

CHAPTER - V

FINDINGS

OBSERVATIONS

CONCLUSIONS

AND

SUGGESTIONS

CHAPTER NO. V

FINDINGS, CONCLUSIONS, OBSERVATIONS & SUGGESTIONS

This Chapter deals with the Findings, Conclusions, Observations and Suggestions. The findings are based on the data present in the tabular form in previous chapter. The Researcher has observed some points while studying the subject. The Conclusions are drawn on the basis of Findings and Observations. And accordingly the precise Suggestions are made by the Researcher.

FINDINGS

1. Out of the respondents interviewed for this study majority of the Class-IV employees are Male employees.
2. As far as the Age factor is concerned majority of the Class-IV employees are middle aged or some what aged.
3. Majority of the Class-IV employees are found from the Scheduled Caste category.

4. For the study purpose 100 respondents have been contacted and out of which majority of the workers are married.

5. It is found while studying this subject majority of the respondents have experience more than 11 years.

6. Majority of the respondents having family of the which the size of the family is bigger than that the standard one.

7. Majority of the respondents were drawing the monthly salary of Rs.2000/- and more.

8. It is found while studying the subject that the majority of the respondents do not spend adequately basic needs like foodgrains.

9. It is also found that unnecessary expenses on Neat, Fuel and Milk were incurred by majority of the respondents.

10. It is found that 100% respondents spending on medicine.

11. Though education is a basic need nowadays but it is found that the amount spent on education purpose is very less.

12. Majority of the respondents found living in their own houses which are situated in the slum area of city but the size of the houses are very small comparatively to their family size.

13. It is also found that expenses on clothing for every month have been found necessary due to their big size family.

14. Majority of the respondents were habituated with either Pan, Tobacco, Liquor or Gambling and the expenses on such habits are found high comparatively to their monthly income.

15. It is found that the majority of the respondents are loan holders and surprisingly it is found that majority of the respondents have taken loan from more than one source.

16. While studying the subject it is found that majority of the respondents have not saving the money.

17. While considering the education factor it is found that the majority of the employees educated upto highschool level only.

18. The water and lavatory facility found to be provided commonly in case of majority of the workers.

19. It is found that the sanitary and lighting facility have been provided properly.

20. As far as the attitude of workers is concerned towards the job it is found that majority of the workers are unhappy.

21. Majority of the workers found not satisfied with the provision of Water & Lavatory facility.

22. It is found that the majority of the respondents found the permanent employees of the corporation.

OBSERVATION

Following are the observation of the researcher during his data collection :

1. The Male and Female found in the category of Class IV Employees.

2. The Working hours of Corporation for these employees are 5.30 am to 10.30 am and 2.30 p.m. to 4.30 p.m. and general shift of the employees is 7.30 a.m. to 11.30 a.m. and 2.30 p.m. to 5.30 p.m.

3. Almost all the respondents main source of Income was found as Salary only.

4. No respondents having Landed Property, Business or Agriculture.

5. Most of the respondents found daily rated.

6. The mode of payment for the respondent is monthly basis.

7. Almost all the respondent found unsatisfied with their past wages.

8. Only Scavengers found living in Corporation colony and other employees found living in various slum areas of the Solapur city.

9. The loan has been drawn for the common reason like as marriages of sons and daughters and to cater the family.

10. The loan taken from Co-operative society and Bank is repaid by the respondents from their monthly salaries directly while the loan taken from Money lenders found repaid by them personally.

11. Almost all the respondents found the member of Trade Union.

12. The Category of Scavengers found migrated for the employment purpose from the state of Andhra Pradesh and Gujrat.

13. Almost all the respondents found the members of Social organisation and they have been found involved in the activities like Bhajan, Kirtan, Cultural Programmes and Sammelan.

14. Almost all the respondent complained that due to their job they have been caught by skin decease or other health problem.

15. The equipments provided by the corporation to these are few and they have got more problems to complete the job.

16. The medical facilities provided by the corporation to these employees have not satisfactory due to which the health of the employees not been maintained properly.

17. The facilities provided by the corporation to the Scavengers have the common facility of Water and Latrine.

18. Most of the respondents have to for their duty far away from their residence and even not been provided the Transport facilities by the corporation.

19. The Liveries provided by the Corporation to their Class-IV employees are not sufficient.

CONCLUSIONS

From the above Findings of the Studies and Observations of the Researcher the following Conclusions have been drawn.

1. It is concluded that while recruiting the Class-IV employees majority of the people are selected from the Scheduled Caste category.

2. Their duty hours for the female employees are odd i.e. early in the morning.

3. The main source of income of the respondents is monthly salary only.

4. Only the Scavengers have been provided the Staff Quarters by the Corporation.

5. Unnecessary expenses are incurred by the respondents on the Miscellaneous items like Fuel, Meat etc.

6. As far as the Education is concerned to the respondents and his family it is total neglected.

7. The attitude towards the borrowing of loan is in mere percentage among the respondent.

8. Majority of the respondents are habitants and the expenses incurred on habit are objectionable.

9. The attitude of the respondent towards saving the money is not existing.

10. Majority of the workers have to face skin disease and health problems due to their job.

11. The water and lavatory facilities are improper as it is commonly provided.

12. No respondents is found preparing the monthly family budget.

SUGGESTION

On the basis of the findings the conclusion and observations the following suggestion are made by the researcher.

1. As all the respondents are the members of the Union the union should try to raise the socio-economic status of their members.
2. Adult education classes should be run by the Corporation for Class-IV employees.
3. The importance of family planning programme should be explained to the employees by organising documentary shows and health check up campaign.
4. The employees should be advised to prepare monthly basis family budget.
5. The employees should be advised to minimise the expenses incurred on habits as well as awareness campaign should be organised to eradicate the Drugs Addiction, Alcholoism and Gambling etc.

6. Special Campaign should be organised for the employees regarding the importance of savings.

7. The employees working in the category of Scavengers. and Anti-Malaria working units etc. should be provided. Mask, Hand gloves etc for Health purpose.

8. The respondents are residing away from the duty spot so it is very difficult to attend the duties without any transport facilities, so transport facilities may be provided to them.

9. The disadvantages of indebtedness should be explained to the respondents and they should be deprived from taking the loan.

10. As a matter of Social and Economic security the employees should be explained the importance of Life Insurance.

11. To raise the Social and Economic status of the respondent should be provided the best housing facilities.

12. To get the job satisfaction, the respondent should be provided more facilities.

13. Adequate Liveries should be provided to the respondents.

14. Necessary Equipments should be provided to the respondents to do their work efficiently.

15. Regular Health Checkup Programmes should be arranged to keep the good health of the employees.

16. The basic facilities like Water, Lighting, Sanitary, and Lavatory for the good health of respondents and their family members.

QUESTIONNAIRE

SUBJECT : A Study of Socio-economic conditions of IVth Class Employees in Solapur Municipal Corporation.

Name of Researcher : Shri S.V.Kamble.

Name of Research Guide. : Dr. V.A.Dolas.

I) PERSONAL DATA

1. Name of the respondent :
2. Age : SEX: Male/Female.
3. Education :
4. Religion & Cast. :
5. Language known :
6. Mother tongue :
7. Marital status : Married/Unmarried.
8. Length of the service in the past organisation. :
9. Total length of service :

II) EMPLOYMENT CONDITION

1. What kind of work you had been allotted?
2. Do you like the job?
3. Please state your status : Permanent/Temporary/Casual Badli.
4. What are the working hours ?
5. Do you get weekly off ? If yes, state the day.

III) MAIN SOURCE OF INCOME

1. Salary :
2. Landed Property. :
3. House. :
4. Saving. :
5. Business. :
6. Agriculture. :
7. Any other. :

IV. FAMILY BACKGROUND

Sr. No.	Name	Age	Relationship with resp.	Education.
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V) FAMILY BUDGET

Items	Weekly		Monthly	
	Quantity	Amount	Quantity	Amount
Food-grain.				
Vegetables.				
Fuel.				
Milk.				
Medical Expenses.				
House rent.				
Clothing.				
Education.				
Entertainment.				

VI) CONDITION OF WAGES OF PAST EMPLOYEMNT.

1. What was the rate of your daily wages?
2. What was the mode of the payment of wages?
Weekly/forthnightly/monthly.
3. Are you satisfied with your past wages?

VII) HOUSING CONDITIONS

1. What is the location of your house?
2. What are the arrangements of following?
1. Sanitary 2. Water Supply 3. Common latrine/urinal
4. Lighting.

VIII) LOANS

1. Have you take the loans?
2. Reasons for drawing the loans?
3. From what source do you take loans?
Co-operative society/Bank/Friends & Relatives/Money Lenders.
4. Mode of Payment?

IX) SAVINGS

1. Had you saved from your income?

Type of Savings.	Amount
1. Post.	
2. Bank.	
3. L.I.C.	
4. Investment in land property.	

X) HABIT EXPENSES

Type of Habit	Daily	Expenditure Weekly	Monthly
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XI) OTHER DETAILS OF EMPLOYEE PERSON

1. What is your native place?
2. How many time do you visit your native place?
3. Are you a member of trade union?
4. Are you depend up on your relatives?
5. Are you interested in Social works?
6. Are you member of any Social organisation?
7. If yes, state the name.
8. How many members are in your group?
9. From which media are you doing this social work?
Bhajan/Kirtan/Cultural programmes/Sammelans.