

CHAPTER - IV

ANALYSIS

AND

INTERPRETATION

OF

DATA

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In this chapter the data collected is presented in tabular form and followed by the necessary information and description.

TABLE I

Table showing details of the type of work of employees.

Sl.no	Kind of work	Nos. of Employees.
1.	Sweeper	24
2.	Scavenger	22
3.	Garbage Worker	20
4.	Drainage Worker	6
5.	Anti Malaria Squad	8
6.	Helper (Transport Section)	4
7.	Mukadam/Jamadar	4
8.	Gardener	3
9.	Anti-Mouse Squad	2
10.	Anti-Cattle Squad	2
11.	Peon	3
12.	Watchman	2

	Total no.of employees	100

Class IV employees indicates the following cadres like Sweeper, Scavanger, Garbage Worker, Drainage worker, Anti-Malaria Squad, Mukadams, Gardener, Anti-Cattle Sqad, Anti-Mouse Squad, Peon and Watchman.

From the above table it is seen that majority of the employees are found in the cadre of Sweeper Scavanger, Garbage worker as 66% of respondents are belonging to this cadres.

While employees belonging to cadres like Drainage worker, Anti-Malaria Squad, Helpers, Mukadams, Gardeners, Anti-Mouse Squad, Peon, Watchman are very less.

Therefore it is concluded that the majority of the Class IV Employees are in the cadre of Sweeper, Scavanger, and Garbage worker.

TABLE II

Table showing Sex of Employees.

Sl.no.	Male	Female	Total
1.	68	32	100
TOTAL	68	32	100

From the above table it is found that the Male and Female employees work in the cadre of Class IV employees 68% employees are Male while 32% employees are Female.

Majority of the respondents are Male employees.

TABLE III

Table showing the Age of Employees.

Sl.no.	Age	Nos. of Employees.
1.	18 to 25	8
2.	26 to 35	23
3.	36 to 45	40
4.	46 and above	29

Total no.of employees 100

Regarding the study of the socio-economic conditions age of the human being is very important factors because the requirement and the need of the person changes according to the age.

From the above table it is seen that majority i.e. 69% respondents belongs to the age group of 36 and above. While 31% are belonging to the age group 18 to 35.

Therefore it is found that majority of the respondent either middle age or somewhat aged.

TABLE IV

Table showing the Category of the Employees.

Sr.No.	Category	Nos.of Respondents.
1.	Scheduled Caste	86
2.	Scheduled Tribe	7
3.	Nomadic Tribe	1
4.	Other Backward Class	2
5.	General	4

Total Nos. of Employee 100

The above table shows the Category of respondents.

From the above table it is found that the majority of the respondents i.e.86% belongs to Schedule Caste while remaining 14% includes 7% Scheduled Tribe, 1% Nomadic Tribe, 2% Other Backward Class and 4% from General Category.

Therefore it is concluded that the majority of the respondents belong to Scheduled Caste Category.

TABLE V

Table showing the details of Education.

Sl.no.	Education	Nos. of employees
1.	Illiterate	39
2.	Primary.	09
3.	High School	50
4.	Higher Education	02
Total nos. of employees		100

India is a country where the problems of illiteracy are still existing nearabouts 50% people of India are still found illiterate.

The above table connotes 39% respondent are illiterate. 9% respondents primarily educated while 50% respondents are educated upto highschool level. Very few percentage respondent have taken higher education.

Therefore it is concluded that the attitude of the respondents towards Higher education is not upto the mark and problems of illiteracy and lower education still exists in the respondents.

TABLE VI

Table showing the Marital Status of the Employees.

Sl.no.	Male	Female	Total
Married	66	32	98
Unmarried	2	--	2
TOTAL	68	32	100

The above table shows the Marital status of the Class IV Employees of Solapur Municipal Corporation.

From the above table it is found that Majority of respondents i.e. 98% are married out of which 66% are male and 32% are female and remaining 2% male employees are unmarried.

TABLE VII

Table showing the Status of Employee

Sr. No.	Status	No. of Employees.
1.	Permanent	63
2.	Temporary	20
3.	Casual/Badli	17
Total Nos. of Employee		100

The above table shows the Status of the Respondents in the Service.

From the above table it is found that 63% respondent have got the permanent job while 20% respondent are temporary and the remaining 17% are Casual/Badli workers of the Corporation.

Therefore it is concluded that majority of the employees are the permanent employees.

TABLE VIII

Table showing the Attitude of the Respondents towards Job.

Sr.No.	Attitude towards Job		Nos. of Employees.
	Likes the Job.	Dislikes the Job.	
1.	33	67	100
TOTAL	33	67	100

This table is related with the attitude of the respondents towards the Job.

The work allotted to the Class IV employees is very dirty and difficulty. They have to lot of difficulties while doing the works such as Scavanger, Sweeper, Garbage Worker, Drainage Worker, Anti-Malaria Squad.

So the view of Employees towards the Job is important. The 67% Employees that means 2/3 dislikes the Job whereas 33% Employee that mean 1/3 likes the Job.

Therefore it is concluded that the Majority of the Employees disalikes the Job.

TABLE IX

Table showing the details of Length of Service of Employees.

Sl.no.	Length of Service	No. of Employees.
1.	Upto 5 Years	5
2.	6 Yrs to 10 Yrs.	7
3.	11 Yrs to 15 Yrs.	17
4.	16 Yrs to 20 Yrs.	25
5.	21 Yrs and above.	46
Total No.of Employees		100

From the above table it is clearly indicated that 46% respondents are having the experience more than 21 years. 25% respondents are having the experience of service in the range of 16 to 20 Years. While 24% respondents had experience of 6 to 15 Years. The percentage of having experience less than 5 yrs is 5% only.

Therefore it is concluded that majority of respondents found experienced more than 11 Years.

TABLE X

Table showing the size of family of the employees.

Sr. No.	Family Size	No.of employees.
1.	Upto 2	2
2.	3 to 4	25
3.	5 to 6	48
4.	6 and above.	25
Total no. of employees		100

India is a over populated country and still we find that majority of the people living in Joint Family system. Though people living in nuclear family system the size of the family is more than the standard size.

From the above table it is seen that 73% respondents family size is 5 members.

Therefore it is concluded that majority of respondent's size of family is more than standard size family.

TABLE XI

Table showing the details of Income of Employees

Sr.No.	Income Group	No. of Employees
1.	Upto Rs.1000	7
2.	Rs.1001-2000	14
3.	Rs.2001-3000	76
4.	Rs.3000 & above.	3
Total no. of Employees		100

Now a days though the per captia income in India is raised still it is inadequate to cater the daily needs of one standard size family.

From the above table it is found that majority of the respondents i.e. 79% are having the monthly income of Rs.2000/- and more. While 21% respondents are getting less than Rs.2000/-.

Therefore it is concluded that daily rate of Class IV Employees is raised.

TABLE XII

Table showing the Expenditure on Food Grains of Employees.

Sr.No.	Expenditure Rs.	No. of Employees
1.	Upto Rs.300	10
2.	Rs.301-500	63
3.	Rs.501-800	22
4.	Rs.801 & above.	5
Total No. of employee		100

The above table shows the expenses on food grains. It is seen that majority i.e.73% spends Rs.500/- or less on food grains per month while very few i.e. 5% respondents spent more than Rs.800/- per month. 22% respondents found spending Rs.500/- to Rs.800/- per month on food grains.

Therefore it is concluded that majority of the respondents do not spend on food grains and that's why they can't keep themselves physically fit and due to which they have to face health problems.

TABLE XIII

Table showing the expenditure on Milk, Vegetable,
Meat and Fuel etc of the Employees.

Sr.no.	Expenditure Rs.	No.of Employees.
1.	Upto Rs.300	NIL
2.	Rs.301-500	8
3.	Rs.501-800	62
4.	Rs.801 & above.	30
Total No. of employee		100

Now a days Milk, Vegetable, Meat and Fuel has become equal important alongwith Food Grains and people have to spent willingly and unwillingly.

From the above table it is indicated that majority i.e.62% respondents spent Rs.501/- to Rs.800/- for the above items per month while 30% respondents spent more than Rs.800/- per month. Very few i.e.8% respondents spent in the range of Rs.301/- to Rs.500/- per month on these items.

Therefore it is concluded that Milk, Vegetable, Meat and Fuel have become necessity which cannot be avoided.

TABLE XIV

Table showing the expenditure per month on medical expenses of the employees.

Sr.No.	Expenditure Rs.	No. of Employees
1.	Upto Rs. 100/-	49
2.	Rs.101/- to Rs.200/-	45
3.	Rs.201 - to Rs.300/-	04
4.	Rs.301 and above.	02
Total		100

Nowadays medical expenses have become a fashion and for simple reason people go for medical treatment.

From the above table it is seen that almost all the respondents found spending on medicines. The expenses varies from Rs. 100 to 300/-. Majority of the respondents i.e. 94% found spending upto Rs.200/- on medicines while 6% found spending more than Rs. 200/- per month. Therefore it is concluded that the medical expenses have also become a part of the monthly budget.

TABLE XV

Table showing expenditure on Education of the Employees.

Sr.No.	Expenditure Rs.	No. of employees
1.	Nil	21
2.	Upto Rs.100	64
3.	Rs.101-200	15
4.	Rs.201-300	NIL
5.	Rs.301 & above.	NIL
Total		100

Though the literacy plays a very important role in personality development and making of one's career, it is neglected by the Indian public at large.

From the above table it is seen that the expenses on education found in the range of Rs.200/- per month only. 21% respondents found not spending a single paisa on education while 64% respondents found spending in the range of Rs.100/- per month & 15% found spending in the range of Rs.101/- to Rs.200/- per month on education.

Therefore it is concluded that people are reluctant about education & avoid to spend on education.

TABLE XVI

Table showing the expenditure on House Rent of Employees.

Sr.No.	Expenditure Rs.	No. of employees
1.	Rs.Nil	78
2.	Upto Rs.200	20
3.	Rs.201-300	2
4.	Rs.301-400	NIL
5.	Rs.401 & above.	NIL
Total		100

Shelter is the basic need of human being and in India the people who are low paid employees are living in a very small houses and slum areas.

From the above table it is seen that only 22% respondents found living in rented house. Out of them 20% respondents found paying Rs.200/- per month while 2% respondents found paying rent in the range of Rs.201/- to Rs.300/- per month.

The remaining 78% respondents found not paying any rent for house as they are living in their own houses.

TABLE XVII

Table showing the Expenditure on Clothing of Employees.

Sr.No.	Expenditure Rs.	No. of employees
1.	Upto Rs.100	68
2.	Rs.101-200	32
4.	Rs.201-300	NIL
5.	Rs.301 & above.	NIL
Total		100

Clothing has become essential and basic need of the social life. Hence as seen in the above table respondents are required to incur expenditure on clothing.

The above table makes it clear that almost 100% respondents spent certain amount on clothing. 68% respondents spends upto Rs.100/- per month while 32% respondents spent in the range of Rs.101/- to Rs.200/- per month.

Therefore it is concluded that Clothing also can be included in the monthly budget of the family.

TABLE XVIII

Table showing the Expenditure on habits (Pan, Tobacco, Liquor, Gambling) of Employees.

Expdt. on habit	H A B I T S			
	PAN	TOBACCO	LIQUOR	GAMBLING
NIL	20	23	36	23
Up to Rs.100	4	74	--	7
Rs.101-200.	76	3	7	7
Rs.201-300.	--	--	2	47
Rs.301-400.	--	--	3	16
Rs.401 & above.	--	--	52	--
Total.	100	100	100	100

The above tables shows the habits and the expenses of the respondents incurred on habits. It is clearly seen that majority of the respondents are habituated with the habits like Pan, Tobacco, Liquor and Gambling. The percentage may be more or less.

Very few percent are non habituated. 80% of the respondents found habituated with Pan chewing out of which 76% spent Rs.100/- to Rs.200/- on Pan chewing.

77% respondents are habituated with Tobacco out of which 74% spent in the range of Rs.100/- per month on tobacco.

64% respondents found addicted with Liquor out of which 52% spent more than Rs.400/- per month on Liquor.

77% respondents are associated with Gambling also and majority of them i.e.63% found spending more than Rs.200/- per month on Gambling.

Majority of the respondents found habitually associated with illegal voices and expenses on such voices are comparatively very high.

TABLE XIX

Table showing the sources of Loan of Employees.

Sr.No.	Source of Loan.	No.of Employees.
1.	Nil	4
2.	Co-op Society	9
3.	Bank.	3
4.	Friends/Relatives.	NIL
5.	Money Lenders.	14
6.	Co-op Soc & Money Lenders.	68
7.	Bank & Money Lenders.	2
Total No. of Employees		100

From the above table it is found that majority 96% respondents have borrowed loan. The Sources of Loan are either Co-operative Society, Bank, Money Lenders and Friends/Relatives etc.

9% respondents have taken the loan only from Co-operative Society while 3% and 14% respondents have taken the loan from Bank and Money lenders respectively.

68% respondents have taken the loan from Co-operative society and money lenders and 2% of the employees have taken loan from Bank and Money Lenders.

Very few percent i.e. 4% of the respondents found have not taken loan from any source.

Majority of the respondents are Loan holders and they have taken the Loan from more than One source.

TABLE XX

Table showing the amount of Loan of Employees.

Sr.No.	Amount of Loan.	No. of employees
1.	NIL	4
2.	Upto Rs.5000	8
3.	Rs.5001-10000	11
4.	Rs.10001-15000	18
5.	Rs.15001-20000	42
6.	Rs.20001-30000	17
	Total	100

From the above table it is indicated that 96% respondents are loan holders and the range of Loan of Rs.5000/- to Rs.30000/-.

Majority i.e.42% respondents had the Loan in the range of Rs.15001/- to Rs.20000/-.

17% respondents had the Loan in the range of Rs.20001/- to Rs.30000/-.

18% respondents having the loan in the range of Rs.10001/- to Rs.15000/- while 19% respondents having the loan below Rs.10000/-

Therefore it can be concluded that majority of the correspondent are under the burden of Loan.

Majority i.e.77% respondent under the burden on Loan more than Rs.10000/-.

TABLE XXI

Table showing the mode of Saving of Employees

Sr.no.	Type of Saving	Yes	No	Total
1.	Post	2	98	100
2.	Bank	6	94	100
3.	L.I.C.	14	86	100
4.	Investment in Land and Property.	--	--	---
5.	Any other.	3	97	100

The above table shows picture of the Savings of the respondents. Very few percent of the respondents found saving their money in various sources. 2% respondents have savings in Posts, 6% respondents are having the savings in Bank while 14% have invested in L.I.C. and 3% have invested their money in other sources like Indira Vikas Patra, Kisan Vikas Patra etc. No respondent found investing in Landed Property.

TABLE XXII

Table showing the details of Facilities (Water,
Lighting, Sanitary and Lavatory)

Sr. no.	Facility	Own Facility	Provided by Corporation	Total nos. of Employees
1.	Water	6	94	100
2.	Lighting	94	6	100
3.	Sanitary	--	100	100
4.	Lavatory	--	100	100

India is highly populated country. Needs of people are very large the basic facilities provided by the Government through local autonomous bodies are not upto the mark.

Here the table indicates the facilities provided by the corporation are in a large scale only 6% employees having their own facilities of water remaining 94% employees have facilities provided by the Corporation at Common Water Taps.

Electricity is another important aspect regarding basic facility, 94% people i.e. respondents are having their own facility and remaining 6% respondents do not have lighting facility.

Regarding the sanitary facility the whole i.e. 100% facility is provided by the Corporation that means no respondent has his own facility of Sanitary.

The fourth basic facility is Lavatory. No respondent is having his own facility on the contrary 100% facility is provided by the corporation in the other word they depend upon Common Lavatory facilities.

Therefore it is concluded that the respondent economic condition is not sound to afford these facilities.

TABLE XXIII

Table showing the Opinion of the Respondents towards the facilities provided by the Corporation.

Sr. no.	Facility	Number of Employees		Total
		Satisfactory	Non Satisfactory	
1.	Water	32	68	100
2.	Lighting.	89	11	100
3.	Sanitary.	21	79	100
4.	Lavatory.	28	72	100

This Table is related with the facility Water Supply, Lighting, Sanitary and Lavotary and the opinion of the respondent towards the facilities.

It is seen from the above table that 32% of the respondent are satisfactory regarding the water supply facilities provided by the Corporation and on the other hand 68% respondents are not satisfied with the facilities provided by the Corporation.

Regarding Lighting facilities 89% respondent are satisfied while the other 11% respondent are not satisfied with the facilities provided by the Corporation.

The another basic facility is Sanitary which is provided in large scale by the Corporation. 21% respondents are satisfied with the facilities on the other hand 79% respondents are not satisfied with the facility.

In response to the Lavatory facility 72% respondents found unhappy and 28% respondents are satisfied.

Therefore it is concluded that respondents are happy to the Lighting, Sanitary, Lavatory while they were found unhappy with the Water and Lavatory.