



CHAPTER IV

ANALYSIS, INTERPRETATION
AND
PRESENTATION OF DATA

CHAPTER - IVANALYSIS, INTERPRETATION AND PRESENTATIONOF DATA4.1 INTRODUCTION

For the purpose of studying the wages and wage incentive schemes in the Mysore Paper Mill Ltd., Bhadravati a random sample of 10 percent of the total employees of the company was selected and the questionnaire was taken duly filled in from them. The questionnaire dealt mainly with the different monetary and non-monetary elements of wages and wage incentive schemes such as Dearness allowance, Bonus, Equal wage rates, promotion, job security, vehicle allowance, quarter facilities categorisation of workers and office staff, deduction from wages/salaries, leaves and accident compensations. Also the wage agreements entered into with the representatives of workers were studied. The wages and wage incentive records available in the company were referred to the data so collected was analysed, interpreted and presented as follows.

4.2 ANALYSIS, INTERPRETATION & PRESENTATION OF DATATABLE - IV-1

AGEWISE DISTRIBUTION OF WORKERS

Sr.No.:	Age group in Years	No.of employees:	Percentage
1.	20 to 30	54	25
2.	31 to 40	112	51
3.	41 to 50	33	15
4.	Above 50	21	9
TOTAL		220	100

The table No.IV-1 shows that:-

- i) 25% workers of the company belong to the age group of 20 to 30 years.
- ii) The half of the workers of the company belong to the age group of 31 to 40 years.
- iii) 15% workers of the company belong to the age group of 41 to 50 years.
- iv) Only 9% workers of this organisation belong to the age group of above 50 years.

From the Table IV-1, we can conclude that :

i) 76% workers of this paper factory belong to the age group between 20 to 40 years. It shows that the factory has more efficient workers and the management gives stress on recruitment of young and efficient employees.

ii) Just 9% workers of this paper 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 factory.

TABLE - IV-2

Distribution of Workers according to their sex.

Sex of workers	No. of workers	Percentage
Male	220	100
Female	-	-
Total	220	100

From the above table No. IV-2, it is clear that there is no female candidate working in the factory. It is fact that all workers are male workers.

TABLE NO. IV-3

EDUCATIONAL QUALIFICATIONS OF THE WORKERS

No.	Education	No.of respondents	Percentage
1.	Illiterate	14	6
2.	Primary	37	17
3.	Secondary	77	35
4.	Higher Secondary	28	13
5.	Graduate	24	11
6.	Technical	40	18
Total		220	100

Table No.IV-3 clearly shows that:-

- i) 17% of workers are educated upto primary level.
- ii) 48% of workers have obtained Secondary and Higher Secondary education.
- iii) 11% of workers have obtained still higher education i.e. graduate education.
- iv) 18% of workers have obtained Technical education.
- v) Only 6% of workers are illiterate.

From the above table,we can bring out clearly that:-

- i) Most of the workers i.e. 48% have obtained secondary

education.

ii) There are 18% workers who are having technical education, which is quite essential for technical efficiency.

iii) Only 11% workers are having college or degree education.

iv) 23% workers are having education up to primary level or no education :

TABLE No.IV-4

DISTRIBUTION OF WORKERS ACCORDING TO THEIR NATURE OF SERVICE

Nature of employment	No.of workers	Percentage
Permanent	220	100
Temporary	-	-
Total	220	100

The above table No.IV-4 shows that all the workers are permanent as the management is playing an important role in giving service protection to the workers. The workers easily satisfy the conditions for becoming permanent.

TABLE NO. IV-5

DISTRIBUTION OF EMPLOYEES ACCORDING TO THE
LENGTH OF SERVICE.

No.	Length of service in paper industry.	No.of employees	Percentage
1.	Upto 10 years	144	65
2.	11 to 20 years	32	15
3.	Above 20 years	44	20
Total		220	100

From the table No.IV-5 it is clear that :

- i) 65% Workers are having experience of up to 10 years in paper industry.
- ii) 15% Workers have put in service more than 10 years and less than 20 years.
- iii) 20% Workers are having experience of above 20 years in the paper industry.

From the above analysis,we can interprete that majority i.e. 65% of the workers have experience upto 10 years in the paper industry. And remaining' 35% of workers have experience more than 10 years. A look at the Table/^{No.IV-5}leads to conclude that this factory prefers

experienced workers and the ratio of labour turn over is less.

TABLE NO. IV-6

DISTRIBUTION OF WORKERS ACCORDING TO THEIR MONTHLY WAGES/SALARIES

No.	Wages/Salaries per month (Rs.)	No.of Workers	Percentage
1.	600 to 1000	5	2
2.	1100 to 1500	128	58
3.	1600 to 2000	76	35
4.	Above 2000	11	5
Total		220	100

Table No.IV-6 shows that :-

- i) 2% of the workers drawing wages/salaries less than Rs. 1000/- per month.
- ii) 58% Workers/employees are getting wages/salaries between Rs. 1100 to Rs. 1500 per month.
- iii) 35% of the workers are getting wages/salaries between Rs.1600 to 2000 per month. They are skilled workers.
- iv) 5% of the employees are getting wages above Rs. 2000 per month, because of length of service and education and nature of work in which they are placed.

TABLE NO. IV-7

OPINION OF THE WORKERS REGARDING THEIR
PRESENT SALARY

No.	Opinion regarding wage & salary.	No.of workers	Percentage
1.	Adequate	40	18
2.	Inadequate	180	82
	Total	220	100

The above table No.IV-7 shows that:-

- i) 18% workers are satisfied with the existing wage structure and saying that the wages are sufficient to afford their minimum basic needs in the society.
- ii) 82% workers are dissatisfied with the salary or wages they get and saying that these are inadequate.

From the above, we can conclude that 82% workers are not satisfied with their wages. Trade union is demanding to improve the wage structure. These workers are becoming unable to meet their minimum basic needs due to low wages and current inflationary pressure. The dissatisfaction is going on increasing as the cost of living is increasing, management should provide nonfinancial and fringe benefits

so as to increase the real wage.

TABLE NO. IV-8

THE OPINION OF WORKERS REGARDING LEAVE
FACILITIES AVAILABLE

No.	Particulars	No.of workers	Percentage
1.	Good	130	59
2.	Bad	90	41
	Total	220	100

From the table No.IV-8 it is clear that:-

- i) 59% of workers are satisfied about leave facilities available in the paper factory telling that leave facilities are good.
- ii) 41% of workers are not satisfied about the leave facilities available in the paper factory telling that these are bad. This mainly because of their personal activities and pressure of private work.

TABLE NO. IV-9

TABLE SHOWING THE OPINION OF WORKERS REGARDING
WAGE INCENTIVES.

Opinion	No.of workers	Percentage
Good	26	12
Fair	122	55
Bad	72	33
Total	220	100

From the above table, it is observed that :-

- i) 12% of the workers are satisfied their opinion regarding wage incentives.
- ii) 55% of the workers are unable to express their opinion about the wage incentives.
- iii) 33% of the workers are dissatisfied their opinion regarding wage incentives.

TABLE NO. IV-10

MODE OF CONVEYANCE OF EMPLOYEES

No.	Mode of conveyance	No.of employees	Percentage
1.	On foot	66	30
2.	Bicycle	75	34
3.	Autocycle (Petrol vehicle)	56	26
4.	Bus	23	10
Total		220	100

From this table it is observed that :-

- i) 30% respondents come on foot. It means that they have given house accommodation in the colony or their dwelling places are too near.
- ii) Most of the workers i.e. 34% come by Bicycles. That means they are coming from the near places around the paper factory.
- iii) 26% workers are coming by Auto-cycle (petrol cycle) out of whom some are coming from local city area and some are coming from local village area around the factory site.
- iv) 10% workers are coming by Bus. It means that they

are living in the District Head quarters of Shimoga City or coming from 16 to 22 kilometers distance.

TABLE NO. IV-11

DISTRIBUTION OF WORKERS ACCORDING TO THEIR TYPES
OF WAGE PAYMENT.

No.	Types of wage payment	No.of workers	Percentage
1.	Time wage	210	95
2.	Piece wage	10	5
	Total	220	100

From the above table, it is observed that the most of the workers (i.e. 95%) are paid according to time wage payment system and only 5% workers are paid according to piece wage payment system, gradually there will be abolition of piece wage system in this factory in future in case of contractor's workers too.

TABLE NO. IV-12

DISTENCE BETWEEN RESIDENCE & WORK PLACE (FACTORY)

No.	Distence in Kms.	No.of workers	Percentage
1.	Upto 5	161	73
2.	6 to 10	45	20
3.	11 to 15	4	2
4.	16 and above	10	5
Total		220	100

From the above table, it is observed that :-

- i) 73% workers are living 0 to 5 Kms. away from the factory.
- ii) 20% workers are living 6 to 10 Kms. away from the factory.
- iii) 7% workers are living 11 and above kilometers away from the factory.

From the above 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.

TABLE NO. IV-13

CLASSIFICATION OF WORKERS ACCORDING TO
THEIR WORKING SHIFTS.

Shifts	No.of workers	Percentage
Working workers in General shifts.	92	42
Working workers in all 3 shifts.	128	58
Total	220	100

From this table it is observed that :

- i) 42% workers are working in General shift from 8 a.m. to 4 p.m. and;
- ii) 58% workers are working in either of the three shifts. Among which 50% of them expressed their opinion that the night shift is not convenient for the work.

TABLE NO.IV-14DISTRIBUTION OF WORKERS OPINION REGARDING
WORKING CONDITIONS IN THE FACTORY

Working condition	No.of workers	Percentage
Good	192	87
Bad	28	13
Total	220	100

From the above table it is clear that :-

- i) 87% workers expressed their opinion regarding working conditions as good. It means majority of workers are satisfied about working conditions and;
- ii) 13% workers are not satisfied about working conditions.

It is clear from the above table that there are some changes to improve working conditions of the factory up to the satisfaction of all workers.

TABLE NO.IV-15

DISTRIBUTION OF WORKERS SHOWING THE
MEMBERSHIP OF TRADE UNION.

Category	No.of workers	Percentage
Members	214	97
Non-members	6	3
Total	220	100

From the above table it is clear that :

Most of the workers (i.e. 97%) became members of Trade union named as 'The Mysore Paper Mill Labour Association' which is registered under the Trade Union Act. Only few workers are not enrolled in the said Association.

TABLE NO. IV-16

HOUSING ACCOMODATION FOR THE WORKERS

Housing Accomodation	No.of workers	Percentage
Provided	96	44
Not provided	124	56
Total	220	100

The above table clearly indicates that more than 50% of the total workers are not provided with quarter facility. This will certainly cause in-convenience to attend their duties in time. Because, this leads to inefficiency and absenteeism of the workers and thereby it affects the overall production and productivity of the unit. Therefore, the researcher strongly recommends the need and urgency of the quarter facility to the remaining workers.

TABLE NO. IV-17

DISTRIBUTION OF EMPLOYEES PROVIDED CHILDREN
EDUCATION FACILITIES FROM THE FACTORY.

No.	Education facilities	No.of employees	Percentage
1.	Factory school	146	66
2.	Government school	46	20
3.	Private school	28	14
Total		220	100

This table obviously indicates that about $\frac{2}{3}$ of the workers' children are provided with educational facilities by the factory school and the remaining $\frac{1}{3}$ portion is facilitated by Government school and private school. This shows that the factory is giving more emphasis on educational facilities. However, the researcher feels the need of covering the remaining portion.

TABLE NO. IV-18

DISTRIBUTION OF WORKERS ACCORDING TO
SUPPLY OF UNIFORM

Supply of uniform	No. of workers	Percentage
Provided	206	94
Not provided	14	6
Total	220	100

From the above table one can conclude that the supply of uniform to the workers is satisfactory. The percentage of workers without uniform is very less and they are supposed to work in the offices rather than in the factory. However few suggestions have been made in the suggestion chapter fifth to increase the uniform facility to a greater extent.

TABLE NO. IV-19

SATISFACTION OF WORKERS TOWARDS SUPERVISORS

Opinion	No.of workers	Percentage
Satisfaction	199	90
Dissatisfaction	21	10
Total:	220	100

From the above table it is observed that 90% of the workers are satisfied about guidance and good treatment given by their Supervisors. Workers have expressed their best opinion towards the Supervisors. Because only 10% of the workers expressed dissatisfaction towards Supervisors.

TABLE NO. IV-20

ATTITUDE OF WORKERS TOWARDS OFFICIALS IN
THE PERSONNEL DEPARTMENT

Opinion	No.of workers	Percentage
Satisfied	172	78
Dissatisfied	48	22
Total	220	100

The above table shows that 78% of the workers expressed their favourable attitude towards officials in the personnel department. And 22% of the workers expressed their unfavourable attitude towards officials in the personnel department.

TABLE NO. IV-21

SATISFACTION LEVEL OF WORKERS WITH REGARD
TO PERSONNEL DEPARTMENT

Satisfaction level	No.of employees	Percentage
Satisfaction	164	74
Dissatisfaction	50	23
Neither satisfied Nor dissatisfied	6	3
Total	220	100

The above table indicates that most of the workers (i.e. 74%) are of satisfied about the personnel department. And 23% workers are expressed dissatisfaction whereas 3% workers are unable to express their opinion as regards the personnel department.