

CHAPTER IV

ANALYSIS AND INTERPRETATION OF DATA.

T A B L E N O . I .

Table showing income of the Company and expenditure
on wages & Salaries.

Accounting Year	Income in Lacs Rs.	Expenditure on Wages & Salaries in lacs Rs.	Percentage.
1975-76	56.37	11.60	20.75%
1976-77	103.65	14.21	3 93.70% ?
1977-78	124.46	16.56	13.19%
1978-79	166.59	20.86	12.52%
1979-80	230.54	28.38	12.31%
1980-81	3 52.83	36.71	10.40% ?
1981-82	459.13	51.41	11.19%

A) The above table covers 7 years period from 1975-76 to 1981-82 and shows the relationship between income of the company and expenditure on wages and salaries. Further in the last column the percentage of expenditure to income received by the company is also shown.

It is seen that the income of the company has been rising rapidly. In 1975-76 income of the company was 56.37 lacks ~~Thus there is eight fold rise~~ where as in 1981-82 the income 459.13 lakhs. Thus there is eight foldrise in the income of the Company in the seven year period.

So far as expenditure on wages and salaries is concerned it is seen that in 1975-76 expenditure on this item was 11.60 lakh where as in 1981-82 it reached 51.41 lakh. Thus there is rise of 4.1/2 times in the expenditure on wages and salaries during the seven period.

The expenditure on wages and salaries as a percentage of income, it is seen that it declining very rapidly. This ~~is~~ is so because in 1975-76, the expenditure on wages and salaries formed 20.757 of income of the company where as in 1981-82 it reached low level of 11.19%

B) From the above analysis it can be concluded that labour productivity increase very rapidly as a result of which the same quantity of labour is turning out for larger quantity of products. As a result of which revenue of the company is rising rapidly where as expenditure on wages and salaries as a percentage of income is diminishing at faster rate.

Table No. 2.

Table showing the distribution of employees according
to ages.

Age group in years:	No. of employees :	Percentage
18-28x 18 to 28	14	23.33%
28 to 38	37	55%
38 to 48	08	13.33%
48 & above	01	8.34%
Total	60	100%

(A) From the above table showing distribution of employees according to various age groups, it is seen that employees in the first age group of 18 to 28 years only 23.33% employees belong to this age group, where as the bulk of employees belong to the second age group of 28 to 38 years. This is so because, 55% of employees belong to this age group. The last two age groups of 38 to 48 and 48 and above cover respectively 13.33% and 8.34% of employees respectively.

(B) The above data show that the company has under its employment, the majority of the employees when they have reached high level of productivity and experience. This is so because nearly 80% of the employees belong to the first two age group viz. 18 to 28 and 28 to 38. The employees in these age groups are at their right of productivity because of youthfulness, and abundant energy. This may well explain

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overall high labour productivity of the company. Youth and experience combined together to raise productivity.

Table No. 3.

Table showing the distribution of employees according to Educational attainment.

Educational attainment : No. of employees : percentage		

Illiterate	2	3.33%
Primary	9	15%
Secondary	12	20%
Higher	10	16.67%
Technical	27	45%

Total	60	100%

(A) The above table shows that the illiterate employees form barely 3.33% of the total labour force. Whereas the technically qualified employees form 45% of the total labour force. Those who have received the primary and secondary education form 15% and 20% of total labour force respectively. Whereas those who received higher/college education form just 16.67% of the labour force.

(B) The above table distinctly shows that the company relies chiefly on the technically qualified personnel for carrying out its productive activity. Further it can be inferred that level of educational attainment of employees compares favourably well with other companies. Because of the high level of educational attainment of employees compares favourably well with other companies. Because of the high level of educational attainment and technically qualified personnel there is greater understanding between the management and the employees as a result of which labour problems on the whole are at the minimum level in this company.

Table No. 4.

Table showing the distribution of employees according to experience.

Experience group in years.	No. of Employees	Percentage.
0 to 3	3	5%
3 to 6	11	18.33%
6 and above	46	76.67%
Total	60	100%

(A) This table shows distribution of employees on the basis of their experience to their credit on this company. In other words this table indicates distribution of employees in the basis of their length of service ~~here~~ in this company. The table shows that those who have been working in this company for 6 years and more comprise 76.67% at total employees. Those between 3 to 6 years form 18.33% of the total employees. and barely 5% of the worker have been in the employment in this company for 3 years and less.

(B) Exceptionally high percentage of 76.67 employees have been serving in this company for 6 years and more. This company was established in 1972. Thus those who joined in the initial period of 4 to 5 years have continued to work in this company. It can be inferred that the labour turnover ratio is very low. Those who join employment of this company do so to make carrier in it. The bulk of employees being loyal & experienced this accounts for high level of productivity.

Table No. 5.Table showing geographical distribution of employees.

Location	No. of employees	Percentage
Village	38	63.33%
Taluka Place	4	6.67%
District Place	18	30%
Total	60	100%

(A) The above table gives geographical distribution of employees. The employees coming from the rural villages form 63.33% of total labour force where as those coming from district place form 30% Tahasil headquarter Vadvaon is at about 3 kms. from the companies factory site.

(B) The above table shows that a very large majority of employees come from surrounding rural villages and thus the company has served the great cause of creating jobs for rural population. The factory site of the company being at a distance of about 12 kms. from Kolhapur, which is district place nearly 30% of the employees belong to this city. This group commutes between the city and the factory site by city buses and state transport buses and some have their own vehicles. The educational facilities and other benefits available at the district place accounts for this proportion of employees who visit factory site daily for their work instead of staying around the factory site, which is rather undeveloped area taking amenities of city life.

Table showing distribution of employees visiting the factory site for work on the basis of distance from their homes to factory site

Distance group in K.M. : No. of employees : Percentage.		

0 to 5	13	21.66%
5 to 10	09	15%
10 to 15	30	50%
15 to above	08	13.35%

Total	60	100%

(A) The above table treats the factory site as a centre and the distance of homes of the employees to the factory site is measured and groups of employees on this basis is made 50% of the employees come for work to factory site from their homes which are beyond 10 kilometers but within 15 kilometers from it. Those employees whose homes are beyond 15 kilometers from factory site form 13.34% of total labour force. Those whose homes are at the distance beyond 5 Kilometers & within 10 Kilometers from factory site forms 15% of labour force. Nearly 1/5th of the total labour force i.e. 21.66% live within the distance of 5 kilometers from factory site.

(B) The factory is surrounded by villages as it lies on the outskirts of M.I.D.C. Industrial Estate which itself is at the distance of nearly 10 Kilometers from the city. This explains as to why nearly 1/5th of the labour force comes from within a distance

of 5 kilometers from the factory site which is surrounded by rural villages. 50% of the employees belong to the third group of 10 Kilometers to 15 kilometers from the factory site. The large proportion of employees belonging to this group live in the city of Kolhapur which is at the distance of 12 kilometers from factory site. When the company will construct residential homes or raises a small townships for its employees, then it be expected that the bulk of employees will live in such township. It is so presumed because time, money and efforts spent by by nearly 50% of the employees in visiting the factory site is too arduous employees in visiting the factory and hence the presumption that majority of the employees would prefer to stay near the factory site.

Table No. 7.Table showing the mode of conveyance adopted by the employees.

Mode of conveyance : No. of employees : Percentage		
By bus	25	41.66%
By bicycyle	22	36.66%
By Auto	11	18.34%
On foot	2	3.34%
Total	60	100%

(A) As stated above the factory site being at a distance of 12 kilometers from the city and with the lack of residential accomodation available to the employees at factory site, nearly 97% of the employees adopt some mode of conveyance or ohter for visiting the factory site. The above table shows that 41.66% worker visit factory site by bus 36.66% come to factory on bicycle wher as 18.34% of employees have their own auto vehicles for visiting factory. A small 3.34% of workers living in nearby villages come on foot daily for work at factory site.

(B) The company grants conveyance allowance to its employees and this helps them to adopt bus as a mode of conveyance to visit factory site and also purchase bicycles. Part of the maintenance of cost of autovehicles used by the employees for visiting factory site is offset by the above conveyance allowance. Employees efficiency and productivity during the working hours is not reduced since they adopt the above modes of conveyance to visit the factory ~~site~~. site.

TABLE NO. '8.

Table showing the distribution of employees according to their total wage/salary

Wage Group in Rs.	No. of employees	percentage
Less than Rs.800/-	27	45%
Rs.800/- to 1200/-	30	50%
Rs. 1200 & above .	3	5%
Total	60	100%

(A) The above table shows that 50% of the worker get total wage/salary between Rs. 800 to 1200 p.m. whereas only 5% employees get Rs. 1200 and above p.m. The proportion of employees getting Rs. 800 & less is 45% of the total employees.

(B) From the above data it can be seen that half of the employees get comparatively better wage/salary, particularly in the context of general level of wages and salaries in the engineering industries in Kolhapur region. M.I.D.C. Those who get Rs.800 & less accounts for 45% of the total labour force however this group cover unskilled/semiskilled workers as well The last group getting rupees 1200 & above is dominated by highly skilled and technically qualified supervisory staff.

TABLE NO. 9

Table showing the various deductions made by the company from the wages of the employees.

<u>Name of deduction</u>	<u>No. of employees</u>
For recovery of advance	51
For recovery of loans	51
For payment of Co-operative society	51
For Provident fund	51
For first four & Insurance	09

(A) This table throws light on deductions from the wage/salary admissible and payment of wages Act, 1936. Out of 60 respondents under survey 51 employees had their salary deductions under the heads of recovery of advance, recovery of loans, payments towards co-operative society and contributory provident fund. However the deductions on account of payment of premium of life Insurance corporation was done in respect of 9 employees only.

(B) The scheme of deduction of L.I.C. premium from the salary initiated by the life insurance corporation of India needs to be encouraged. As this scheme alone ensures payment of L.I.C. premium regularly. It cannot be inferred that only nine respondents must have insured their lives but they may be paying L.I.C. Premium on their own account.

Table No. 10

Table showing the opinion of the employees for the takehome wages & salaries.

Wage group in Rs.	Satisfied Employees	Unsatisfied employees	Total No. of empl.	Total percentage.
Less than Rs. 800.	5	22	27	45%
800 to 1200	9	21	30	50%
1200 & above	1	2	03	5%
Total	15	45	60	100%

(A) From the above table it is seen that as regards the first group of employees consisting 27 respondents, 22 respondents were not satisfied with the wage & salaries received by them where as the second group of employees drawing monthly wage/salary 800 to 1200, 30 respondents were covered and out of them 21 employees drawing monthly were not satisfied with the salary/wages received by them. As regards the last group of employees drawing monthly wage/salary of Rs. 1200 and above there were only 3 respondents covered under the survey and two of them were not satisfied with takehome wages/salaries received by them.

(B) From the above figures of relating to employees belonging to three different groups the majority of employees is not whatever wage/salary received, satisfied, . This is due to rapidly rising price level which is eroding purchasing power of money at faster rate & with rising cost of living of all the groups under ~~xxmx~~ survey the standard of living is fast deteriorating. This is the reason for dissatisfaction regarding salary & wages received by them.

Table No. 11

Table showing the supplementary sources of income of the employees.

Item of supplementary source of income	: No. of : employees	: Percentage :
Land	21	35%
Side business	21	35%
House property	07	11.67%
No.other source	11	18.33%
----- Total	60	100% -----

(A) The above table shows supplementary sources of income of the respondents under survey. As mentioned at several places above. The Company's factory site is situated at a place where it is surrounded by villages and the major proportion of its labour force comes from surrounding villages and such 35% of the total number of respondents derived supplementary income from agricultural land. Where as another 35% employees get supplementary income from side business. Only 11.67% of employees own house property and rental income is received by this group. 18.33% of employees do not have other sources of income.

(B) At some other place in this dissertation it is stated that turnover rate of employees is very low in this company and the above table shows that 78% of the employees derived supplementary income from land, side business & house property. The supplementary sources of income help the employees meet deficit in their income from wages & salaries and were hence there is no inducement to seek job outside the Kolhapur region. The supplementary sources of income thus act as stabilising effect on employment.

T a b l e No. 12.

Table showing number of employees involved in accidents during
Year 1981-82

Nature of accident	No. of employees
Minor	11
Major	4
Total	15

A) From the above table out of total number of 60 respondents 11 respondents were involved in minor accidents and 4 respondents in major accidents. Which occurred in factory premises and all those are entitled to the compensation according to the workmen's compensation Act.

B) Comparatively the number of major accidents occurring and the number of employees getting involved in them is low on account of safety devices fitted on revolving parts of machines and in the other area of plant where the machining of parts and assembling is made.