that most of the workers in this factory are satisfied with their working conditions.

TABLE No.4.13 (B)

Distribution of the respondents according to their attitudes about air-movement

Sr. No.	Attitudes of Respondents about air-movement	No. of Respondents	Percentage
1.	Satisfied	99	99.00
2.	Unsatisfied	1	1.00
Total		100	100.00

From the above table it shows that all but one workers are satisfied with the working conditions such as air-movement etc. in the factory building.

TABLE No.4.13 (C)

Distribution of the respondents attitudes towards humidity

Sr. No.	Attitudes about humidity	No. of respondents	Percentage
1.	Satisfied	98	98.00
2.	Not satisfied	2	2.00
Total :		100	100.00

From the above table it is clear that 98% of the respondents are satisfied about the humidity in the sugar factory.

TABLE No.4.13 (D)

Distribution of respondents according to their attitudes about illumination

Sr. No.	Attitudes of Respondents about illumination	No. of Respondents	Percentage
1.	Satisfied	95	95.00
2.	Not satisfied	5	5.00
Total		100	100.00

Source : Interview Schedule.

From the above table, it is clear that 95 respondents are satisfied about the illumination in the factory building and office building and only 5% respondents dissatisfied it may be their personal phenomena.

TABLE No.4.13 (E)

Distribution of respondents according to their attitudes about sanitation

Sr. No.	Attitudes of Respondents about sanitation	No. of Respondents	Percentage
1.	Satisfied	93	93.00
2.	Non-satisfied	7	7.00
Total :		100	100.00

Source : Interview Schedule.

The above table indicates that 93 respondents are satisfied about the sanitary conditions and only 7 respondents are not-satisfied.

In the Vasantdada Shetkari Sahakari Sakhar Karkhana most of the seasonal workers are satisfied about a sanitation and only 7 respondents are not-satisfied. The researcher has observed that these 7 respondents do not like the job entrusted to them and as such they are not satisfied. They are compelled to do the job for their livelihood.

TABLE No.4.13 (F)

Distribution of respondents according to their working condition such as ventilation

Sr. No.	Attitudes about ventilation	No. of Respondents	Percentage
1.	Satisfied	94	94.00
2.	Non-satisfied	6	6.00
Total		100	100.00

Source : Interview Schedule.

The above table indicates that 94 respondents are satisfied about the ventilation and only 6 respondents are not satisfied.

The research worker has observed that the conditions of ventilation are satisfactory in the Vasantdada Shetkari Sahakari Sakhar Karkhana Ltd., Sangli as most of the workers have indicated their satisfaction.

xv) Leave facilities -TABLE No.4.14 (A)

Distribution of respondents according to their weekly off

Sr. No.	Weekly facilities	No. of Respondents	Percentage
1.	Facilities getting	100	100.00
2.	Facilities not getting	-	-
Total		100	100.00

Source : Interview Schedule.

All the seasonal workers are getting a weekly off facilities.

TABLE No.4.14 (B)

Distribution of respondents according to their sick leave

Sr. No.	Sick leave facility	No. of Respondents	Percentage
1.	Facility getting	100	100.00
2.	Facility not getting	-	-
Total :		100	100.00

Source : Interview schedule.

All the seasonal workers are getting a sick leave facility.

TABLE No.4.14 (C)

Distribution of respondents according to their optional leave facility

Sr. No.	Optional leave facility	No.of Respondents	Percentage
1.	Facility getting	100	100.00
2.	Facility not getting	-	-
Total :		100	100.00

Source : Interview Schedule.

All the seasonal workers are getting a optional leave facility.

xvi) Working shifts -

The seasonal workers are normally engaged in factory work on operating machineries and some of them are also engaged in office work as clerks. The factory work goes on for twenty-four hours and hence the workers are divided into two shifts such as general shift and rotation shift also divided into three shifts. The first rotation shift from 4.00 a.m. to 12.00 noon

and second shift from 12.00 noon to 8.00 p.m. and third shift from 8.00 p.m. to 4.00 p.m. The time of general shift from 8.00 a.m. to 5.00 p.m. including rest time.

TABLE No. 4.15

Distribution of respondents according to their working shifts

Sr. No.	Working shifts	No. of Respondents	Percentage
1.	General shifts	46	46.00
2.	Rotation shifts	54	54.00
Total :		100	100.00

The above table indicates that in this sugar factory 46 respondents are working in general shifts and 54 respondents are working in the rotation shifts.

According to the study the research worker found that 54 respondents are working in the rotation shifts due to continuous production process of sugar factory.

xvii) Absenteeism of seasonal workers -TABLE No. 4.16

Distribution of the respondents according to absenteeism of work without permission

Sr. No.	Particulars	No. of Respondents	Percentage
1.	Absent without permission	21	21.00
2.	Not absent	79	79.00
Total :		100	100.00

Source : Interview Schedule.

It is clear from the above table that in this sugar factory 21 respondents are absent without permission and 79 respondents are not absent.

It is observed that, the respondents who are absent without permission are due to sickness, accident, social and religious functions and some are absent on the pretext of missing bus.

V) WELFARE FACILITIES :

The worker is the main component of the working of the sugar factory and, therefore, in order to keep them satisfied and to increased their efficiency good welfare facilities are necessary to be provided to them. The

Vasantdada Shetkari Sahakari Sakhar Karkhana Ltd., Sangli
has provided the following facilities to the seasonal workers.

TABLE No.4.17 (A)

Distribution of the respondents according to
welfare facilities such as washing and bathing
provided by factory

Sr. No.	Washing and Bathing facilities	No. of Respondents	Perce- ntage
1.	Yes	100	100.00
2.	No	-	-
Total :		100	100.00

The above table indicates that in this sugar factory
washing and bathing facilities were provided to all the
respondents out of 100.

TABLE No. 4.17 (B)

Distribution of the respondents according
to welfare facilities such as sitting
facilities

Sr. No.	Sitting facilities	No. of Respondents	Perce- ntage
1.	Yes	89	89.00
2.	No	11	11.00
Total :		100	100.00

The above table indicates that 89% respondents are getting sitting facilities and 11% respondents are not getting sitting facilities.

It is essential that sitting facilities are provided for all workers obliged to work in a standing position, in order that they may take the advantage of any opportunities for rest which may occur in the course of their work. In this factory sitting facilities are provided to 89% respondents.

TABLE No.4.17 (C)

Distribution of respondents according to canteen facilities provided by factory

Sr. No.	Canteen facilities	No. of Respondents	Percentage
1.	Satisfied	68	68.00
2.	Not-satisfied	32	32.00
Total :		100	100.00

As regards canteen facilities also above table indicates that though the canteen is open to all, 32 respondents out of 100 respondents are not satisfied with the canteen facilities and 68 respondents out of 100 are satisfied with the canteen facilities.

According to the study research worker found that in Vasantdada Shetkari Sakhar Karkhana Ltd., Sangli majority of seasonal workers i.e. 68% are satisfied about canteen facilities provided by the factory.

TABLE No. 4.17 (D)

Distribution of the respondents according to their rest-room facilities provided by factory

Sr. No.	Rest-room facilities	No. of Respondents	Percentage
1.	Yes	100	100.00
2.	No	-	-
Total :		100	100.00

The above table shows that in sugar factory all i.e. 100 respondents are provided rest-room facilities by factory.

TABLE No. 4.17 (E)

Distribution of the respondents according to their medical facilities provided by factory.

Sr. No.	Medical Facilities	No. of Respondents	Percentage
1.	Satisfied	80	80.00
2.	Not satisfied	20	20.00
Total :		100	100.00

The above table indicates that 80% respondents out of 100 are satisfied about medical facilities and only 20% respondents are not satisfied about medical facilities.

It is clear that the majority of the seasonal workers are satisfied about medical facilities.

TABLE No.4.17 (F)

Distribution of the respondents according to their Recreational facilities

Sr. No.	Recreational facilities	No. of Respondents	Percentage
1.	Yes	100	100.00
2.	No	-	-
Total :		100	100.00

The above table indicates that in this sugar factory Recreational facilities were provided to all the respondents out of 100.

TABLE No.4.17 (G)

Distribution of the respondents according to their Educational facilities

Sr. No.	Educational facilities	No. of Respondents	Percentage
1.	Yes	100	100.00
2.	No.	-	-
Total :		100	100.00

The above table indicates that in this sugar factory educational facilities were provided to all the seasonal workers.

Grain-shop and concessional rate sugar from factory -

According to the study the research worker found that the factory gives every seasonal worker, 3 Kgs. sugar per months on concessional rate.

TABLE No.4.17 (H)

Distribution of respondents according to their opinion towards grain-shop and concessional rate sugar from factory

Sr. No.	Opinion of respondents towards concessional rate (sugar)	No. of Respondents	Percentage
1.	Satisfied	60	60.00
2.	Not-satisfied	40	40.00
Total :		100	100.00

The above table indicates that 60 respondents out of 100 are satisfied about concessional rate sugar and 40 respondents are not satisfied about concessional rate sugar from factory.

In Vasantdada Sahakari Sahakari Sakhar Karkhana Ltd., Sangli, only 60% respondents are satisfied about concessional rate sugar from factory.

TABLE No.4.17 (I)

Distribution of the respondents according to their housing facilities

Sr. No.	Housing facilities	No. of Respondents	Percentage
1.	Yes	16	16.00
2.	No	84	84.00
Total		100	100.00

The above table shows that in sugar factory 16 respondents out of 100 have houses provided by sugar factory and 84 respondents have no housing facilities.

It is clear, that in this sugar factory 84 respondents do not get housing facilities and only 16% respondents have housing facilities provided by the factory.

Housing structure of the factory -

The housing structure of factory workers differ according to the types of workers. The permanent workers are made provisions in a permanent settlement of the factory

premises and the seasonal workers are provided with ordinary shelter at minimum cost. In this factory seasonal workers are also provided with the housing facilities which are of simple and low cost nature. These house are made of with tin roofs. The structure of the house is very simple and small size which hardly accommodates the family members.

xx) Provident Fund facility -

TABLE No.4.18

Distribution of the respondents according to the provision of Provident Fund facilities

Sr. No.	Provident Fund facilities	No. of Respondents	Percentage
1.	Yes	100	100.00
2.	No	-	-
Total :		100	100.00

The above table indicates that all the respondents get provident fund facilities in sugar factory.

xxi) Bonus -

Every seasonal worker is entitled to get bonus from the factory. The rate of bonus is calculated on the basis of the profit gained by the factory. It is calculated in

percentage of the annual payment of worker. The rate of bonus given by the factory is the same to for the permanent and seasonal workers. During the season 1988-89, the bonus was given at the rate of 20% of the annual income.

Thus, the average and 12% incentive bonus, benefit of bonus received by the seasonal workers.

VI) TRADE UNION -

The trade unions have given the protection to the modern workers to secure their rights and work in secure conditions. In this factory, there is one strong union viz. "Sakhar Kamgar Union" (I). This union is functioning properly for the workers. Every seasonal worker is member of this trade union. As still such severe problems of workers do not arise in the factory, workers are satisfied with the functioning of Trade Union.

TABLE No. 4.19

Distribution of the respondents according to their opinion about trade union

Sr. No.	Opinion of respondents	No. of Respondents	Percentage
1.	Satisfied	100	100.00
2.	Not-satisfied	-	-
Total :		100	100.00

The above table indicates that in this sugar factory all respondents are satisfied about their trade union. It is clear that this trade union is functioning properly for the solving problems of seasonal workers.

VII) OFF SEASON -

1) Work during the off season -

The working period of seasonal workers is only for 6 to 7 months. The factory discontinues them when the season is over. As this study is concerned with the seasonal workers who work only during the season, when factory work goes on. During the off season they are required to face unemployment problem, some of them work at some other places, work in agriculture and some of them run business.

TABLE No.4,20

Distribution of the respondents according to their work in off season

Sr. No.	Particulars	No. of Respondents	Percentage
1.	Work at some other place	51	51.00
2.	Work in agriculture	39	39.00
3.	Run some business	-	-
4.	Remain unemployed	10	10.00
Total :		100	100.00

The above table indicates that 51 respondents out of 100 work at some other place; 39 respondents work in agriculture and 10 respondents remain unemployed during the off season.

According to the study research worker found that 90% respondents work at some other places or work in agriculture that is the majority of the seasonal workers are employed during the off season and only 10% seasonal workers remain unemployed during the off season.

ii) Retention Allowance -

The retention allowance is a special benefit given to the seasonal workers during the off season in which they are not employed in the factory. The purpose of giving such allowance is to maintain the continuity of attachment of the workers to the factory as seasonal workers and to maintain the assured supply of experienced workers in years to come.

The rate of such allowance varies according to categories of the workers. The unskilled workers are given the benefit at the rate of 11% of the basic salary per month, semi-skilled workers get 25% and skilled and clerical workers get 50%.

It is noticed that such allowance is very much helpful to the workers during the off season in which they are allowed to go out to take up other jobs. It was further noticed by the method of observation and discussion that some workers purposely

try to remain seasonal since they get double benefit during the off season.

TABLE No.4.21 (A)

Distribution of respondents who get retention money during the off season

Sr. No.	Retention allowance get from factory	No. of Respondents	Percentage
1.	Yes	100	100.00
2.	No	-	-
Total :		100	100.00

The above table indicates that all the seasonal workers get retention allowance during the off season from the factory.

TABLE No.4.21 (B)

Distribution of respondents according to rate of retention allowance

Sr. No.	Rate of Retention allowance	No. of Respondents	Percentage
1.	11% of monthly salary	61	61.00
2.	25% of monthly salary	9	9.00
3.	50% of monthly salary	30	30.00
4.	No Retention allowance	-	-
Total :		100	100.00

The above table shows that 61 respondents get 11% retention allowance, 9 respondents get 25% retention allowance and 30 respondents get 50% retention allowance.

TABLE No. 4.22

Distribution of the respondents according to view about their wages

Sr. No.	View of respondents towards wages	No. of Respondents	Percentage
1.	Satisfied	30	30.00
2.	Dissatisfied	70	70.00
Total :		100	100.00

The above table indicates that 30 respondents are satisfied about wages and 70 respondents are not satisfied about wages.

It is clear that majority of the seasonal workers are not satisfied about wages due to insufficient income, 70% respondents are not satisfied about wages.

TABLE No.4.23 (A)

Distribution of the respondents according to their indebtedness

Sr. No.	Indebtness of Respondents	No. of Respondents	Percentage
1.	Indebtness	70	70.00
2.	Not debts	30	30.00
Total :		100	100.00

The above table shows that in this sugar factory there are 70 respondents who are indebted and 30 respondents have no debt.

It is clear that in this factory the majority of the seasonal workers take loan from money lender, relatives, cooperative society and Bank.

TABLE No. 4.23 (B)

Distribution of respondents according to their sources of borrowing money

Sr. No.	Lending Agency	No. of Respondents	Percentage
1.	Friends	6	6.00
2.	Relatives	2	2.00
3.	Cooperative credit society	35	35.00
4.	Bank	25	25.00
5.	Private money lender	2	2.00
6.	Do not borrow	30	30.00
Total :		100	100.00

The above table shows that in the sugar factory 6 respondents borrow money from friends, 2 respondents borrow money from relatives, 35 respondents borrow money from cooperative credit society, 25 respondents borrow money from

banks, 2 respondents borrow money from private money lender and remaining 30 respondents do not borrow.

According to the study the research worker has found that in this sugar factory majority of the respondents i.e. 60% borrow money from cooperative credit society and bank and only 10% respondents borrow money from private money lenders, friends and relatives.

VIII) RECRUITMENT POLICY -

TABLE No.4.24

Distribution of respondents according to their view about recruitment

Sr. No.	View of respondents about recruitment	No. of Respondents	Percentage
1.	Satisfied	81	81.00
2.	Dissatisfied	19	19.00
Total :		100	100.00

The above table indicates that 81 respondents are satisfied about recruitment system of the factory and 19 respondents are not satisfied about recruitment system of the factory.

According to the study the researcher has found that the majority of the seasonal workers i.e. 81% are satisfied about recruitment system of the factory.

IX) PROMOTION OPPORTUNITY -

TABLE No.4.25

Distribution of the respondents according to their promotions

Sr. No.	Promotion	No. of Respondents	Percentage
1.	Yes	14	14.00
2.	No	86	86.00
Total :		100	100.00

The above table shows that in this sugar factory only 14 respondents got promotion in their service and remaining 86 respondents do not get promotion in their services.

It is clear that in this sugar factory the ratio of promotion is very low because 86% of seasonal workers do not get promotion.

X) TRANSFER -TABLE No.4.26

Distribution of seasonal workers according to their transfer from one department to another department

Sr. No.	Transfer of respondents from one department to another	No. of Respondents	Percentage
1.	Yes	23	23.00
2.	No	77	77.00
Total :		100	100.00

The above table indicates that in this sugar factory 23 respondents are transferred from one department to another department and 77 respondents are not transferred from one department to another department.

According to the study research worker found that the majority of seasonal workers i.e, 77% are rarely transferred from one department to another.

XI) TRAINING FACILITIES -TABLE No.4.27 (A)

Distribution of the respondents
according to their training

Sr. No.	Training for Respondents	No. of Respondents	Percentage
1.	Yes	20	20.00
2.	No	80	80.00
Total :		100	100.00

The above table shows that in this sugar factory 20 respondents given training on the job and 80 respondents not given any training.

The above statistics, therefore, suggests the conclusion that the factory is not providing training facility is to large number of seasonal workers.

But it is observed that the work entrusted to the most of the seasonal workers is of an unskilled nature and as such, training does not seem to be much essential.

TABLE No. 4.27 (B)

Distribution of respondents according to their various categories of training

Sr. No.	Types of Training	No. of Respondents	Percentage
1.	On the job training	13	13.00
2.	Off the job training	2	2.00
3.	Induction training	5	5.00
4.	Do not get training	80	80.00
Total :		100	100.00

The above table indicates that in this factory there were various types of training programmes to give training to seasonal workers for doing their work. 13 respondents are given on the job training, 2 respondents are sent to other institute for training and 5 respondents are given induction training in the factory.

XII) PERSONAL OPINION OF WORKER -TABLE No. 4.28Attitudes of the respondents
towards their service

Sr. No.	Attitudes towards their service	No. of Respondents	Percentage
1.	Satisfied	96	96.00
2.	Not satisfied	4	4.00
Total :		100	100.00

The above table shows that in this sugar factory there are 96 respondents who are satisfied towards their service and 4 respondents out of 100 are not satisfied about their service.

According to the above study the research worker observed that in this sugar factory majority of seasonal workers i.e. 96% are satisfied about their service.

TABLE No. 4.29Distribution of respondents according
to their opinion towards Administration

Sr. No.	Opinion of respondents towards administration	No. of Respondents	Percentage
1.	Satisfied	97	97.00
2.	Dissatisfied	3	3.00
Total :		100	100.00



The above table shows that in this sugar factory there are 97 respondents are satisfied about administration of the factory and only 3 respondents are not satisfied towards administration of the factory.

It is clear that the majority of seasonal workers i.e. 97% are satisfied about administration of the factory.

TABLE No. 4.30

Distribution of the respondents
according to their problems in service

Sr. No.	Problem about service	No. of Respondents	Percentage
1.	Yes	2	2.00
2.	No	98	98.00
Total :		100	100.00

The above table shows that in this factory there are only 2 respondents who have problems in their service and 98 respondents do not have any problem about service.

It is clear that in this sugar factory there were no problems in service i.e. 98% respondents said that there were no problems in service.