

CHAPTER - 3

PERSONNEL STRENGTH & PROFILE IN KINETIC ENGINEERING LTD.

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An employee performance at the work place is influenced by number of factors such as financial incentives, working conditions, employer-employee relations, supervisors behaviour towards employees and social background of the employee.

In the course of study, certain social background factors such as age, sex, place of birth, religion, fathers occupation, education, previous experience of the respondents in Kinetic Engineering Limited.

3.1 AGE OF THE RESPONDENTS:-

Category	Below 20 Years	21-25	26-30	31-35	36-40	41-45	46-50
Managers	-	2	10	15	2	1	30
Officers	-	2	7	1	-	-	10
Workers	5	10	20	10	4	1	50
Sub-ordinate Staff	-	2	3	3	2	-	10
Percentage	5	16	40	29	8	2	100

Table 3.1 shows that 40% of respondents were in the age group 26-30 years. 16 percent respondent were in the age group 21- 25 years and 29 percent in the age group 31-35 years.

In all 90 percent of respondents were young and distributed in the age group 21-35 years while 10% of respondents were in the age group of 46-50.

3.2 SEX OF THE RESPONDENTS:-

During the course of study, it was revealed that 100% employees were male this is because of the handwork was carried out in the KEL. Therefore, female were not found working in this organisation activities of the industries were very hard and manual even in the office, there were not women workers staff. Therefore, female candidates were not appointed in this industries. There were found 100 percent male workers.

3.3 BIRTH PLACE OF RESPONDENTS:-

TABLE 3

Category	Birth Places				Total
	Rural	Percentage	Urban	Percentage	
Managers	5	17%	25	83%	30
Officers	3	30%	7	70%	10
Workers	100	67%	50	33%	150
Sub-ordinate	6	60%	4	40%	10
Percentage	114	57%	86	43%	200

Table 3.3 indicates that majority of respondents ... (57 percent) had rural back ground and (43%) respondents were from urban area. 83% of managerial grade personnel had urban background while 17% managers were from

rural background . While 17% managers were from rural background 70% of respondents of officers grade had rural background 67% workers were from rural area. While 33% workers were from urban area.

In the subordinates category, it is found that 60% subordinate staff was from rural area and 40% were from urban area. Dominance of rural and urban background employees indifferent category of KEL showed that some categories of employee were dominated by rural background people and other by urban background people.

For example for the category of managerial personnel 83% of respondents had born in urban area. On the other hand, 17% managers had born in village. In the workers category, it has found that 67% workers had born in village. Hence they had rural background while 33% were from urban area.

3.4 CATEGORYWISE LITERACY OF EMPLOYEES:-

Category	A	B	C	D	E	F	TOTAL
Managers	-	-	10 34%	15 48%	-	5 18%	30
Officers	-	-	5 50%	4 40%	-	1 10%	10
Workers	5 3%	35 35%	10 6%	- -	100 66%	- -	150
Subordinate Staff	3 30%	7 70%	- -	- -	- -	- -	10

A - Primary, B - Secondary, C - Graduate,

D - Post-graduate, E - Technical, F - Professional.

Table 3.4 depicts that 48% of respondents of managers staff were post graduates while 34 percent were graduates and 18 percent managers had professional qualifications. Post graduates and 10% officers grade employee had professional qualification.

In case of workers category, 66% worker had technical education qualification i.e. I.T.I. courses holders, 6% were graduates, while 35% workers had secondary S.S.C. qualification, 3 percent had primary qualification.

In regard of subordinate staff 2 watchmen and 1 peon had passed 6th and 4th standards respectively and 7 subordinate staff 9th standard.

3.5 FATHERS OCCUPATION OF THE RESPONDENTS:-

Category	Farmer	Other	Clerical	Tech	Profession	Govt. Serv.	Total
Managers	1 3%	- -	5 10%	- -	4 17%	20 70%	30
Officers	2 20%	- -	2 20%	- -	- -	6 60%	10
Workers	100 66%	- -	40 26%	- -	- -	10 8%	150
Subordinate Staff	6 60%	2 20%	2 20%	- -	- -	- -	10
Total	176%	20%	76%		17%	138%	200%

Table 3.5 shows that in all category 176% came from farmer's families 37 percent respondents came either from professional or business families where as 138 respondents fathers were in Government service 76 percent of respondent's reported that their fathers were clerks. The share of technicians' children was only nil.

3.6 PREVIOUS EXPERIENCE OF THE RESPONDENTS:-

In order to know previous experience of the respondents, the question was asked to them in the questionnaires.

"Did you work any other place?" If yes, state the reasons for leaving that organisation.

In response to the relevant questions, the replies of the respondents are summarized in below table 3.5.

Experience of the respondents in other organisation.

Table No. 3.5

Category	Job Security	Better working condition	Better promotion Avenue	Good Incentives	Near to native place
Managers	-	-	2	1 8%	25
Officers	-	3	-	2 34%	15
Workers	-	5	-	10 9%	160
Subordinate Staff	-	-	-	10% 100%	-
Total	176%	20%	76%	17%	138%

Table 3.6 shows that 92% respondents for managers cadres didn't have previous experience in any other organisation to them present KEL is the first employer.

Nearly 8% of the respondents had previous experience.

Out of total previous experienced respondents 2 respondents left better promotion avenue and 1 for better

incentives. Out of 15 officers, 5 officers had previous experience in some other organisation, out of these 5 respondents 3 respondent left first organisation for better working conditions, 2 for better incentives.

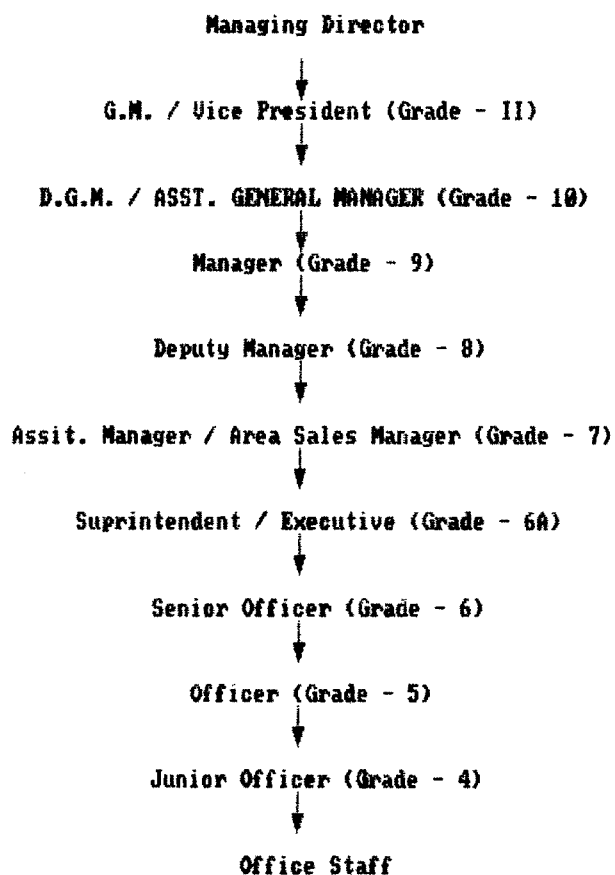
Out of 160 workers, 15 workers had previous experience in some other organisation. Out of these 5 workers, 3 workers left their previous organisation for better working conditions, 10 workers left for better incentives.

While 10 percent respondents for subordinate staff did not have any previous experience. To them present KEL is first employer.

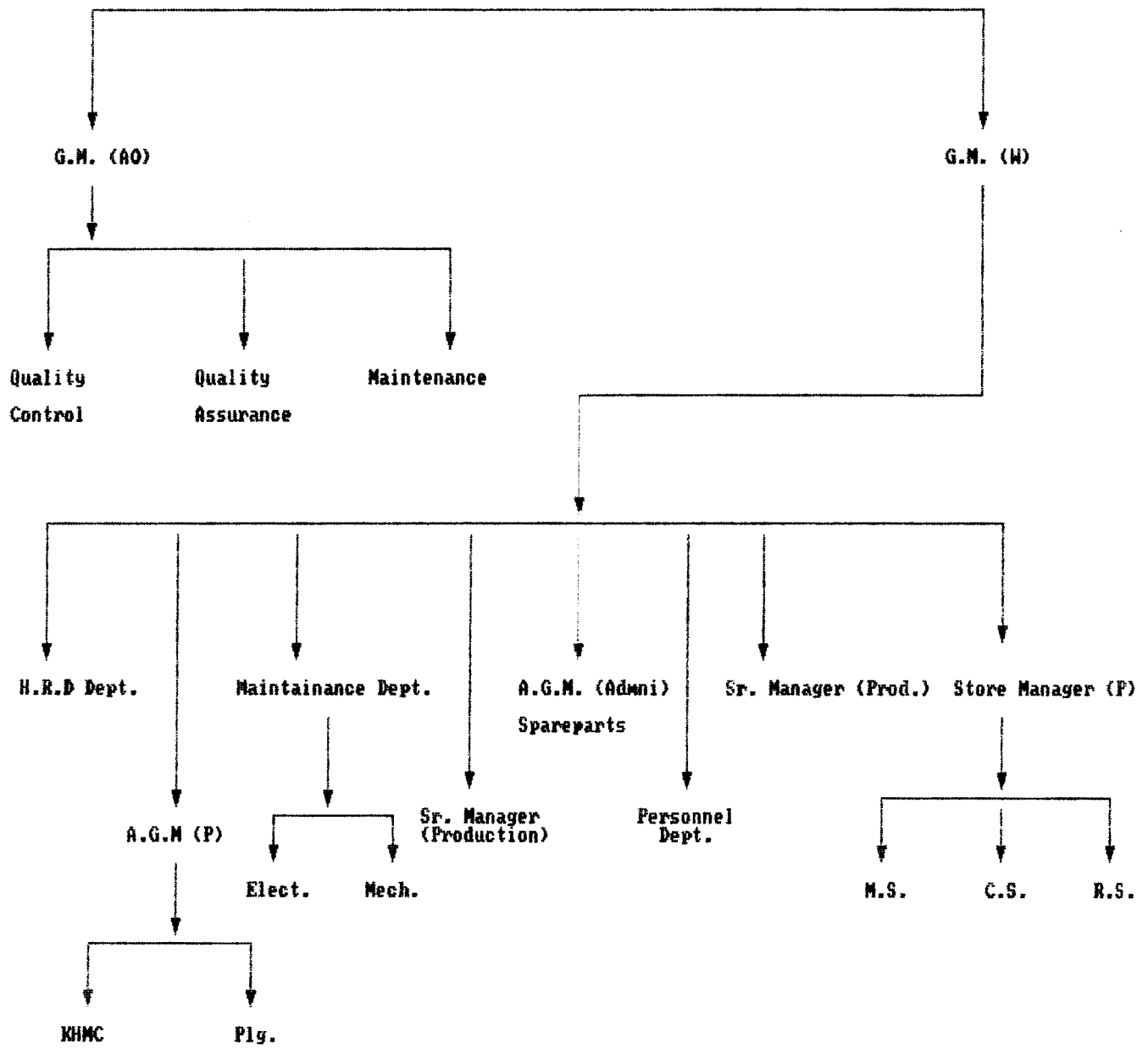
MAN POWER STRENGTH:

Kinetic Engineering Limited is part of Firodia Group of companies which consists following industries.

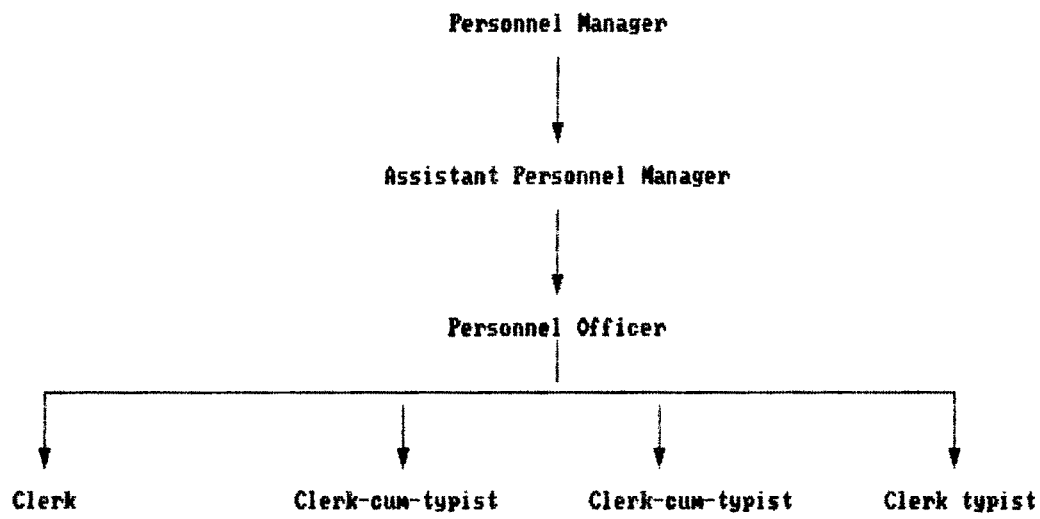
1. Bajaj Tempo Ltd. (BTL)
2. Kinetic Engineering Ltd. (KEL)
3. Kinetic Honda Motor Ltd. (KHML), Pune
Works-Prithampur
4. Jaya Hind Saiaky Ltd. (JHS), Pune
5. Jaya Hind Industries Ltd. (JHI), Pune
6. Z.E. Stearing Ltd. (ZEL), Pune.

ORGANISATION CHART LEVELS

ORGANISATION CHART AS WHOLE OF KEL
OFFICE AT PUNE.



ADMINISTRATIVE STRUCTURE OF
PERSONNEL DEPARTMENT OF KEL



ORGANISATION CHART AS WHOLE OF KEL
OFFICE AT PUNE.

