

CHAPTER - VII

OBSERVATION. CONCLUSIONS

AND

SUGGESTIONS

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This Chapter contains the observation conclusions and suggestions of the collected data on the basis of tables of one way, two way and on the basis of what things struck to my mind during the collection of data.

7.1: OBSERVATION :

The following observations are completely based on the analysis and interpretation of these one way and two way tables.

- 1) It is found from the table which is showing the relation between age group and No. of workers that the factory has its own efficient energetic and quite young staff of workers and also active workers. There are no workers less than 18 years of age. This may be because of the Governments restrictions that, there shall not be any worker who is under the age of 18 years. Very few workers are more than 48 years age. It means that the old and exhausted people are unfit for the hard work and keeping this view in mind, may be old workers have not recruited on large scale.
- 2) We find from the table No. 2 marital status and types of their family. Majority of workers are married and they are from Joint Family. Maximum unmarried workers are also belonging to joint families marriages of eligible workers were neglected in the joint families.

Types of families does not have any influence on their civil conditions.

- 3) Majority of the workers are migrated from the villages, it means that they are coming from near by villages of the factory. In spite of factory's policy of providing housing facilities most of them prefer remain with their old housing type. Only 10% workers are appointed by the factory which are native.
- 4) Most of the workers are migrated and living in the factory area within one mile from the factory, about 85% of the workers are residing within 4 miles. This again indicates that the factory has given preference in a recruitment to the people from local area. Very few workers are migrated from the distant places. This means that for the sake of recruitment of highly skilled workers, the factory had to recruit persons from long distant places but they are very few in number.
- 5) Many workers of the factory use to come on foot because they are living in the quarters provided by the factory. These workers are not required to spend their money on conveyance. Some such workers live in the suburbs around the factory, such as Fanchsheelnagar, Yashwantnagar, Ganeshnagar, Madhavnagar etc. Very few workers use to come by bus again only 5% workers use to come by motor cycle and only 2% workers use to come by train.

- 6) 40% of workers they live in the housing colony provided by the factory, but a greater number of workers are not provided with house accommodation. They must have to live on their own costs out side the factory premises. This indicates that all migrated workers are not provided with housing facilities although the factory has given preference to the local people in the recruitment. Many workers are badly in ~~need~~ of house accommodation.
- 7) The majority of the workers recruited had secondary education. Many workers have primary education but only 12% of workers have got higher education. More than this 25% means a considerable number of workers have completed their specialised technical courses or diplomas. It means that the factory has given preference to secondary and technical education.
- 8) I have observed from the collected data that a very few number of workers mostly working in the Office Staff have obtained higher educational qualifications such as B.A., B.Com., B.Sc., M.B.A., M.S.W. etc. This may because of the fact that the management might have felt that educated workers may work with proper understanding.

- 9) Majority of the workers in this factory are working more than 20 years that means they are working in the factory from its opening. Others are working more than 10 years, and very few are working less than 10 years. This indicates that workers are well experienced and highly skilled. They remained in the same factory for a long period as they are satisfied, **With** their work, wages and facilities. It shows that they are quite assimilated with the factory and management.
- 10) It is clear that the medical facilities given by the factory are not bad. They have provided facilities at concessional rate. 35% of workers are not satisfied with medical facilities given to them by the factory. It shades light on the improper implementation of the Medical facilities perhaps these 35% workers may be belonging to weaker section.
- 11) Very few of the workers could not get good drinking water as per their answers. We can conclude that majority of workers can get good drinking water in the factory. 12% of them possibly could not go where good water is kept in the factory premises.
- 12) I have come to know that rest room facility is not satisfactory. The space provided as the rest room may be small. It is not liked by over whelming majority.

- 13) We can say that majority of the workers are not getting entertainment facilities during the rest period. 70% of workers said that there is only one reading room and it is far from our work place.
- 14) There are very few lavatory and urinals but they are in good condition.
- 15) The spittoons are not available in abundance. They are very few in number and those provided are maintained in a clean and hygienic conditions.
- 16) Generally canteen is not kept clean. This may be due to the negligence of Contractor and canteen committee, likewise because of large strength of workers and many outsiders are **equally** welcomed in the factory canteen it may be very difficult to maintain clean because of above possible reasons. Many workers of the factory are willing to take meal in the canteen if it is provided at the subsidised rate. Very few i.e. 20% of workers are not willing to take meal because they are living in the vicinity of the factory with their families.
- 17) Mostly the workers say that safety training is helpful in reducing the number of accident. It is a important activity on the part of workers. The sincere and regular workers are taking full advantage of the safety training.

- 18) The accidents in the factory are mainly because of the workers carelessness. Workers carelessness is the chief reason of the accident. Many accidents took place because of psychological tension and family disturbances. Some accidents took place due to the workers over or under confidence.
- 19) The toilets and clean-up facilities provided in the quarters of the workers are satisfied. From the above informations we can conclude that the quarters are satisfied. That are provided to some of the workers.
- 20) Totally 28% of workers are provided house accommodation and they are satisfied with that houses. But 72% of workers are not provided house accommodation.
- 21) Majority of the workers i.e. 43% of workers are getting a salary between 600 to 800 on the other hand few are getting more than Rs. 800 as salary. Maximum workers are earning wages between Rs. 400 to 800. But I the Researcher, had tried to understand their opinions towards wages and satisfaction and I found that they are not satisfied with the wages.
- 22) Factory has followed the policy of supplying uniforms to **only** those persons, where the nature of work involves spoilly of clothes or damage to clothes.

- 23) 81% of workers are the members of the Co-operative Society. It clearly means that majority of workers are members of the society and they are taking the benefits of the society such as loan facilities, food material at subsidised rate and so on. Majority of the workers are not in economically good state, they are in debt, possibly because of high prices of commodities their wages could not satisfy their needs.
- 24) Most of the workers are satisfied with Trade Union working and committee. It means that the Trade Unions are working efficiently. This trade union is looking after the maximum labour welfare and helping the workers for solving their problems.
- 25) The factory provides first-aid provision in Engineering and Manufacturing department.
- 26) The factory gives Gratuity, Provident Fund according to the Act.
- 27) Workmen's Compensation Act is applicable to this factory. Workers get benefits in sickness, accident time etc.
- 28) All the Permanent workers get sufficient leave i.e. sick, casual, earned leave etc.
- 29) Normally every worker works 8 hours a day.
- 30) The factory has founded a safety committee named "Sangli-Miraj Area Safety Committee".

- 31) A workers representative in this factory is appointed on the Board of Directors.
- 32) As the Recreational Facilities, factory manages Film Shows, Dramas, Exhibition, Sports Competitions.
- 33) The factory celebrates festivals like Ganesh Festival, 26th January, 15th August, Shiv Jayant etc.
- 34) According to the factory Act 1948, the factory is trying to give all Welfare Facilities to the workers so that the opinion of the workers regarding working of the factory is good.
- 35) There is library in factory which is managed by the Trade Union. In library news-papers, magazines, books and novels are served for the use of workers.
- 36) The relation between management and workers are harmonious sound and good.

The general working of the factory is indeed good and satisfactory. All the workers are provided with sufficient and appropriate health, safety, welfare, measures and provisions strictly according to the Factories Act, 1948. Beyond this, the factory management is trying its best to provide with more and more above facilities to have a satisfactory contained labour force of its own.

7.2 : SUGGESTIONS :

As a student Researcher, I think that factory should give immediate attention to the following suggestions to intensify the Labour Welfare Facilities to make the organisation more successful.

- 1) The workers should be given cycle or travelling allowance as a certain percentage of their salary i.e. factory should provide better and suitable conveyance facilities to workers so as to easy for them attend the work place in proper time.
- 2) Sufficient quarters should be provided, majority of the workers are willing to pay 21 to 25 rupees if they are provided quarter by the factory, so that the housing facilities should be provided to the workers.
- 3) The workers' Education Scheme also deserve proper encouragement. The workers should be properly appraised of the importance of the scheme workers **should** take interest in the scheme because it will be beneficial to them and for developing sound, healthy and cordial industrial relations i.e. relations between the management (Employer) and workers, factory should also take keen interest in arranging more and more training programmes for the welfare of the workers.

- 4) There is necessity of residential Medical Officer for day and night service. It will be useful for all shifts workers. The workers are not fully satisfied about dispensary facilities provided, so that the quality of medicines and doctor service should be improved as well as factory should try to give them free Medical facilities to finish economic problems of workers.
- 5) Factory should take keen interest in providing rest-room to the workers because rest room has a definite salutary impact on the workers and to refresh them and to make more and more efficient. Rest room and entertainment refreshes the mind specially of workers working in noisy atmosphere when the body rests the mind is feel with good ideas and thoughts. Therefore, management should make the provisions of well-equipped rest-room for the rest purpose with news papers, radio, magazine etc.
- 6) Factory should provide sufficient number of lavatory and urinals in the different departments as well as it should keep spittoons at some convenient places at the work place in the factory.
- 7) Regarding Canteen facility I found that the cleanliness was not maintained in the canteen, therefore, the canteen Contractor and Canteen Management Committee should try their best to maintain cleanliness in the canteen.

- 8) While providing the eatables and tea daily two times in the vicinity of the factory get all the workers are supplied to pay charge in cash but instead of that coupon's should be provided.
- 9) Safety equipments should be carefully supplied to all workers and they should be given education regarding prevention of accident and the use of given equipments. **And also** arrange more and more safety training programme for the welfare of the workers.
- 10) The factory should open a library of its own and provide news-papers, more magazines, more new books and novels etc. so as to entertain the workers of the factory.
- 11) Family Planning Programmes should be organised and maintained effectively and efficiently not only for the workers but also for the **worker's dependents**.
- 12) This organisation has provided maximum statutory and non-statutory labour welfare facilities for the benefit and welfare of their employees. But attempts should be made in this regard to ~~make~~ it more purposeful and beneficial.
- 13) Under the "Workers Education Schemes" or "Workers Training Schemes" the employees should be make known about the organisation's welfare policies and procedures, for avoiding misunderstanding, doubts and ignorance about these policies.

- 14) Majority of the workers of this factory are members of the Trade Union. It is clear that Trade Union Movement has become popular and it is good omen, From the point of view of workers unity. This situation will lead a contribution to establish healthy industrial relations in Industry.

As well as the Management should also use its skills and potentialities while providing welfare facilities in fullest possible capacity. Because of this, both Management and Workers will be benefitted.