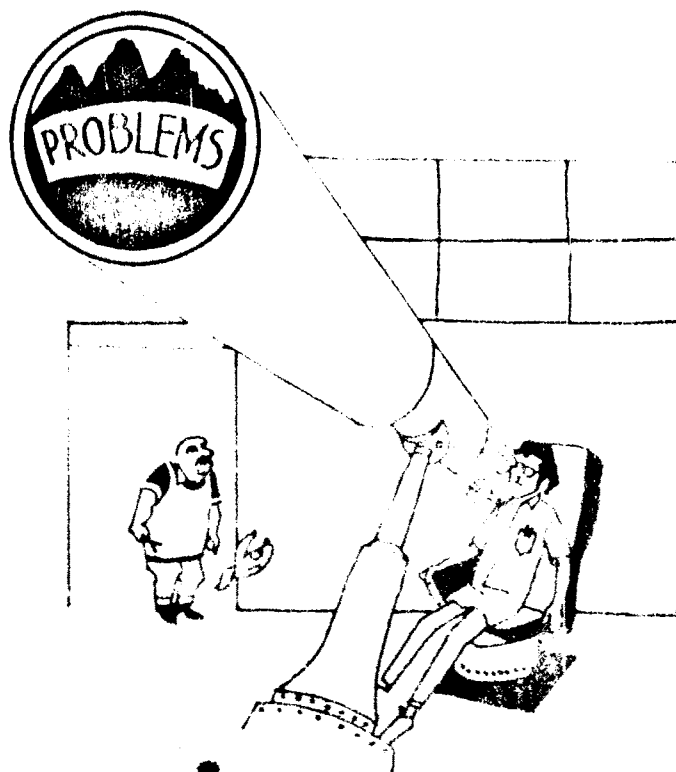


Chapter-V

Going to extremes



: CHAPTER-V :

ANALYSIS & INTERPRITATION OF DATA

- Table arrangement.

ANALYSIS AND INTERPRITATION OF DATA :

This chapter contains presentation, analysis & interpretation of the data. The sample selected for my research subject has the size of 50 respondents.

My principal objective behind the investigation of labour welfare facility in Yashwant Iron & Steel Works limited, Kolhapur is to know the workers' expectations.

The distribution of workers according to their age-group.

: TABLE NO.4 :

| Ages in groups in years. | No.of workers. |
|-----------------------------|----------------|
| 18-25 | 27 |
| 25-35 | 14 |
| 35-45 | 46 |
| 45-55 | 22 |
| 55 & above | 4 |
| Total : | 113 |

This table shows that -

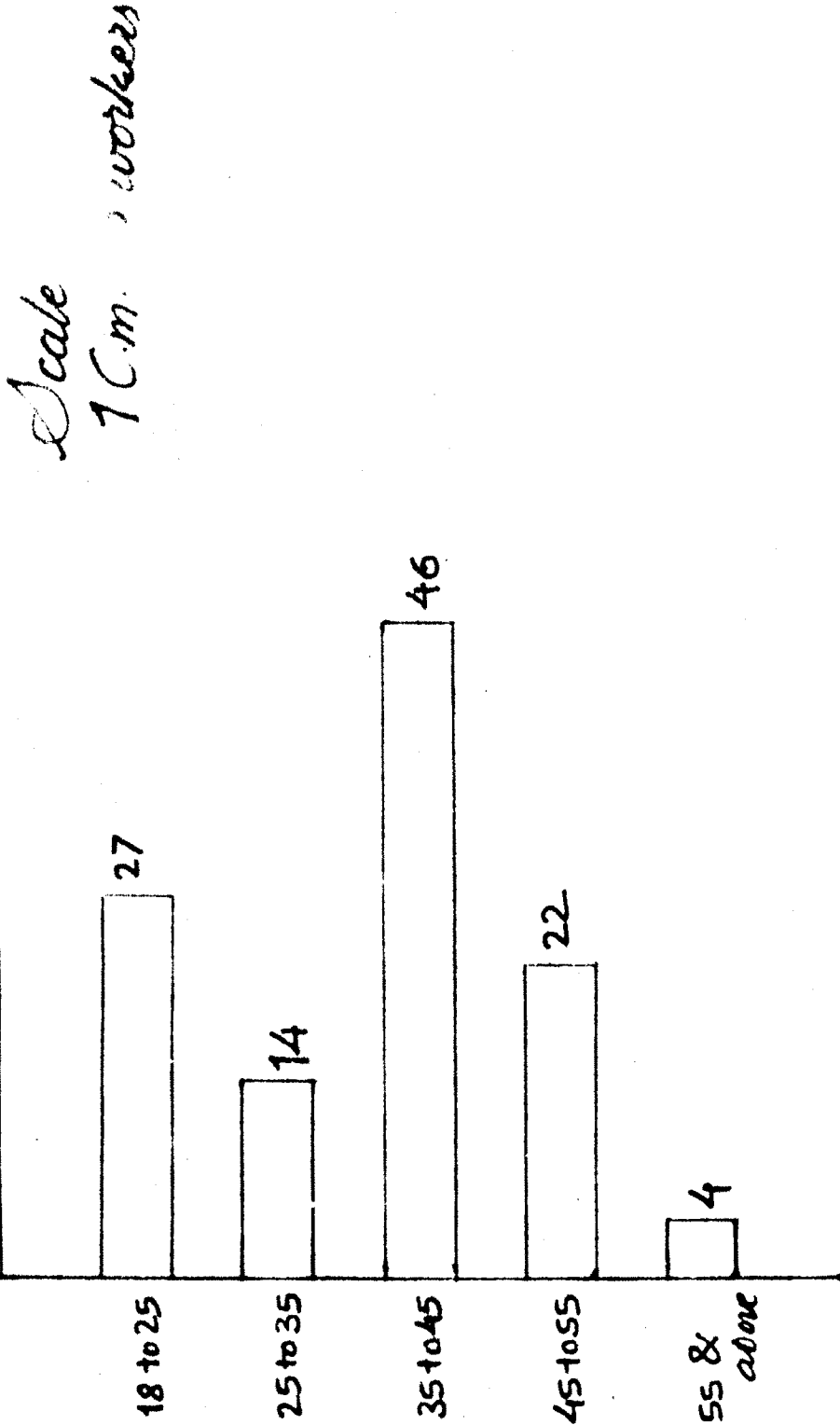
(a) 60 workers belong to age group 25-45 years it means that this company has given due preference to efficient & active workers while recruiting the manpower.



The Distribution of workers according to the age-group

No of workers

5 10 15 20 25 30 35 40 45 50



Scale

1 C.m. = 10 workers

Age groups in years

(b) Only 26 workers belong to age group above 45 years. This shows that old & exhausted workers are unfit for hard work such workers are not many in this company.

There is no worker below 18 years.

The distribution of workers according to their work experience in the factory.

: TABLE NO.5 :

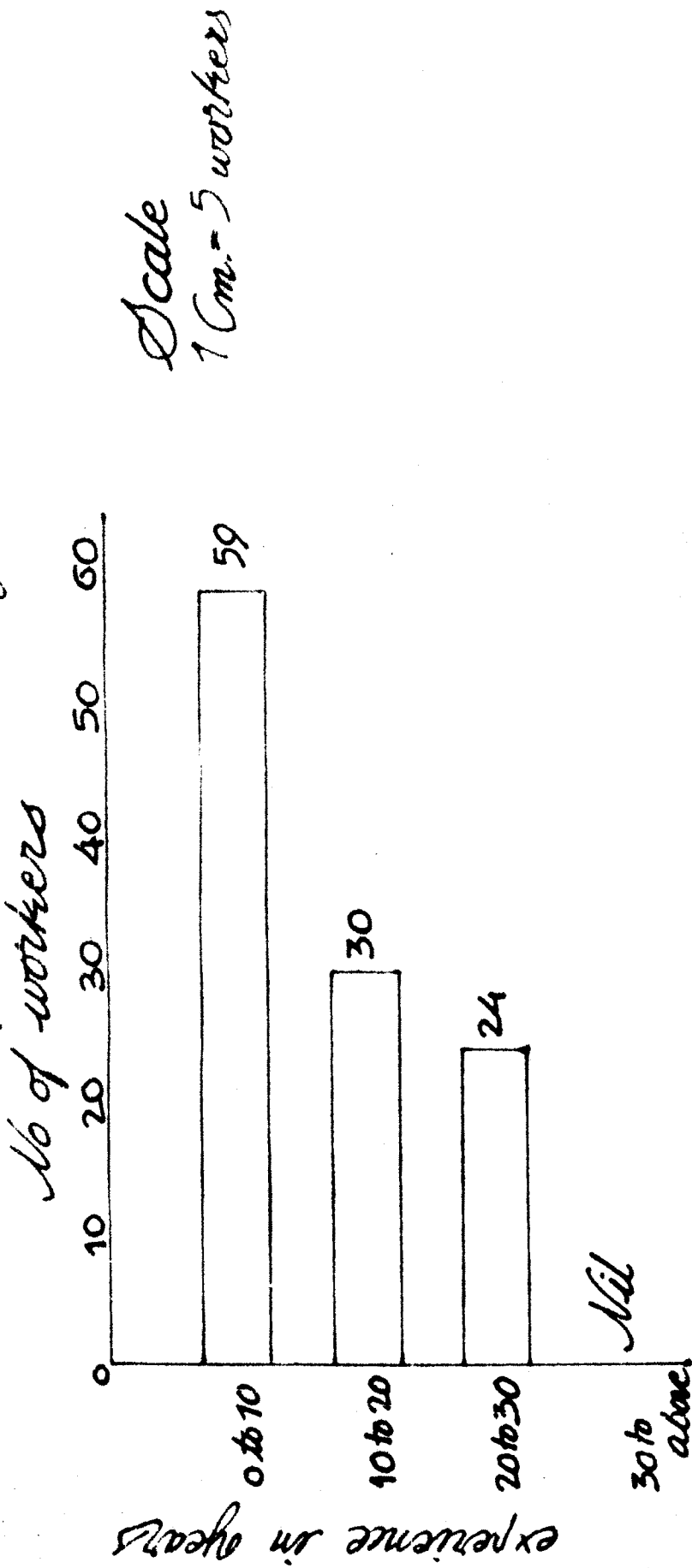
| Work Experience of workers. in years. | No. of Workers |
|--|----------------|
| 0-10 | 59 |
| 10-20 | 30 |
| 20-30 | 24 |
| 30 & above | - |
| Total : | ----- 113 |

This table shows that -

(a) 89 workers have got less than 20 years experience. This must be because of the fact that these workers are young & active. This company has gathered an efficient cadre of young person.

(b) There also it is found that workers are satisfied with their work as well as their earnings because this company recruits workers as probationers & workers keep working in the same factory for about

The Distribution of workers according to their experience



20 years. It shows that they are satisfied with the policies of the company.

The distribution of workers according to their civil condition.

: TABLE NO.6 :

| Civil Condition of Worker | % of Workers |
|---------------------------|--------------|
| Married | 54 |
| Unmarried | 46 |
| | ----- |
| Total : | 100 |

This table shows that 54 % workers are married & the otherhand 46 % are unmarried.

The monthly salary of Workers.

: TABLE NO.7 :

| Basic Salary in Rupees | No. of workers |
|---------------------------|----------------|
| up to 500 | 107 |
| 501 to 600 | 5 |
| 601 to 700 | - |
| 701 to 800 | - |
| 801 to 900 | 1 |
| 901 & above | - |
| Total : | ----- 113 |

The above table shows 107 workers get basic salary of Rs. 500/-, 5 workers get basic salary in the range of Rs. 501/- to Rs. 600/- & one worker gets basic salary in the range of Rs. 801/- to Rs. 900/-.

Temperatures

Size and depth of 2. 24000
 Unit of work

0 10 20 30 40 50 60 70 80 90 100 110

Up to 500 1007

500 to 600 5

600 to 700 100

700 to 800 100

800 to 900 1

900 to 1000 100

1000 to 1100

Date

10th - 5th 11th 12th 13th

The education status of the workers.

: TABLE NO.8 :

| Education Status | % of workers |
|--------------------------------|--------------|
| 1. Illiterate | 12 |
| 2. Primary Education. | 26 |
| 3. Secondary education. | 32 |
| 4. Higher-Secondary education. | 14 |
| 5. Techniquial education. | 16 |
| | ----- |
| Total : | 100 |

The above table shows that 12 % workers are illiterate, 26 % workers have primary educate, 32 % workers have secondary education, 14 % workers have Higher Secondary education & 16 % workers have techniquial education.

It is clear from the above table that 88 % workers are educated.

The education status of the workers.

% of Workers.

| | | | | |
|------------|-------------------|---------------------|----------------------------|---------------------|
| 12% | 26% | 32% | 14% | 16% |
| Illiterate | Primary Education | Secondary Education | Higher Secondary Education | Technical Education |

The distribution of the workers according to their residence.

: TABLE NO.9 :

| Residence | % of workers |
|----------------|--------------|
| Local worker | 70 |
| Outside worker | 30 |
| | ----- |
| Total : | 100 |

The above table indicates that 70 % workers are from local area & 30 % workers are coming from outside places.

It is clear from the above table that the factory has given preference to the local workers as far as employment is concerned.

The distribution of the workers according to their mode of conveyance.

: TABLE NO.10 :

| Mode of conveyance | % of workers |
|--------------------|--------------|
| By Bicycle | 70 |
| On Foot | 30 |
| By bus/train | - |
| Total | 100 |

Above table shows that 70 % workers of this company come on bycycles & 30 % workers come on foot.

It is clear that majority of the workers are living in the vicinity of the factory.

The classification of workers according to their opinions regarding the hospital service by E.S.I. scheme.

: TABLE NO.11 :

| Opinions of the workers | % of workers |
|-------------------------|--------------|
| Good opinion | 56 |
| Bad opinion | 44 |
| Total : | 100 |

The above table shows 56 % workers of this company have expressed their good opinion about hospital services made under Employees State Insurance Corporation Act & 44 % workers are not satisfied with the hospital services.

It is clear from the above table that the workers of this company are not very much happy with services provided by hospital of E.S.I.scheme.

The opinion of workers regarding first-aid services in the factory.

: TABLE NO.12 :

| Opinions of the workers | % of workers |
|-------------------------|--------------|
| Good opinion | 98 |
| Bad opinion | 2 |
| | ----- |
| Total : | 100 |

The above table shown 98 % of the workers are fully satisfied with the first-aid services provided by the company & only 2 % are not satisfied.

The distribution of the workers according to their opinions regarding the conditions of latrines & urinals.

: TABLE NO.13 :

| Conditions of latrines & Urinals | % of workers |
|----------------------------------|--------------|
| Workers fully satisfied | 98 |
| Workers not fully satisfied | 2 |
| Total : | ----- 100 |

The above table indicates that 98% workers have expressed their good opinion about the condition of latrines & urinals, on the other hand 2 % workers are not fully satisfied with latrines & urinals condition.

It is clear that, this company keeps clean the places of latrines & urinals as per the factories Act 1948.

The classification of the workers according to their opinions regarding the drinking water.

: TABLE NO.14 :

| Opinions of the workers | % of workers |
|-------------------------|--------------|
| Good opinion | 96 |
| Bad opinion | 04 |
| | ----- |
| Total : | 100 |

The above table indicates 96 % workers have expressed good-opinions & only 4 % workers have expressed their unsatisfactory opinions towards the present condition of the drinking water.

It is clear from the above table that majority of the workers i.e. 96 % are satisfied with the provisions of cool drinking water.

The opinions of the workers about Rest-room
& sitting arrangement.

: TABLE NO.15 :

| Opinions of the workers | % of workers |
|-------------------------|--------------|
| Satisfied | 100 |
| Unsatisfied | - |
| | ----- |
| Total : | 100 |

Total above table showing that 100 % i.e.
all workers are fully satisfied with the present
condition of rest-rooms & sitting arrangement.

This shows that, the company keeps clean
the rest-room & sitting arrangement.

The distribution of satisfied & unsatisfied workers with the working condition of the factory.

: TABLE NO.16 :

| Opinions of the workers | % of workers |
|-------------------------|--------------|
| Good opinion | 60 |
| Bad opinion | 40 |
| | ----- |
| Total : | 100 |

The above table shows that 60 % workers of this company have expressed their good opinion about working conditions of the factory & 40 % workers are having bad opinions about the same.

It is clear from the above table that still there are chances of improving the working condition of factory.

The classification of the workers according to their opinions regarding spitoon.

: TABLE NO.17 :

| Opinions of the workers | % of workers |
|-------------------------|--------------|
| Satisfied opinion | 96 |
| Unsatisfied opinion | 04 |
| Total : | ----- 100 |

The above table shows 96 % workers of this company are fully satisfied with the services provided by company & only 4 % workers are not satisfied.

This shows company has made proper provision for spitoons.

The opinions of the workers about Uniform
& its washing allowance.

: TABLE NO.18 :

| Opinions of the workers | % of workers |
|-------------------------|--------------|
| Good opinion | 84 |
| Bad opinion | 16 |
| | ----- |
| Total | 100 |

The above table showing that 84 % workers
of this company are having good opinions about
uniform & washing allowance provided by company.
But 16 % workers are not satisfied with uniform
& washing allowance provision.

The opinions of the workers about safety condition.

: TABLE NO.12 :

| Opinions of the workers | % of workers |
|-------------------------|--------------|
| Satisfactory opinion | 80 |
| Unsatisfactory opinion | 20 |
| | ----- |
| Total : | 100 |

The above table showing that 80 % of this company workers are having satisfactory opinions about safety condition of this company. But 20 % workers are not satisfied with safety condition made by the company.

The opinion of the workers about Leave-facility provided by company.

: TABLE NO.20 :

| Opinions of the workers | % of workers |
|-------------------------|--------------|
| Satisfactory opinions | 25 |
| Unsatisfactory opinions | 75 |
| | ----- |
| Total : | 100 |

The above table shows that 75 % workers of this company not satisfied with casual leave facility provided by the company. Only 25 % workers are satisfied with this facility.

The opinions of the workers about working hours & rest puses.

: TABLE NO.21 :

| Opinions of the workers | % of workers |
|-------------------------|--------------|
| Good opinions | 98 |
| Bad opinions | 02 |
| Total : | <hr/> 100 |

The above table shows that 98 % workers of this company are having good opinion about working hours & rest intervals only 2 % workers are having bad opinion about the same.

The distribution of satisfied & unsatisfied workers with the working of trade unions.

: TABLE NO.22 :

| Opinions of the workers | % of workers |
|-------------------------|--------------|
| Satisfied opinion | 96 |
| Unsatisfied opinion | 04 |
| | ----- |
| Total : | 100 |

Above table shows that 96 % workers of this company are satisfied with working of trade-union & only 4 % workers are not satisfied with working of Trade-union.

It is clear from the above table that the efforts are being made by trade-union to bring about the well being of the workers & trade-union movement has come to stay.

The opinions of the workers about functions of co-operative society.

: TABLE NO.23 :

| Opinions of the Workers | % of workers |
|-------------------------|--------------|
| Good opinion | 100 |
| Bad opinion | - |
| Total : | ----- 100 |

The above table shows 100 % i.e. all workers of this company are fully satisfied with the functions of the co-operative society.

Labour Turnover from Jan.82 to Dec.1982.

: TABLE NO. 24 :

| Month | * Labour Turnover Rate. (No. of workers in %) | Remark |
|------------|--|---|
| Jan. 1982 | 1.61 | Some workers are terminated & some resigned. Resignation is made for economic difficulty because on resignation they get gratuity, (p.f.etc.) |
| Feb. 1982 | 3.20 | |
| Mar. 1982 | 0.82 | |
| April 1982 | 1.58 | |
| May 1982 | Nil | |
| June 1982 | 2.27 | |
| July 1982 | Nil | |
| Aug. 1982 | 2.09 | |
| Sept. 1982 | 6.38 | |
| Oct. 1982 | 2.20 | |
| Nov. 1982 | 2.96 | |
| Dec. 1982 | Nil | |

This table shows that Labour Turnover ratio is negligible. This is due to more security of job & good relations with management.

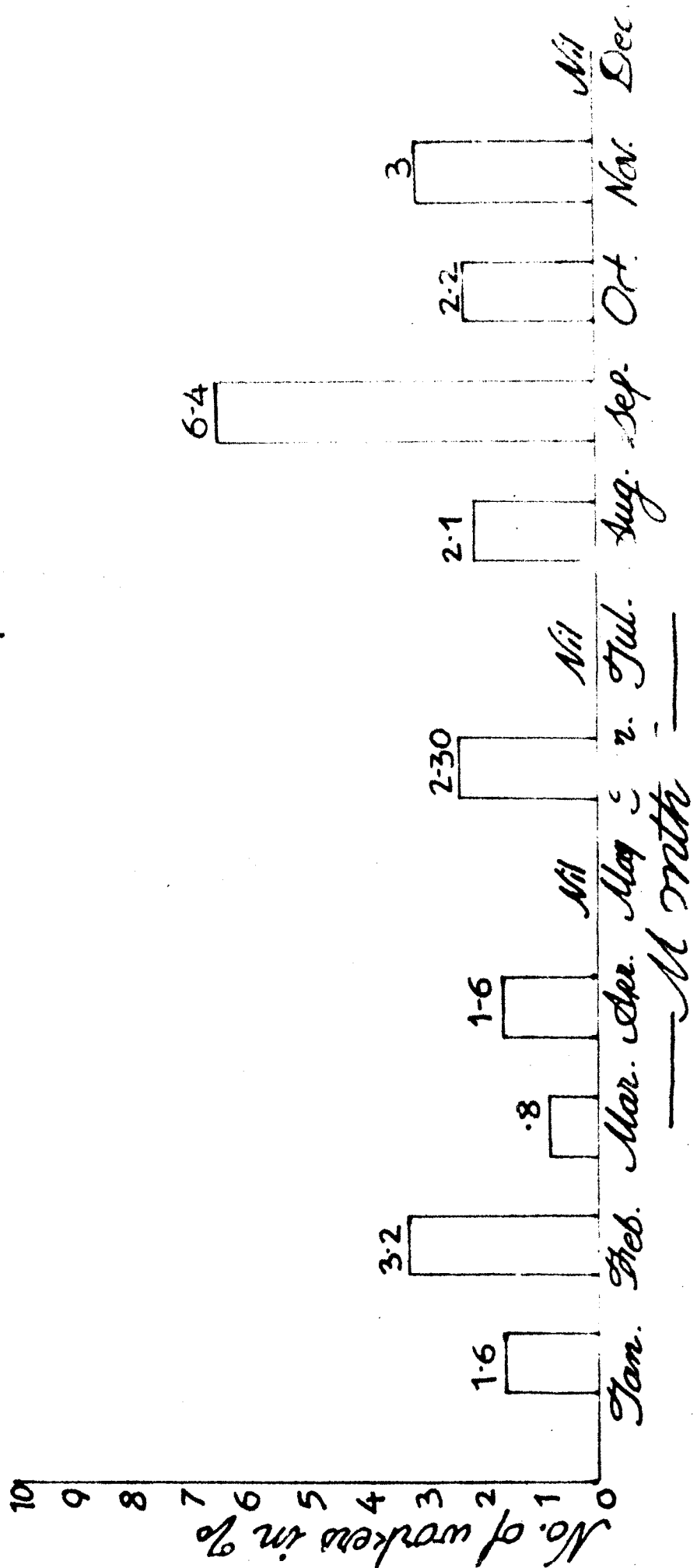
* Labour Turnover Rate = $\frac{\text{No. of workers leaving in a period} \times 100}{\text{Average number of workers in the period.}}$

Graph No. 7

Labour Turnover from Jan 82 to Dec 82

Scale

1 Cm. = 1% No. of workers

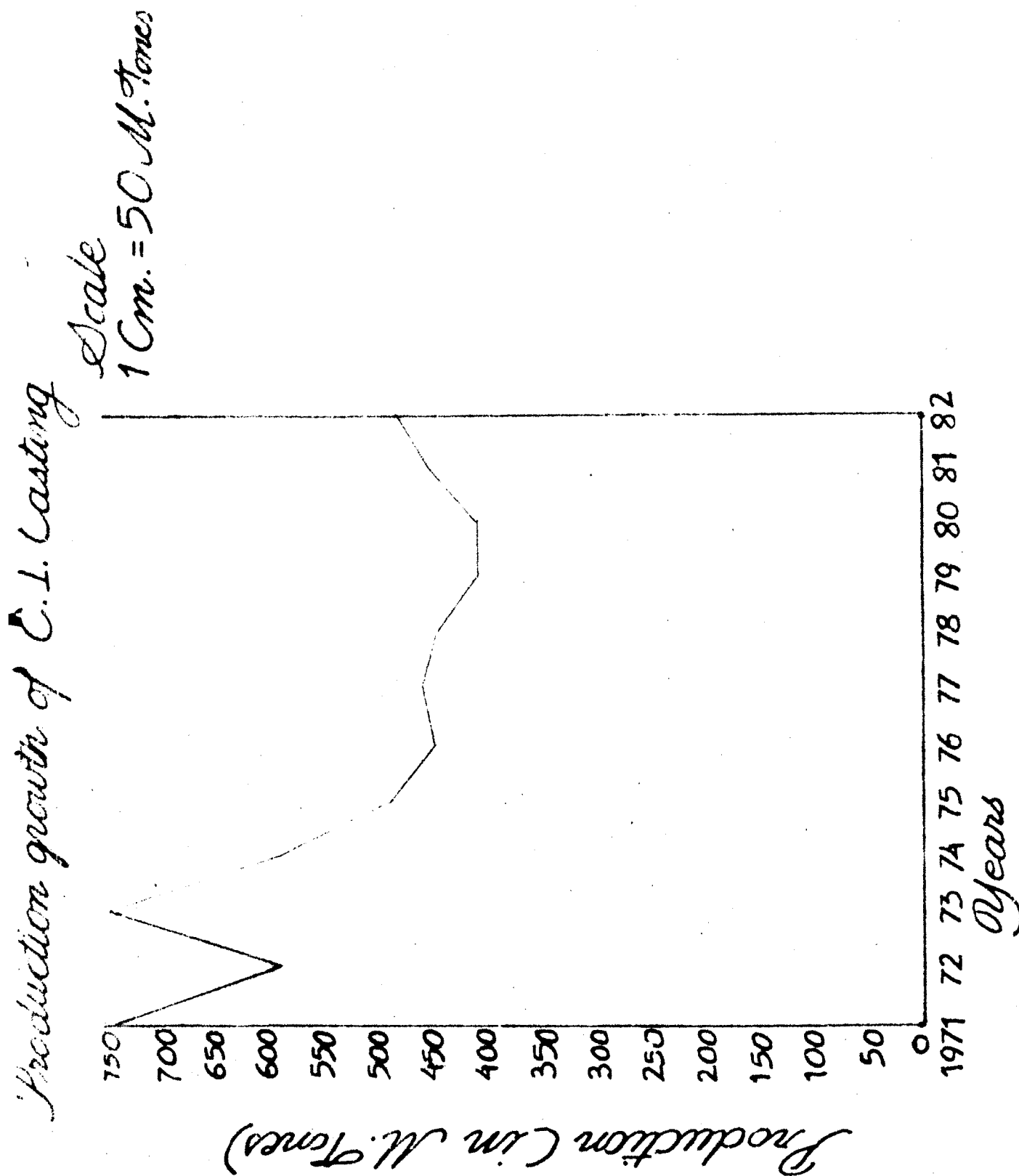


Production growth of the company.

: TABLE NO.25-A :
(From 1971 to 1983)

| Year | C.I.casting (in M. Tones) |
|--------------------|------------------------------|
| 1971 | 737.000 |
| 1972 | 591.617 |
| 1973 | 745.703 |
| 1974 | 591.543 |
| 1975 | 484.494 |
| 1976 | 446.599 |
| 1977 | 455.459 |
| 1978 | 443.327 |
| 1979 | 406.025 |
| 1980 | 404.079 |
| 1981 | 451.988 |
| 1982 | 478.820 |
| 1983 (Jan.to Oct.) | 385.000 |

Above table shows that C.I.casting production is goes on. Though C.I.casting production has tough compition, company has maintained its market due to good quality & efficient workers.



Production growth of the company

: TABLE NO. 25-8 :

(From 1966 to 1983)

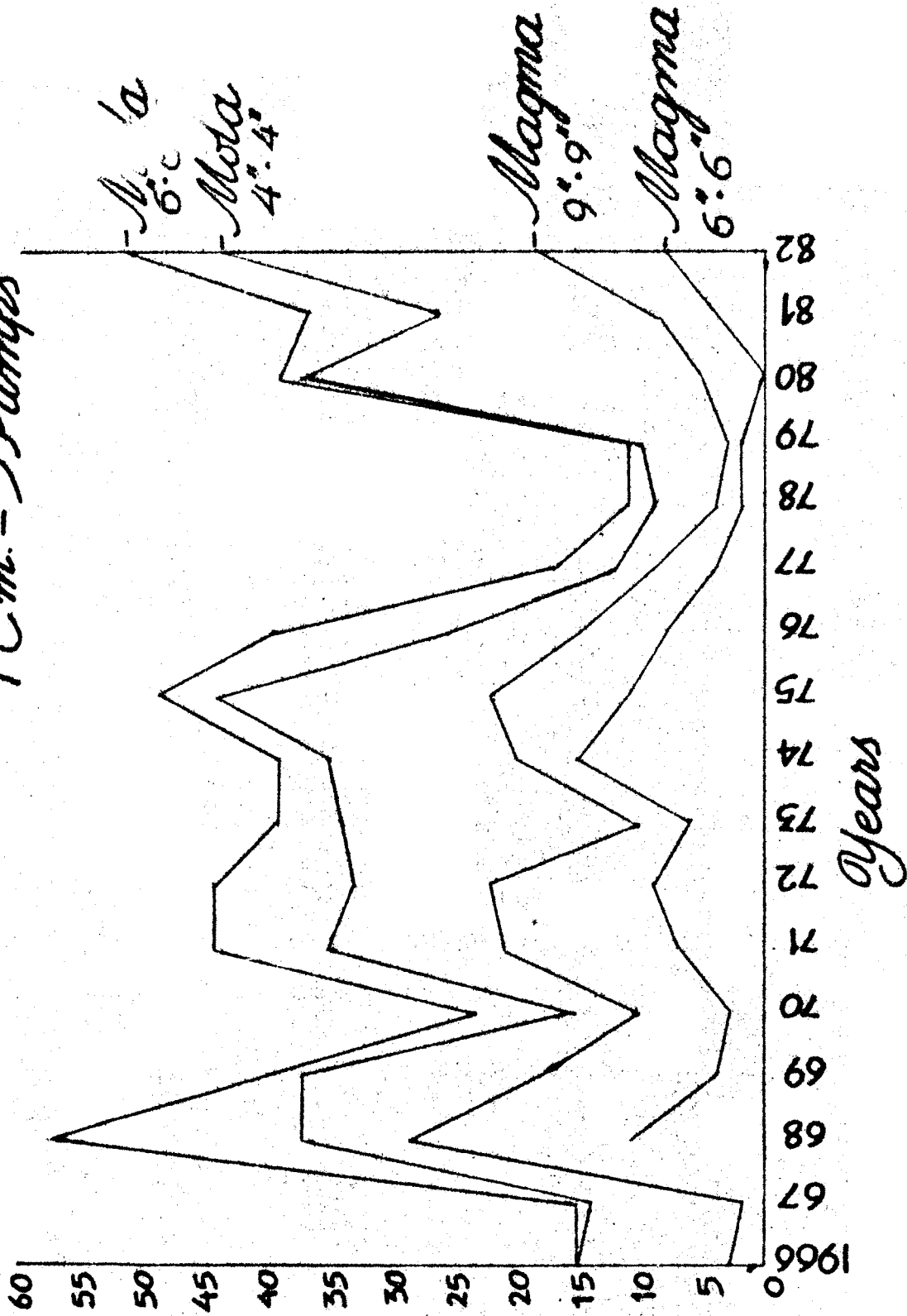
| Year | Sugar Mills Pump (in nos.) | | | | Cumulative Total |
|-----------------------|----------------------------|----------------|---------------|---------------|---------------------|
| | Magma 6"x6" | Magma 9"x9" | Mola 4"x4" | Mola 6"x6" | |
| 1966 | | 03 | 12 | -- | 15 |
| 67 | | 02 | 12 | 01 | 15 |
| 68 | 11 | 17 | 09 | 20 | 57 |
| 69 | 04 | 14 | 19 | 04 | 41 |
| 70 | 03 | 07 | 06 | 07 | 23 |
| 71 | 07 | 14 | 14 | 09 | 44 |
| 72 | 09 | 13 | 11 | 11 | 44 |
| 73 | 06 | 04 | 24 | 05 | 39 |
| 74 | 15 | 05 | 15 | 04 | 39 |
| 75 | 11 | 11 | 22 | 04 | 48 |
| 76 | 08 | 07 | 10 | 14 | 39 |
| 77 | 04 | 05 | 03 | 05 | 17 |
| 78 | 02 | 02 | 05 | 02 | 11 |
| 79 | 02 | 01 | 07 | 01 | 11 |
| 80 | 11 | 05 | 32 | 02 | 39 |
| 81 | 04 | 05 | 17 | 11 | 37 |
| 82 | 04 | 14 | 26 | 07 | 51 |
| Jan. to 83 Oct. | -- | -- | -- | -- | 84 |

Production of Sugar Mill Pumps

Scale

1 Cm. = 5 Pumps

Sugar Mill Pumps (in numbers)



Above table shows that Sugar Mills pump production is speedily goes on. In this production company has maintained quality. Workers efficiency & is one of the reasons of the quality control.

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