

CHAPTER V

CONCLUSIONS, OBSERVATIONS, AND SUGGESTIONS

CONCLUSIONS, OBSERVATIONS AND SUGGESTIONS :-

The last but not the least in the final assessment of the research work are conclusions and observations. Here the researcher come to some positive conclusions. The conclusions based upon the analysis and interpretation of data.

(A) CONCLUSIONS :-

(1) From the study of income of the company and expenditure incurred on wage and salary administration during the period from 1975-76 to 1981-82 it is concluded that ; with rising level of income of the company expenditure on wages and salaries as a proportion of income has declined sharply & ✓  
this can be attributed to increase in labour productivity and efforts organisation of production.

(2) From the sample selected for the study it is seen that large proportion of the labour force comes from young and energetic age group of between 28 to 38 years. It also ✓  
shows that company's recruitment policy lays stress on the recruitment of young but technically qualified personnel.

(3) From geographical distribution of labour force employed in this company it is concluded that the majority comprising 63.33% labour force comes from purely rural area. ✓  
This shows that company has adopted policy of giving preference

to the local people in recruitment.

(4) From the table showing the distance travelled by employees daily for visiting the work place it is concluded that 50% of the workers travel a distance between 10 to 15 Km. from their homes to attend work place daily and from the sample studied it is seen that 41.66% the employees depend upon bus as a mode of conveyance.

(5) As regards the statutory minimum wage fixed for this region where this factory is situated it is seen that the minimum wages prevailing in this company is higher than the statutory minimum wage and from the sample it is concluded that 50% of the employees received total emoluments ranging from Rs. 800 to 1200 per month.

(6) It is found that the wage level in the Maschinen Fabrik Polygraph is comparatively higher than that prevailing in other companies in this region though from the sample studies it is concluded that only one worker out of 4 is satisfied with wages received by him, rest being not satisfied, with what they are presently getting in this company.

(7) It is concluded that the payment of bonus made by this company to the employees is higher than that made by other than companies to their employees in this region. Though from sample studied it is seen that the bonus amount is mainly spent on meeting medical expenses and day to day family needs

and partly for discharging debt liabilities incurred almost regularly.

(8) This company is not covered under employees State Insurance scheme however to meet medical expenses company gives Rs. 20/- p.e. as above adhoc medical allowance to each employee.

(B) OBSERVATIONS :

1) It is observed that in this company the work is time rated.

2) It is observed that the company has maintain equity and fairness in the internal wage structure in such manner that workers productivity is increased. This is so because there are categories of workers and each category has been given responsibility commensurate with wages. There is ample scope for workers to show efficiency in their work and increase productivity so as to enable them to obtain rise in pay and status.

3) During the study it is observed that the company is paying maximum wage to the lowest ranked worker which is more than statutory minimum wage fixed for Kolhapur region. Further with rising price level the purchasing power of money is reduced and hence with a view to neutralising evil effects of rising price level the company gives dearness allowance of Rs. 9 per day from 1.10.82 and it is revised upwards periodically as per Government declaration i.e.e. as per the cost of living Index.

4) During the course of study it is observed that there is no direct incentive system which is related to individual workers work performance. ~~related to~~ Since the organisation of production is made on job system. Where on each job the number of workers are engaged however Job attendance bonus, Night shift allowance, the award of prizes to the employees provided by the company to motivate him to increase productivity, efficiency & regularity in performance of his duty.

5) In this company it is observed from the point of external wage structure the conveyance allowances, bonus and special allowances to administrative and supervisory staff and such other monetary benefits are given. These monetary benefits compare favourably well with such benefits extended by other companies in this region.

6) As regards security of employment and other benefits which are required to be given to the workers under state and central laws of this country it is observed <sup>that</sup> Provident Fund Scheme Gratuity, Accident benefits, Casual, Sick, Privilege and maternity leave are granted to the employees as per the Factories Act 1948. and other relevant Acts. It is further noted that there is provision of encashment of privilege leave in this company. The leave travel concession of Rs. 25/- per month is granted to each employee s.

7) The Company has launched welfare programme for its employees. These welfare activities which are required to be undertaken under the Factory Act 1948 are introduced and also there are other such activities initiated by the Company on its own. For this purpose a welfare fund is established by the company to which each employee contributes Rs. 1 per month. This fund is supported by Central Govt. grants and as well as financial assistance given by the company. The company has decided to contribute Rs. 24,000/- per year for canteen expansion.

8) It is observed that the employees borrow in times of need from the friends, relatives, the bank and co-operative society and do not take resort to money lenders.

Company ?

9) It is seen that the company extends the facility of training and development to its employees after their recruitment to in the company, and there is no pre-employment training programme for the employees. ?

(C) SUGGESTIONS.

1. The company should adopt such incentive scheme for employees which is directly related to each worker individually, so as to increase each workers contribution to production.

2. It is suggested that employees living in Kolhapur should be granted house rent allowance till the company provides residential premises to the employees in the vicinity of factory.

3. It is suggested that the city compensatory allowance is be paid to the employees living in the Kolhapur city. The employees resident at Kolhapur have to incurred extra expenses on account of educational facilities, House rent, and other expenses etc. To neutralise this extra expenses city compensatory allowance should be provided.

4. It is suggested that so far as employees living in the surrounding rural area are concerned, childrens education allowance and adhoc festival allowance be given to them so as to help them to meet expenditure on these two items which are comparatively burdensome to them. ✓

5. This company is established in foreign technical collaboration and it is felt that such a premier company should adopt the scheme of workers participation in management as is introduced by progressive companies in India and abroad.

6. The company should extend the facility of commuting half pay leave of the employees into the full pay leave and consider adopting ways and means to introduce non monetary incentive schemes such as making available <sup>?</sup> accomodation to the employees etc. so as to motivate him to increase productivity and efficiency.

7. To make wage and salary administration effective this factory should be covered under E.S.I.S. ( Employment State Insurance Scheme ). The benefits under this scheme are very wide and meet larger number of eventualities that arise in the employees life