

TOPIC NO.V

TECHNIQUE, ANALYSIS, INTERPRETATION AND
PRESENTATION OF DATA

TOPIC NO.V

TECHNIQUE, ANALYSIS, INTERPRETATION AND
PRESENTATION OF DATA :

A) Techniques of Data Collection :

The great precaution has been taken, while preparing the questionnaire and collecting the data for this problem. Simple, clear and unambiguous language was used. Generally the technical terms were avoided and wherever the difficult words are used, they are explained in the subsequent sentence. The words commonly spoken were used so as to enable the respondent, employees to understand the same easily. As the majority of the respondent employees talk in the regional language Marathi, the same was used for interview and discussions. Relevant questions were asked in Marathi and the answer was translated and written in English. The questions selected in the questionnaire were forming part and were within the informational scope of the respondent employees. While asking the questions, a sequence was adopted and observed throughout the period of interview. The respondent employees were allowed to give alternative answers, wherever not including in the scope of information provided in the questionnaire, even though a care was taken to see that all possible alternatives were included. Tabulation form was kept in mind, while formulating the

questionnaire. In order to get the correct reply, indirect questions were also put up to the respondent employees. Without disturbing the interlinks and sequence maintained from amongst the questions.

In order to study the main problem in detail, it was split up in to various aspects and headings. At the time of interview actual questions were framed and more than one questions were asked to get the complete information about a particular aspect. A general layout was prepared and kept in mind to observed the sequence in getting the replies systematically and spontaneously. The validity of the answers of the respondent employees was tested on the sample and then finalised.

The researcher has selected a total ⁸⁵⁰ of 85 respondents --
-i.e. 10 %
employees) from Rajarambapu Patil Sahakari Sakhar Karkhana Ltd., Rajaramnagar by stratified random sampling method, with a view to draw conclusions conveniently and further classification becomes easy for the study. Classification becomes helpful for accurate guess work generations.

In fact, it was impossible to place the questionnaire before the respondent employees and to record the answers on the spot, as they were busy with their works. Situation on the spot was taken into consideration. Some respondent employees replied on the spot all the questions from the questionnaire, however, some of the employees selected, have asked the researcher to come to the residence in the factory colony, where they offered tea and furnished all the information required by the researcher. The experience was of a varied

nature. Some of the experiences are narrated here below:-

When the questions were asked and their replies were recorded, it was observed that the interview respondents become self-conscious and little bit confused, After meeting the employees, the researcher had tried to be friendly and explain as to why he has come over there. Some times before putting up actual questions to the respondent employees the researcher has tried to create suitable atmosphere by chit-chatting informally with them and after some time tried to come to the point. During the course of discussions the researcher had tried to get all the required answers. As the respondent employees were working in shifts, the researcher had tried to see the convenience of the interviews.

As referred earlier 85 respondent employees were selected as samples but selecting the respondents by stratified random sampling method was time consuming. In spite of the continuous work, four months were lapsed away to complete the work of data collection.

Though the researcher had varied experience, one worth mentioning experience was common from amongst the all and that was they found of praise. While concluding the interview, every body had asked the question to the researcher whether the interviewees would be benefitted by increasing their salaries. Few of them enquired whether they would get some money for furnishing this information some respondent employees expressed their respects by offering tea. Few respondent also required the salaries be enhanced.

B) Analysis and Interpretation of Data .

TABLE NO.V-1

Agewise distribution of workers.

No.	Age group in years	No.of respondents	Percentage
1	20 to 30	06	7
2	31 to 40	25	30
3	41 to 50	43	50
4	Above 50	11	13
Total		85	100

The table No.V-1 Shows that :-

- i) 7 % workers of this organisation belong to the age group of 20 to 30 years.
- ii) 30 % workers of this organisation belong to the age group of 31 to 40 years.
- iii) 50 % workers of this organisation belong to the age group 41 to 50 years.
- iv) 13 % of workers of this organisation belong to the age group of more than 50 years.

From the Table No.V-1 ,We can concluded that :-

- a) 80 % workers of this sugar factory belong to the age group between 31 to 50 years, It shows that the factory has mainly efficient workers and the management gives stress on requirement of young and efficient

employees.

- b) 13 % workers of this sugar factory belong to and are above the age of 50 years. Which shows that the persons who are above 50 years are less in number.

It can ,therefore be inferred that the factory is developing matured and dynamic human resources, which is helpful to the smooth running of the sugar factory.

TABLE NO.V -2
family members
Number of ~~dependents~~ depending upon income.

No.	No.of family members depending upon income	No.of respondents	Percentage
1	1 to 3	07	08
2	4 to 5	30	35
3	6 to 7	21	25
4	8 to 9	12	14
5	10 to 11	05	06
6	Above 11	10	12
	Total	85	100

Table No.V-2 shows that :-

- i) 8 % of respondents have their dependents up to 3 person of his family
- ii) 35 % of respondents have their dependents between 4 to 5 person in his family
- iii) 25 % of respondents have their dependents between 6 to 7 members of his family ,



- iv) 14 % of respondents have their dependents between 8 to 9 members of his family,
- v) 6 % respondents have their dependents between 10 to 11 members of his family,
- vi) 12 % respondents have their dependents above 11 persons of his family.

From the above, we can conclude that ;

Majority of respondent workers are having 4 to 7 persons depending upon their income from their family i.e. 60 % .There are some workers from joint family also i.e. 18 % of workers are having more than 10 persons depending upon their income that is because most of the workers are recruited from the rural area, where joint family system is favourite. The workers who are living like seperate families although they are having joint families at their village.

TABLE NO.V-3

Educational qualifications of workers

No.	Education	No.of respondents	Percentage
1	Primary	17	20 %
2	Secondary	47	55
3	Higher	09	11
4	Technical	12	14
Total		85	100 %

Table No.V-3 clearly shows that :--

- i) 20 % of workers are educated upto primary level,
- ii) 55 % of workers have obtained secondary education,
- iii) 11 % of workers have obtained still higher education, i.e. college education,
- iv) 14 % of workers have achieved the technical education.

From the Table No.V-3 we can bring out clearly that :-

- i) Most of the workers i.e. 55% have obtained secondary education,
- ii) There are 14 % workers who are having technical education which is quite essential for technical efficiency,
- iii) Only 11% workers having degree education,
- iv) 20 % of workers are having education upto primary level or no education.

TABLE NO.V.4

Distribution of employees according to the length of service.

No.	Length of service in sugar Factory (Year)	No.of workers	Percentage
1	Upto 10	08	10
2	11 to 20	47	55
3	21 to 30	35	35
Total		85	100

From the Table No.V-4, it is clear that :-

- i) 10 % workers are having experience of upto 10 years in sugar industry,
- ii) 55 % workers are having experience of 11 to 20 years in sugar factory,
- iii) 35 % workers are having experience of 21 to 30 years in the sugar industry.

From the above analysis we can interpret that majority i.e.90 % of the workers have experience more than the 10 years in the sugar industry and 10 % of workers have experience less than 10 years. Most of the workers are working in the same sugar factory. Since installation some have got experience of working in various sugar factories. A look at the table leads to conclude that this factory prefers experienced workers and the ratio of labour turnover is less.

TABLE NQV-5

Distribution of workers according to the residential places :

No.	Native place	No.of workers	Percentage
1	Local	43	51
2	Outside	42	49
	Total	85	100

Table No.V-5 shows that out of the 850 respondents 51 % are from local area and 49 % are from outside the area.

It is clear from the above information that percentage of local workers are more than that of outside workers. It means that this sugar factory has undoubtedly given preference to the workers from local areas and rightly so because these sugar factories are the mean to achieve the objectives of rural developments. At the same time factory has given due preference to the outside workers whenever necessary in case of experienced and technical workers. Most of the skilled workers are recruited from outside the areas of operation of the factory.

TABLE NO.V-6

Distance between residence and work place (Factory)

No.	Distance from residence to factory in Km.	No.of workers	Percentage
1	0 to 10	60	70
2	11 to 20	25	30
Total		85	100

From the Table No.V-6 it is clear that :-

- i) 70 % workers are living 0 to 10 Kms. away from the factory,
- ii) 30 % workers are living 11 to 20 Kms. away from the factory,

From this table we can conclude that maximum number of workers are living on the factory site in colonies provided by the factory and others are living near the factory site and coming from their native places, around the factory site.

Islampur is nearer to this factory and some workers come from Islampur too.

Maximum number of employees are living near the organisation i.e. 70%, It is useful from the production point of view that the workers are coming from nearer places, they will be fresh when they get to work and production will be increased. Majority of the workers living in the area around the organisation and have, there is no problem of late come. The factory has also provided housing facilities to the workers near the factory site.

TABLE NO.V-7

Mode of conveyance of employees

No.	Mode of conveyance	No.of employees	Percentage
1	Bus	17	20
2	Bycycle	47	55
3	Autocycle(Petrol vehicle)	12	14
4	On foot	09	11
Total		85	100

From this table it is observed that :-

- i) According to the table No.V-7 20 % respondents are using state transport bus as mode of conveyance for joining their duties,
- ii) 55 % i.e. majority of respondents are using cycles,
- iii) 14 % respondents have had their own auto cycles.

From the above information it is concluded that :-

- i) Most of the workers come by cycles that means they are coming from the villages around the sugar factory. They are 55 % Generally the office employees whose office time is 10.45 a.m. to 5.45 p.m. and the factory workers whose income group is between Rs.800 to 1000 are using the cycles.
- iii) 20 % respondents are coming by bus , It means that they are living in the Islampur city or coming from 15 to 20 Kms.distance.
- iii) 14 % respondents are coming by Autocycles (Petrol Vehicles) out of whom, some are coming from Islampur city and some are coming from local villages area around the factory site.
- iv) 11 % respondents comes on foot. It means that they have given house accommodation in the colony or their dwelling pleaces are too near.

Usually the officers, supervisors night shift workers and workers who are on higher bracket of pay scale are using motor cycles as made of conveyance.

TABLE NO.V-8

Distribution of workers according to their nature of Service:-

No.	Nature of employment	No.of workers	Percentage
1	Permanent	43	51
2	Seasonal Permanent	34	40
3	Temperary	2	2
4	Dailywages	6	7
Total		85	100

From the table No.V-8, it is observed that ,There are 51 % permanent and 50 % seasonal permanent workers in this organisation.

Thus it can be concluded that the majority of the worker are permanent in the factory.As well as factory employees seasonal workers during the crushing season. It means that management of this co operative sugar factory officers job security to their employees and maintaining constant manpower.

TABLE NO V-9

Distribution of workers according to their types of wage payment.

No.	Types of wage payment	No.of respondents	Percentage
1	Piecewage	-	-
2	Timewage	85	100%
	Total	85	100

From the table No.V-9, it is observed that all the workers (i.e. 100 %) are paid according to time wage payment system.Gradually,there will be abolition of piece wage system in this factory in future in case of contractor workers too.

TABLE NO.V-10

Distribution of workers according to their monthly wages / salaries

No.	Wages/salaries Permonth(Rs.)	No.of respondents	Percentage
1	800 to 1000	43	50
2	1001 to 1200	25	30
3	1201 to 1500	8	11
4	Above 1500	9	9
Total		85	100

The Table No.V-10 shows that :-

- i) 50 % of the workers are getting wages and salaries between Rs.700 to Rs.1000 per month.
- ii) 30 % of the workers are getting wages and salaries between Rs.1001 to Rs.1200 per month,
- iii) 11 % of the workers are getting wages and salaries between Rs.1200 to 1500 per month.They are supervisors, highly skilled workers ,
- iv) 9 % of the workers are getting salaries and wages above Rs.1500 per month.
They are head of the departments and sectional heads.

From this table,we may conclude that majority of the workers are getting wages / salaries in the range between Rs.700 to 1000 per month i.e.50 % . It has come to know that these 30 % of the workers are not satisfied with the existing pay scales i.e. less than Rs.1000 per month.They are demanding

more than Rs.1000 per month. For even unskilled workers with minimum increment of Rs.10/- per month per year. They are also demanding to link their wages with the production capacity of the sugar factory.

TABLE NO.V-11

Deductions from the salaries of the workers

No.	Cause of Deduction	No.of workers	Percentage
1	Provident fund	850	100
2	C.T.D.	430	51
3	Insurance	550	68
4	Family pension	400	47
5	House rent	290	28
6	Instalment of loan from Society	690	80
7	Professional Tax(Govt.tax)	850	100
8	Krida-Mandal	850	100
9	Income tax	17	1
10	Bank loan Instalment	25	3
11	Medical charges	-	-
12	Walwa Shakari Sangh Walwa Bazar	-	-

From the above table the detail information, we can concluded that :-

- 1) Almost all the workers have participated in the providend fund scheme 100 % amount is deducted from the salaries of employee per month and 10 % amount is paid by the sugar factory as employers contribution., That means

contributory provident fund scheme is applied by this sugar factory and all the provisions of provident fund contribution of fringe benefit has definite impact on real wages of workers,

- ii) 51 % employees have their cumulative time deposit and recurring deposit accounts in the post office at Sakarale under salary saving scheme. Out of 850 permanent workers almost all the 430 workers have joined to this good scheme. This scheme helps to develop regular saving habit amongst the workers. Average Rs.35000 per month is deposited under this scheme per month and every worker is depositing Rs.45 % per month. The seasonal workers are kept out of this scheme but the researcher may suggest that they must be brought under this scheme.
- iii) 66 % of workers have taken life Insurance policies That ^{remaining} means 34 % workers have not taken life insurance policies. They must be brought under this scheme as it also develops regular saving habit,
- iv) 47 % of workers are included in family pension scheme only .Badaly workers are not brought under this scheme.
- v) 80 % of workers having deduction against the instalment of loan taken from society, that means majority of workers have to borrow from society as their wages are not sufficient,
- vi) 28 % of workers having deduction against the house rent, that means 49 % of workers have been provided house accommodation on the factory colony and they are living on the factory site.
- vii) 100 % of workers are paying professional tax from

their wages and salaries.

- viii) 100 % of workers are paying the contribution of Krida-Mandal, which is maintaining a library and looks after cultural and recreation activities of the workers.
- ix) Only 3 % of workers are paying income tax and means the salaries of 98 % workers are not taxable. The managing Director and all the Heads of departments, engineers, Assistant Engineers etc. are income tax payers.,
- x) 4 % of employees have taken loan from co-operative Banks for the purchase of two wheel vehicles i.e. Secooter, Motor cycles, cycles and also for purchase of T.V. etc.
- xi) 15 % of worker are taking advantage of medical centres maintained by the Karkhana. The Karkhana is providing medicines and other medical services through an experienced qualified doctor at low prices although not fees. This has also definite impact on real wage of the workers.
- xii) The workers are not taking advantages of credit purchase scheme introduced by the Walwas Sahakari Sangh Ltd., Islampur. The workers purchasers cash basis and other shops from credit purchasing of using goods and services.

TABLE NO.V -12

Other sources of income of the workers :-

No.	Source of income	Percentage
1	Land	75
2	Side business	10
3	House property	5
4	Private consultancy	2
5	Commission	1
6	Lottery	1
7	Over time	6
Total		100%

From the above table, it is clear that :-

- i) 75 % of workers having a land as one of the major source of income,
- ii) 10 % workers having their side business as source of income,
- iii) 5 % workers having income from the house rent property,
- iv) 10 % of remaining workers are having income from doing private consultancy, commission, agency and some are the depends upon lotery, gambling, Satta, overtime working too.

From the above table No.V.12 we can interpret that the majority of the workers having land side business, house property, private consultancy as the other sources of income. It means that the majority of the workers are not only

depending upon their wages. They get money from these sources also. These sources of income have helped to improve the real income of the workers .

Some workers like Wiremen, Fitters are doing private consultancy over time is also a major source of other income in case of some workers as the factory allows to work overtime whenever necessary .

TABLE NO.V-13

Distribution of workers according to linkage of wages:-

No.	Particulars	No.of workers	Percentage
1	Linked with cost of living	85	100
2	Linked with production made	-	-
	Total	85	100

In this table, it is observed and concluded that the wages of the workers are linked with the cost of living and not with the production made units. Produced by the workers. Wages and salaries are paid basic pay plus D.A. which varies from time to time according to rise in the consumers price index, deciding by the central Government.

The wages are linked with the cost of living index the workers, through Trade Union movements are pressing the Government to revise the rate of dearness allowance.

TABLE NO.V-14

The amount distributed as Bonus for the last three years.

No.	Particulars	1984-85	1985-86	1986-87
1	Bonus percentage	20	20	20
2	Ex-gratia percentage	7	-	7
3	Total amount of Bonus	13.39	17.04	17.81
	in Lac			

From this table it is clear that the management had distributed 20 % of the bonus to every workers for Divali festival, during the last three years period. The amount spend as bonus is Rs.13.39 lacs in 1984-85, Rs.17.00 lacs in 1985-86 and as against Rs.17.81 lacs in 1986-87.

Bonus is calculated on the total amount of wages / salaries received by an employee during the year. Bonus is paid to the permanent and seasonal permanent workers. But Trade Union is demanding that bonus should also be paid on the retention allowance received by the seasonal workers during off season.

The Bonus is regarded as financial incentive and it may be concluded that the management is trying to the maximum productivity and morale of the workers through payment of workers bonus.

TABLE NO.V - 15

The utilization of bonus for different purposes.

No.	Bonus utilized for	No.of workers	Percentage
1	Festival	55	65
2	Daily expenses	13	15
3	Repayment of debts/ Loans	8	10
4	Investment	3	3
5	Bank/Post Savings	4	5
6	Consumer durable goods	2	2
7	Other purposes	-	-
Total		85	100 %

In this above table, it is clear that :-

- i) 65 % of workers having utilised the payment of bonus received for Divali festival ,
- ii) 15 % of workers have expended the amount of bonus for meeting daily expenses,
- iii) 10 % of workers have expended the amount of bonus for re-payment of old debts / loans,
- iv) 3 % of workers have kept the amount of bonus in the investment and Bank saving account,
- v) 5 % of workers have purchased durable goods like as T.V. locker, safe, motorcycle, bicycle etc.

From the above information we can stated that majority of workers have daily expenses, One can easily say that the workers have not reached the expected level of habit of

saving and thrift or the wages are not sufficient to meet daily expenses. In this case we may think of both.

TABLE NO V-16

Distribution of occasions on which the workers required to borrow:-

No.	Occasions of borrowed	Percentage
1	To meet educational expenses	3
2	To meet monthly expenses	30
3	To meet festival expenses	35
4	To meet medical expenses	10
5	To meet unexpected expenses	10
6	To purchase property	5
7	To purchase durable goods	5
8	To purchase vehicles	2
	Total	100

From the above table No.V-16, it is clear that :-

- i) 3 % of workers have to borrow meet educational expenses, that means there are sufficient educational facilities available on factory site, so very few percentage of workers have to borrow on account of educational expenses,
- ii) 30 % of workers have to borrow to meet monthly expenses that means the wages and salaries are not sufficient to meet monthly expenses. This may be due to poor wages

and salaries or due to large number of family members depending upon their income, This is mainly because of increasing inflationary pressure also.

iii) 35 % of workers have to borrow to meet festival expenses that means due to poor wages, workers are celebrating festivals through borrowing although, it is beyond their capacity,

iv) 10 % of workers have to borrow on account of medical expenses. We can concluded that sugar factory workers are badly need of medical allowance to meet medical expenses of workers and of their dependents. Trade union is demanding medical allowances. This demand is also true because it will help to increase wages of workers and productivity also and also reduce absentism due to the sickness.

v) 10 % of workers borrow to meet unexpected expenses such as sickness, guests, party, marriage etc.

vi) 3 % of workers borrow to purchase property like land, house etc.

vii) 5 % of workers borrow to purchase durable goods such as T.V., Tape-record, Safe etc.

viii) Only 2 % of workers have to borrow to purchase vehicles such as two wheels vehicles i.e. Motorcycle, Scooter, by cycle etc.

It can conclude here that more allowances such as travelling, leave travel, medical and house rent allowances are badly needed for sugar factory workers as like the other industrial and the Government employees.

TABLE NO V-17

Distribution of workers according to debts or loans from whom they are borrowed :-

No.	Particulars	No.of workers	Percentage
1	Relatives or Friends	5	6
2	Banks	3	3
3	Co-operative Society	68	80
4	Money lenders	2	2
5	Without loans	7	9
Total		85	100 %

i) 91 % of workers have borrowed from the following sources :-

- i) 6 % of workers have borrowed from their relatives and their friends,
- 2) 3 % of the workers have borrowed either from co-operative Bank or from Nationalized commercial bank,
- 3) 80 % of workers have borrowed from co-operative credit society in their village,
- 4) 2 % of workers have borrowed from village money lenders or Bishi,
- 5) 9 % of workers have not taken any loan or borrowed from the above sources.

From the above table it is clear that : 91% of workers are in debted some where. The majority of workers (i.e. 80 %) have borrowed from workers co-operative society with low rate

of interest. It is concluded that the workers co-operative multipurpose credit society is paying an important role in advancing loans to workers for many purposes. Other sources are Banks, Friends, relatives and money lenders. It is conclude that workers are availing loan facilities adequately. It appears that workers credit co-operative society is most convenient source of loan for the workers and other sources come next. There are some money lenders too loan taken from them.

TABLE NO.V-18

The opinion of workers regarding leave facilities available :-

No.	Particulars	No.of workers	Percentage
1	Adequate	68	80
2	Inadequate	17	20
Total		85	100

From the table No.V-18 we may conclude that :-

- i) 80 % of workers are satisfied about leave facilities available in the sugar factory telling that leave facilities are adequate,
- ii) 20 % of workers are not satisfied about the leave facilities available telling that these are inadequate. This mainly because of their agriculture work and pressure of private work.

In a case was field against this Karkhana and the Industrial Court have given a decision regarding leave facilities.

Particulars	Privalage Leave	Casual Leave	Sick Leave
1. Permanent workers	30 days	12 days	14 days
2. Seasonal workers	1 day for per 20 days.	6 days	7 days.

The appeal of the Karkhana has been disallowed by high court Bombay.

Workers are demanding that they must be allowed to take casual leave between two holidays to perform social and family responsibilities. They also are demanding the facility of encashment of casual leave.

TABLE NO.V-19

Classification of workers utilising weekly holidays.

No. What they do ?	No. of workers	Percentage
1. Rest	44	52
2. Enjoyment/Domestic work	2	2
3. Allied business	1	1
4. Work in Agriculture	38	45
Total	85	100

From the table No.V-19 it is clear that :-

- i) 52 % of workers used their weekly holiday for taking rest at home,
- ii) 2 % workers used their weekly holiday for enjoyment or domestic work with family members,
- iii) 1 % of workers used their weekly holiday for allied their business,
- iv) 45 % of workers used their weekly holiday for agriculture work,

It can be concluded that majority of workers is that % are utilising the weekly holiday for domestic work and enjoyment with their family or visiting their native villages. % of workers are utilising the weekly off for agriculture work as they have come for their agriculture family.

..