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**CHAPTER-6**  
**CONCLUSIONS &**  
**SUGGESTIONS**

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## **CHAPTER 6**

# **CONCLUSION & SUGGESTIONS**

## **CONCLUSIONS**

### **6.1 Age Group**

Majority of workers have age group between 31-50 years and there are very few employees having age group less than 30 years. This shows that majority of recruitment have been done at the initial stage of the company and there are very less recruitments for last few years.

### **6.2 Educations**

In Manugraph India Ltd. most of the staff is educated most of workers are S.S.C passed and have completed I T I courses.

### **6.3 Native Place**

Majority of workers is from the district place itself. Most of the workers have their native place as Kolhapur, which shows that the company has provided more employment to the local people and it is promoting the development of the local area.

### **6.4 Distance**

Majority of workers reside at a medium distance from the industry i.e. about 11-20km from the industry. Majority of workers come at work place from medium or long distance. Thus the long distance may be more problematic to workers.

### **6.5 Mode of Conveyance**

For workers there is no exact mode of conveyance. Majority of the workers come at work place either by their own vehicles or by using government buses or S.T. Thus as there is no exact mode of conveyance available to them possibility of late coming or absenteeism is more.

## **6.6 Experience**

Majority of workers have experience more than 11-20 years which shows that the company have more experience staff. It also shows that there were more recruitment at the initial stage of the industry.

## **6.7 Habits**

Some habits are harmful to health as well as it may affect the work performance of the employees while working. Majority of workers of having some kind of habits like chewing tobacco, pan etc. For work performance the person should be the healthy without any habit.

## **6.8 Recruitments**

In Manugraph India only one method is used for recruitment i.e. Interview method. At the time of recruitment candidate have to give practice test, after that he is appointed on probation. Probational period may raise from 6 months to one year.

## **6.9 Remuneration**

In Manugraph India only one system of remuneration is used i.e. piece rate system.

## **6.10 Incentive Scheme Benefit or not**

Incentive is the motivation factor to increase the will to work and to increase the production level. The purpose of incentive is to motivate individual or group to do more productive work. Majority of workers not satisfied with the present incentive scheme based on production. It shows that it fail to achieve its actual purpose.

## **6.11 Nature of Job**

Majority of workers have physical work with medium or heavy work load and with less mental stress.

### **6.12 Working Conditions**

Working conditions are nothing but the working environment place for work, light safty etc The Manugraph workers says that working conditions are healthy in industry and it is favourable to industry.

### **6.13 Training related to Job Provided or not**

Workers get opportunity to have training related to their jobs.

### **6.14 Serious accidents in company premises**

There is very less percentage of serious accidents in the company. It shows that the company takes proper precautionary measures and provides more safty equipments and precautionary fraining to avoid accidents.

### **6.15 Satisfied with retirment facilities**

Retirement facility include provident fund, gratuity, pension etc. Workers are happy with the companies retirement facilities.

### **6.16 Trade union and relation with workers.**

In company only one union works which is recognised trade union. Trade union work for workers and workers agree with decission taken by trade union.

### **6.17 Demand before strike**

Before strike workers have only firm demand i.e. increase in wages, bonus and leave.

### **6.18 Workers participation in Management**

In some decission making workers takes part but only minor suggestions are taken in to consideration. Some times management take concern of association but act accordingly to their own prefixed dicissions.

## **6.19 Discipline**

In company every workers known rules and regulation of company and if some body break the rule or regulation he has to face penalty or punishment.

### **SUGGESTIONS**

1.As the majority of recruitment have been done at the initial stage of the organisation,the company may face the problem of experienced workers in future. Hense it is suggested that it should prepare recruitment programme and implement it near future.

2.The company should provide transport facilities to all workers which increase their productivity.

3.As majority of workers are not satisfied with the present incentive scheme, the management should revised incentive structure in consultation with workers to their satisfaction.

4.During the actual visits and discussion with workers it is found that the safety equipments provided to the workers are not regularly used by them. Hense the company should take some measures in this regards.

5.For enhancing workers morale , the company should consider the major suggestions of them to be used in practice.