

# CHAPTER-V

CHAPTER - V

ANALYSIS AND INTERPRETATION OF DATA

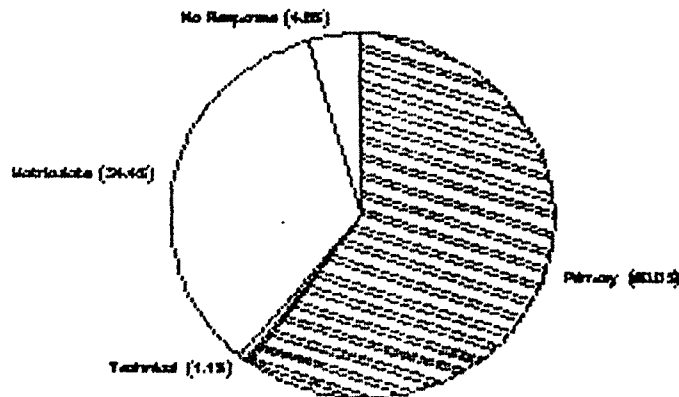
The welfare facilities in the Jamshri Mills Company Ltd., Solapur can be clearly understood with the help of the tables and charts.

TABLE - 1

Table showing the Educational Qualifications of the workers.

Class	No. Of Respondents	Percentage
Primary	54	60.00
Matriculate	31	34.44
Technical	1	1.11
Vocational	0	0.00
Diploma-Holder	0	0.00
Graduate	0	0.00
Post-Graduate	0	0.00
Total	86	95.56

Educational Qualification



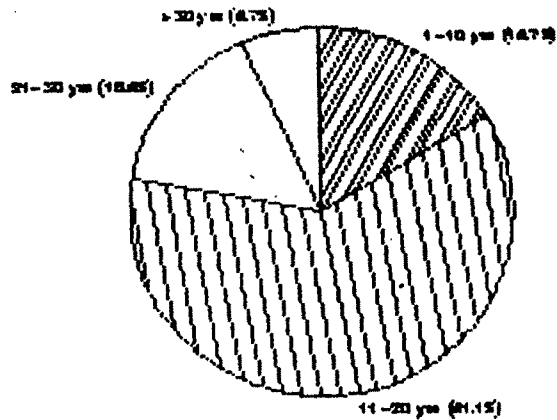
From the above table it is clear that 60% of the workers are having primary education, 34% of the workers are matriculate and only 1% of the workers have got technical education. No worker of the Mill is having vocational education. None is diploma holder, graduate or a post graduate.

TABLE - 2

Table showing Length of the Service of the workers.

Class	No. Of Respondents	Percentage
1-10 yrs.	15	16.67
11-20 yrs.	55	61.11
21-30 yrs.	14	15.56
Above 30 yrs.	6	6.67
Total	90	100.00

Length Of Service



From the above table it is clear that 60% of the workers are having primary education, 34% of the workers are matriculate and only 1% of the workers have got technical education. No worker of the Mill is having vocational education. None is diploma holder, graduate or a post graduate.

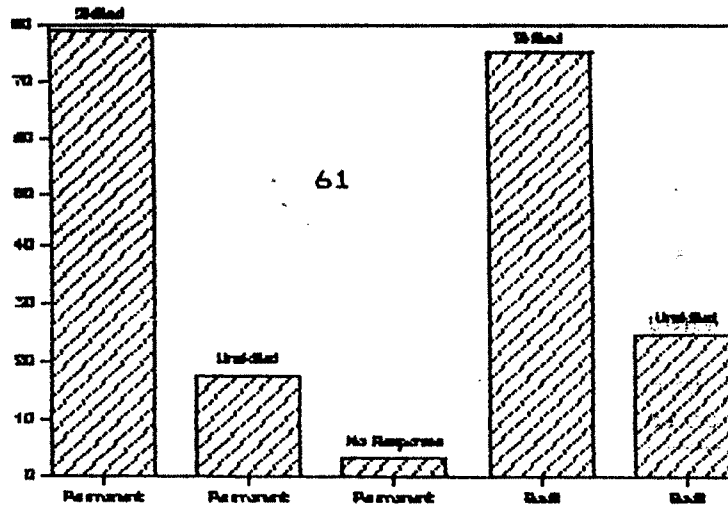
TABLE - 3

Table showing Employment Status and Category Of Workers.

Class	No. Of Respondents	Percentage
Permanent	Skilled	49 79.03
	Unskilled	11 17.74
Badli	Skilled	21 75.00
	Unskilled	7 25.00

9  
1

Employment Status & Category Of Workers



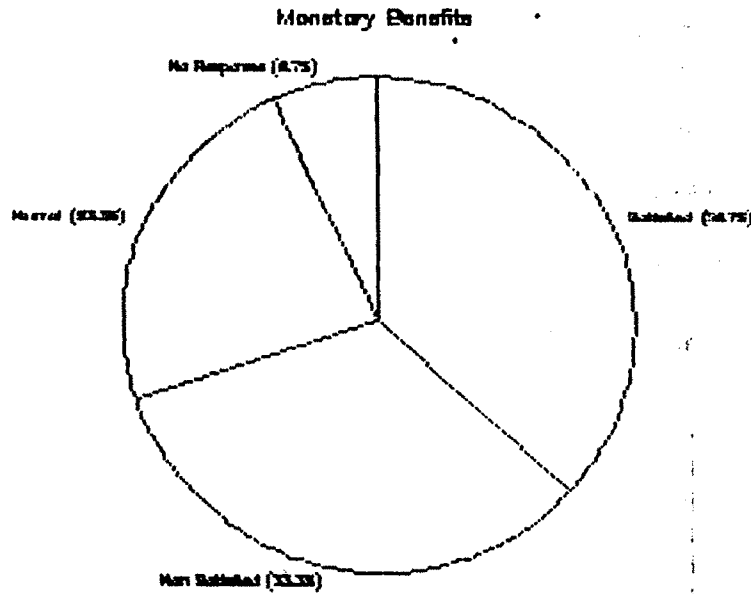
The above table shows that out of the total permanent workers of the Mill, 74% of the workers are skilled and 17% of the workers are unskilled. And out of the total Badli workers of the Mill 75% of the badli workers are skilled and 25% of the badli workers are unskilled.

TABLE - 4

Table showing opinion about the Monetary Benefits provided by the Company.

Class	No. Of Respondents	Percentage
Satisfactory	33	38.67
Unsatisfactory	30	33.33
Normal	21	23.33
Total	84	93.33

6/ N.R. P



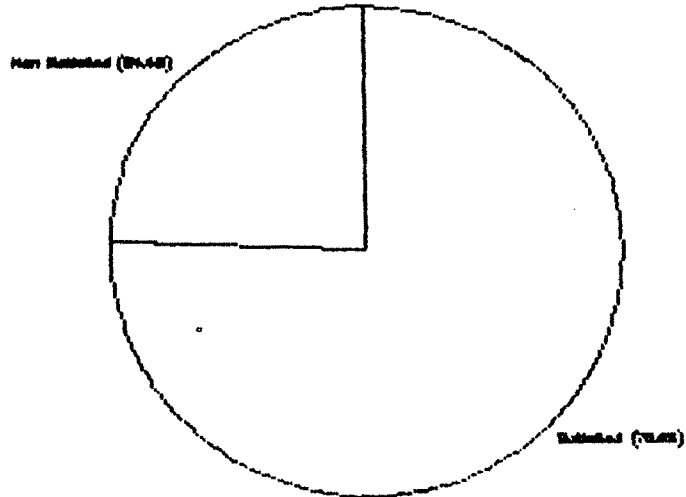
The above table shows that 36% of the respondents are satisfied with the monetary benefits received from the company whereas 33% of the respondents are not satisfied with the monetary benefits given to them by the Mill. 23% of the respondents feel that the monetary benefits of the mill are normal. 6% of the respondents did not give any response about this.

TABLE - 5

Table showing opinion about the Latrines and Urinals.

Class	No. Of Respondents	Percentage
Satisfied	68	75.56
Unsatisfied	22	24.44
Total	90	100.00

Toilets & Urinals Facilities



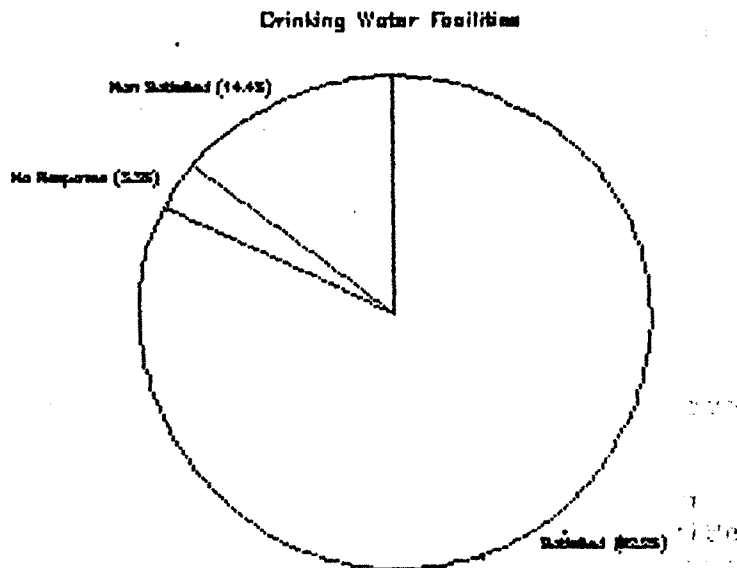
The above table indicates that 75% of the respondents are satisfied with the latrines and urinals whereas 25% of the respondents are unsatisfied about it.

TABLE - 6

Table showing opinions about the availability of Drinking Water.

Class	No. Of Respondents	Percentage
Adequate	74	82.22
Inadequate	13	14.44
Total	87	96.67

8  
page no 75  
Contrary



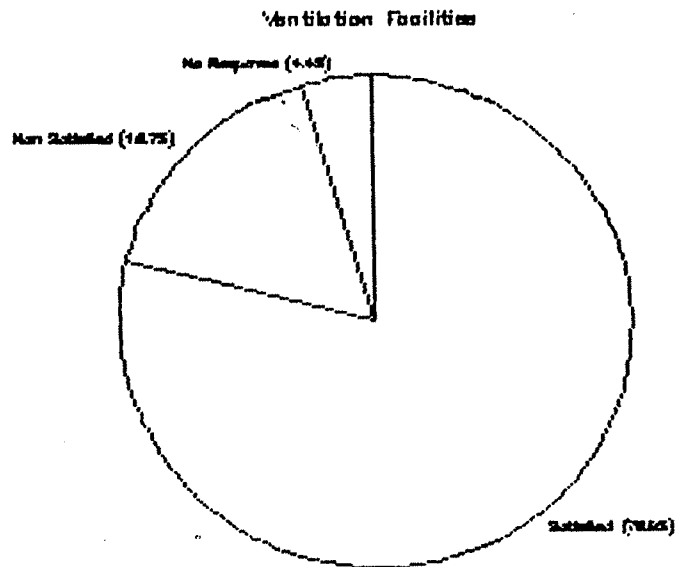
The above table indicates that the 82% of the workers are satisfied with the adequacy of the drinking water, whereas 14% of the workers feel that the drinking water supplied to them is inadequate.



TABLE - 7

Table giving opinions about the availability of Ventilation at the workplace.

Class	No. Of Respondents	Percentage
Proper	71	78.89
Improper	15	16.87
Total	87	96.67



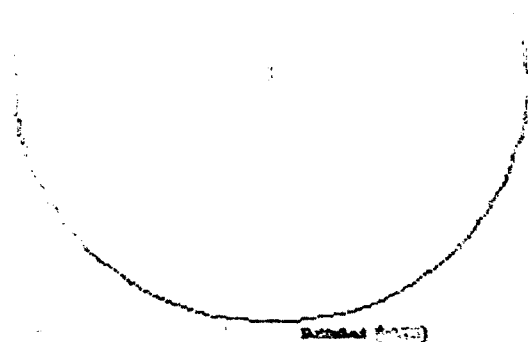
From the above, it is very clear that 78% of the respondents are of the opinion that ventilation provided at the workplace is proper and satisfactory whereas 16% of the respondents are of the opinion that the ventilation is not upto the expectations.

TABLE - 8

Table showing opinions about the lighting arrangements provided in the factory.

Class	No. Of Respondents	Percentage
Sufficient	87	96.67
Insufficient	3	3.33
Total	90	100.00

Lighting Facilities



lit  
ry  
15  
11

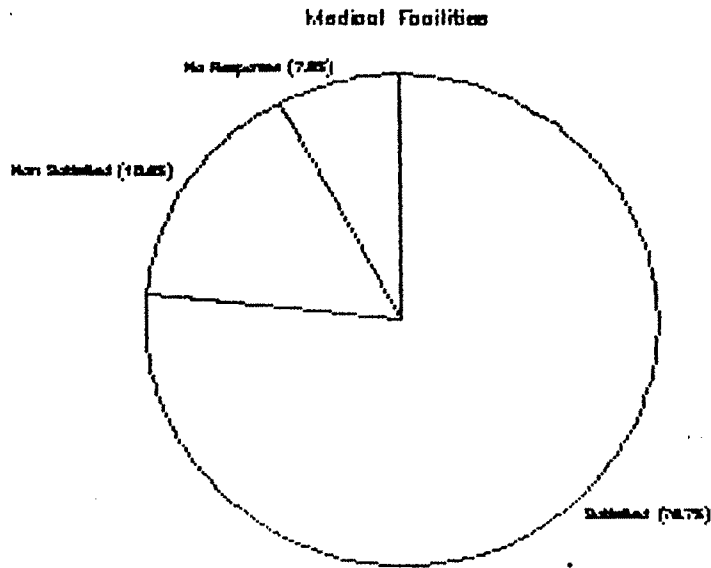
The above table indicates that 96% of the workers feel that sufficient lighting arrangements are provided in the mill, whereas 4% of the workers feel that the lighting arrangements are not satisfactory:

lit  
ry  
15  
11

TABLE - 9

Table showing opinion about the medical facilities.

Class	No. Of Respondents	Percentage
Satisfied	69	76.67
Non Satisfied	14	15.56
Total	81	90.00



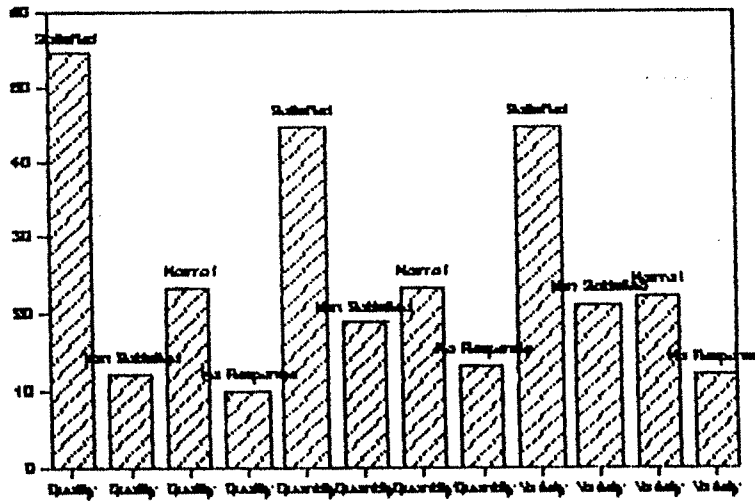
The above table indicates that 76% of the respondents are satisfied with the medical facilities provided by the company in the campus whereas 15% of the respondents are not satisfied with it.

TABLE - 10

Table showing the opinions about canteen facilities.

Class		No. Of Respondents	Percentage
Quality	Satisfied	49	54.44
	Non Satisfied	11	12.22
	Normal	21	23.33
Quantity	Satisfied	40	44.44
	Non Satisfied	17	18.89
	Normal	21	23.33
Variety	Satisfied	40	44.44
	Non Satisfied	19	21.11
	Normal	20	22.22

Canteen Facilities

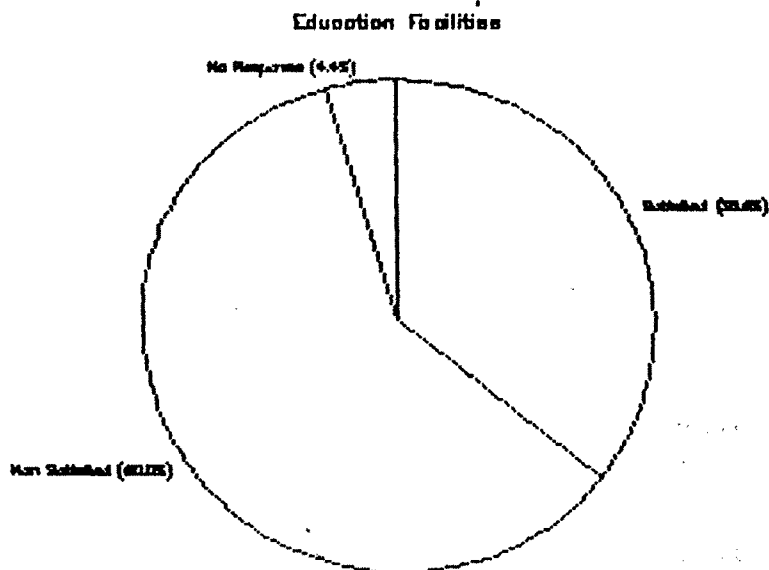


From the above table it is clear that 54% of the respondents are satisfied with quality, 44% of the respondents are satisfied with quantity and variety of the snacks and other eatables available and soft drinks in the canteen. 12% of the respondents are not satisfied with the quantity and 21% of the respondents are unsatisfied with variety. 23% of respondents in case quality, variety and quantity are normal.

TABLE - 11

Table showing opinions about the educational facilities provided by the Company.

Class	No. Of Respondents	Percentage
Satisfied	32	35.56
Non Satisfied	54	60.00
Total	86	95.56

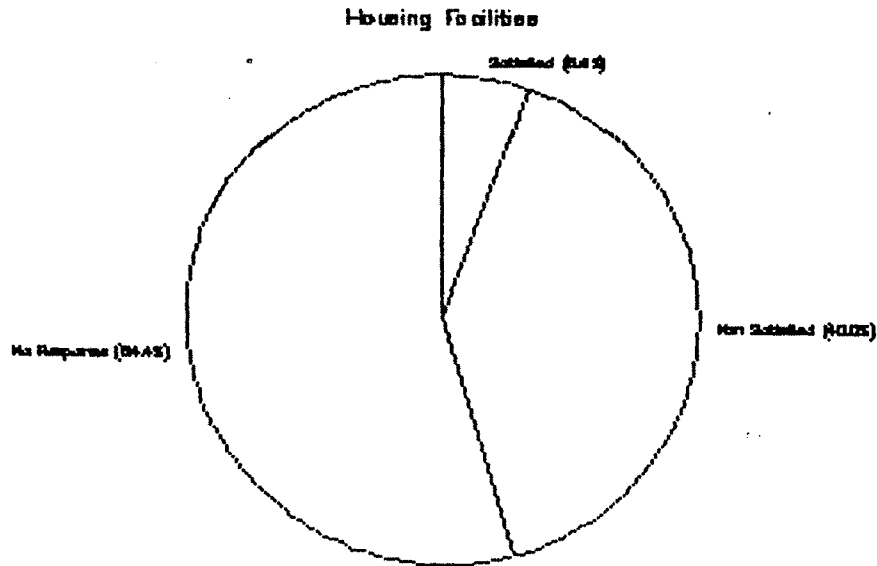


The above table shows that 35% of the workers are satisfied with the educational facilities provided by the mill. 60% of workers are not satisfied with it. The management of the mill should make a note of it and try to provide for more education facilities as majority of the workers are unsatisfied with it.

TABLE - 12

Table showing opinions about the housing facilities.

Class	No. Of Respondents	Percentage
Satisfied	50	55.56
Non Satisfied	36	40.00
Total	86	95.56

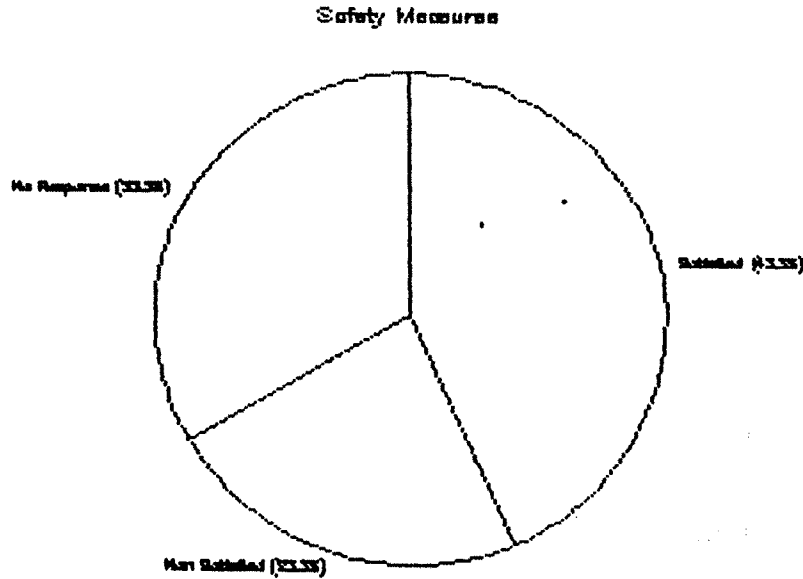


The above table shows that 55% of the respondents are satisfied with the housing facilities provided by the company whereas 40% of the respondents are not satisfied with it. As the percentage of unsatisfactory workers is not negligible, the management of the company should take a note of it and try to provide for the housing accommodation.

TABLE 13

Table showing opinions about the safety measures.

Class	No. Of Respondents	Percentage
Satisfied	39	43.33
Non Satisfied	21	23.33
Total	60	66.67



Of the total respondents, 43% are satisfied and 23% are not satisfied with the safety measures provided by the mill, which is seen from the above table.



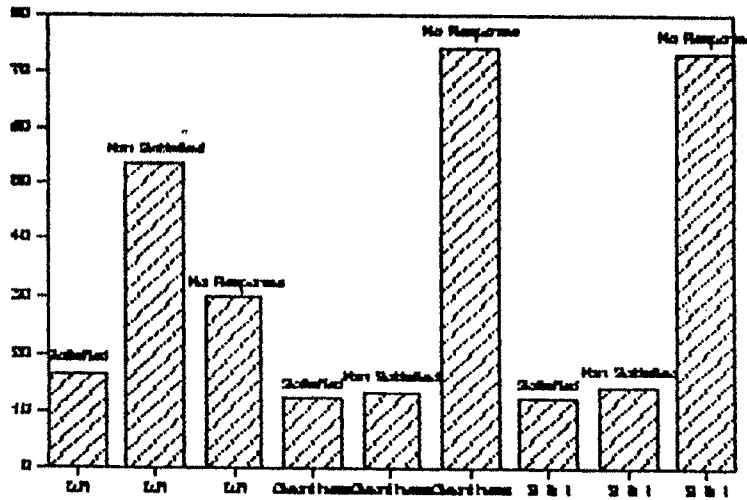
TABLE - 14

Table showing opinions about the rest room.

Class		No. Of Respondents	Percentage
Drinking Water	Satisfied	15	16.67
	Non Satisfied	48	53.33
Cleanliness	Satisfied	11	12.22
	Non Satisfied	12	13.33
Sitting & Lunch Taking Facilities	Satisfied	11	12.22
	Non Satisfied	13	14.44

110 9

Rest Room Facility

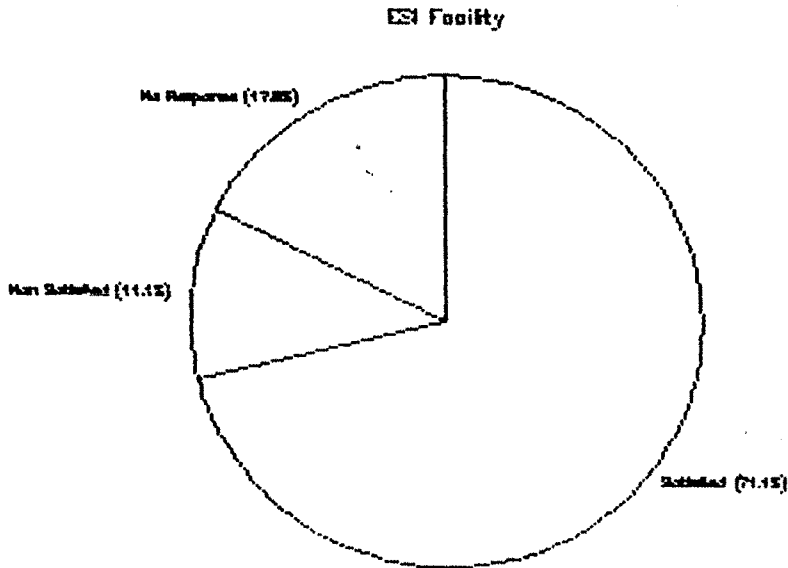


The above table indicates that 16% of the workers are satisfied with the drinking water and 12% are satisfied with the cleanliness of the Rest Room whereas 53% of the workers are unsatisfied with the drinking water and 13% of them are unsatisfied with the cleanliness. It indicates that the company should make a provision for sufficient drinking water in the Rest Room. As regards to sitting and lunch taking arrangements, 12% of the workers are satisfied and 14% are unsatisfied, which indicates that the sitting and lunch taking arrangements needs improvement.

TABLE - 15

Table showing opinions about the ESI facilities.

Class	No. Of Respondents	Percentage
Satisfied	64	71.11
Non Satisfied	10	11.11
Total	67	74.44



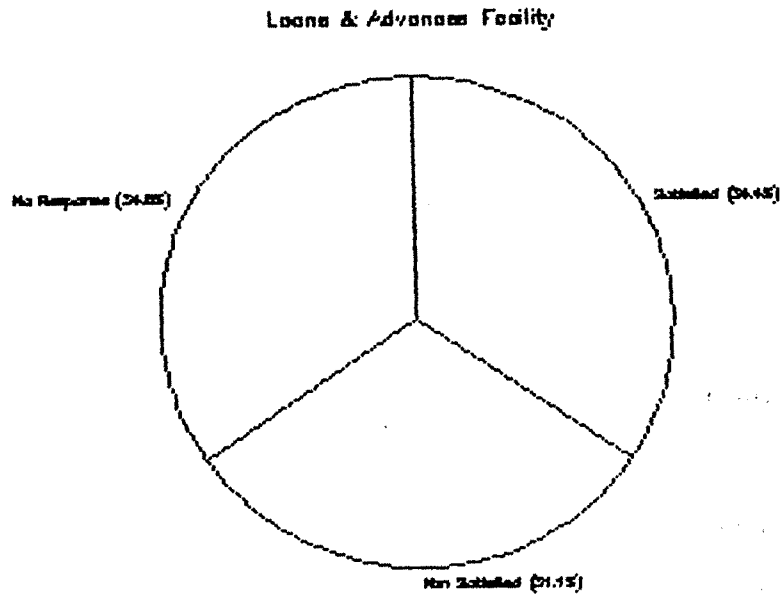
The above table indicates that 71% of the workers are satisfied with the medical facilities of ESI and 11% of the workers are not satisfied with it.

TABLE - 16

Table showing opinions about the loans & advances given to the workers by the Co.

Class	No. Of Respondents	Percentage
Satisfied	31	34.44
Non Satisfied	28	31.11
Total	59	65.56

why ?



It is clear from the above that 34% of the workers are satisfied and 31% are unsatisfied with the loans and advances given by the company.