

CHAPTER - VII
ANALYSIS AND INTERPRETATION OF DATA

In this Chapter, an attempt is being made to present the collected data in a tabular form and to analyse the same on the basis of the factual information obtained from different sources.

A sample of 100 workers was selected at random. Very elaborate questionnaires were prepared and used for obtaining the necessary information from the workers and the union leaders. The whole data is now presented in twenty Tables and interpreted in simple and lucid language.

TABLE NO.6.1
Distribution of Selected Workers according to their Rating.

Sr. No.	Item of Preference	No. of Workers
1.	Higher wages	75
2.	More leave	2
3.	Better Working Conditions	8
4.	Better Living Conditions	5
5.	Job Security	<u>10</u>
	Total:	100

Table No.6.1 reveals that 75% of the workers desired higher wages and have shown their first preference accordingly. Job security has been given second preference and better working conditions, the third preference.

TABLE NO.6.2

Distribution of Workers according to their Expenditure
on Various Items

Item of Expenditure	No Expenses	Below Rs.50/-	Between 50-75/-	Between 75-100/-	Between 100-150/	Above Rs.150/-	No.of Workers
Housing	10	12	21	43	8	6	100
Clothing	5	4	15	40	32	4	100
Drinking & Gambling	50	5	18	15	9	3	100
Tobacco	11	71	12	2	4	-	100
Fuel & Lighting	-	37	565	4	2	2	100
Education	42	33	16	7	2	-	100
Miscellaneous	5	10	28	25	15	17	100

Table no.6.2 reveals that majority of the workers spent their money considerably on tobacco, though they do spend money on items like clothing and education.

TABLE NO.6.3

Classification of Workers according to their
Educational Qualifications.

Sr. No.	Educational Qualification	No.of Workers.
1.	Primary School	27
2.	Secondary School	48
3.	Higher Secondary School	11
4.	Graduation	7
5.	Post Gaduation	2
6.	Diploma-holders	5
	Total:	100

Table no.6.3 reveals that most of the employees are not well qualified, that is, their educational qualification

is below graduation level, i.e. 27% primary education, 48% secondary education, 11% higher secondary education. Totally, 86% employees are below higher secondary education. 5% employees are Diploma-holders, and only 9% employees are graduates and post-graduates, i.e. 7% graduates and 2% post-graduates.

TABLE 6.4
Classification of Respondents according to their
Union Membership.

Sr. No.	Name of the Union	No. of Respondents
1.	Maharashtra S.T.Kamgar Sanghathana	31
2.	S.T.Employees' Union (INTUC)	57
3.	M.M.K.Federation	2
4.	Chalak-Wahak Yantriki Sanghathana	7
5.	Caste-Tribe S.T.Employees' Union	<u>3</u>
		100

Table no.6.4 shows the number of trade unions working in the M.S.R.T.C., Sholapur Division, together with the number of the respondents being their members. Out of the 100 respondents, 57% belong to the INTUC Union, 31% to the Maharashtra ST Kamgar Sanghathana, 2% to MMK Federation, 7% to the Chalak-Wahak Sanghathana and 3% to the Caste-Tribe S.T. Employees' Union.

TABLE NO.6.5

Classification of Respondents according to their
Opinion about the Working of the Unions.

Sr. No.	Particulars	No. of Employees
1.	Positive (Yes)	83
2.	Negative (No)	<u>17</u>
		100

Table no.6.5 shows that 83% employees answered positively. They said that the trade unions are playing a dominant role in improving the terms and conditions of employment; while 17% answered negatively, saying that the trade unions' working is not satisfactory.

TABLE NO.6.6

Classification of Respondents according to their Opinions
towards their Respective Unions.

Sr. No.	Particulars	No. of Respondents
1.	Union's working is satisfactory	80
2.	Union leaders are not effective	10
3.	Undesirable strikes	7
4.	New Members are neglected	2
5.	Union does not tackle the problems properly.	<u>1</u>
		100

Table no.6.6 shows that out of 100 respondents, 80% do not have any complaints about the working of the trade unions, while the remaining 20% are having different complaints against the working of their respective Unions.

TABLE NO.6.7

Classification of Respondents according to their
Opinions about the Intra-Union Rivalries

Sr. No.	Particulars	No.of Respondents
1.	Yes	25
2.	No.	<u>75</u>
		100

Table no.6.7 reveals that though 25% respondents were of the opinion that there is an intra-Union rivalry; but majority, i.e. 75% respondents say that there is no intra-Union rivalry amongst the Trade Unions in Sholapur Division.

TABLE NO.6.8

Classification of Respondents according to the
Effect on Union Rivalry on Them.

Sr. No.	Particulars	No.of Respondents
1.	Yes	20
2.	No.	<u>80</u>
		100

Table no.6.8 shows views of the workers about the effect of the Union rivalry. 20% of the workers say that intra-Union rivalry adversely affects the personal life of the workers, while 80% admit that it does not adversely affect on the personal life of the employees.

TABLE NO.6.9

Classification of Respondents according to the
Actions initiated by the Union

Sr. No.	Actions Taken	No.of Respondents
1.	Work according to the rules	60
2.	Go-Slow	<u>40</u>
		100

Table no.6.9 reveals that out of 100 respondents,
60% workers work according to the rules and 40% follow go-slow.

TABLE NO.6.10

Classification of Respondents according to their Opinion about
Protection from the Unions during the Strike-Period.

Sr. No.	Particulars	No.of Respondents.
1.	Yes	86
2.	No.	<u>14</u>
		100

Table no.6.10 shows that 86% of the respondents
are of the opinion that they are fully protected during the
strike period, while 14% respondents replied negatively.

TABLE NO.6.11

Classification of Respondents according to the Calls given by their respective Unions for Action.

Sr. No.	No.of Calls	No.of Respondents
1.	2	23
2.	3	27
3.	4	14
4.	None	<u>36</u>
		100

Table no.6.11 gives the idea for the number of calls given for action in 1988. Out of 100 respondents, 23 have said that their Unions have given calls for action twice, 27 stated that their Union has given calls for strike thrice, and 14 responded that their Union called for action four times. But there are 36 respondents whose Unions have not called for any action during the year.

TABLE NO.6.12

Classification of Respondents according to the Causes for Calling for Action.

Sr. No.	Causes	No.of Respondents
1.	Increase in wage-scale	Nil
2.	Better working conditions	38
3.	For better amenities	<u>22</u>
		60

Table no.6.12 reveals that 38 respondents were given call for action by their Unions for better working conditions; while 22 said that they were called for action for better amenities.

TABLE NO.6.13

Classification of Respondents according to their Opinions about Improvement in Employment Conditions due to Unions.

Sr. No.	Particulars	No. of Respondents
1.	Yes	88
2.	No.	<u>12</u>
		100

Table no.6.13 shows that 88% respondents expressed their feelings positively, while 12% respondents answered negatively. When they were asked to give their views regarding the improvements made in terms and conditions of employment.

TABLE NC.6.14

Classification of Respondents according to their Opinions about the Role played by Union in Pay Fixation.

Sr. No.	Role	No. of Respondents
1.	To control the wage fixation process	51
2.	To increase the marginal productivity	35
3.	To participate in collective bargaining process	<u>14</u>
		100

Table no.6.14 reveals that out of 100, 51 respondents said that their Union keeps control on wage determination process, while 35 answered that their Union helps in increasing the productivity and 14 viewed that their Union takes active participation in the collective bargaining process.

TABLE NO.6.15

Classification of Respondents according to the Problems faced by them.

Sr. No.	Problems	No. of Respondents
1.	Welfare Amenities	44
2.	In duties	26
3.	Transfers	<u>30</u>
		100

According to Table no.6.15, 44 respondents expressed that they are having problems with regard to welfare amenities, 26 expressed that they are having problems with regard to their duties and 30 faced problems about transfers.

TABLE NO.6.16

Classification of Respondents according to their Union Demands.

Sr. No.	Demands	No. of Respondents
1.	Minimisation of workload	43
2.	More welfare amenities	35
3.	Other Demands	12
4.	No demands	<u>10</u>
		100

Table No.6.16 reveals that the usual demand (43%) of the trade unions is the minimization or reduction of the work load; while 35 respondents said that their usual demand is for more welfare amenities and 12 respondents desired of transfer of services according to their convenience and 10 respondents expressed no demand at all.

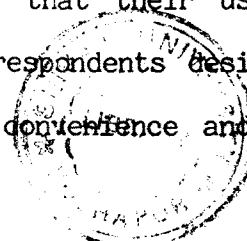


TABLE NO.6.17

Classification of Respondents according to their Opinion about having only one Union.

Sr. No.	Opinion for One Union	No. of Respondents.
1.	Yes	35
2.	No.	60
3.	Neutral	<u>5</u>
		100

Table No.6.17 reveals that out of 100 respondents, 35 were of the opinion of having only one Union, 60 were of the opinion favouring multiple unions and 5 remained neutral.

TABLE NO.6.18

Classification of Respondents according to the Opinion about the Measures to Improve Relationship.

Sr. No.	Suggestions	No. of Respondents
1.	One Union should be for all workers.	30
2.	Mutual understanding amongst all the members	40
3.	Conducting combined meetings of workers and managerial staff.	<u>30</u>
		100

Table 6.18 reveals that out of 100 respondents, 30 were of the opinion that there should be only one trade union for all the workers, 40 said that there should be mutual understanding about the problems amongst the members and 30 said that joint meetings of managerial staff and workers should be conducted to improve the relationship between them.