

CHAPTER IV

DATA COLLECTION AND ,ANALYSIS

AND INTERPRETATION

OF DATA

(A) DATA COLLECTION

Here, systematic questionnaire is fixed for collecting the data for this problem. The exact questions according to the problem are framed. The Marathi language is used to talk about the problem with the employees. The answers were translated in English. Tabulation form was kept in mind while formulating the questionnaire.

The researcher has selected a total 510 of 51 respondents employees from Shri Chhatrapati Rajaram Sahakari Sakhar Karkhana Ltd., Kasaba bawada, Kolhapur. Efforts are made for selection of respondents in various cadres and working on different line of operation. Stratified random sampling method is adopted.

Information is collected by personal interviews in the lunch or tea time period of the workers or by visiting their residence.

The researcher had tried to maintain friendly approach with the respondents.

The total period of data collection contributed two months.

Some data is collected through the available office records.



All respondents given valuable co-operation to collect such type of data, by way of exact answering according to the questions.

Data of present pay is collected through the questionnaire and it is collected in the month of August, 1992.

The main objective while preparing the questionnaire is taken into consideration is to check-up the mind of the respondents about the deficiencies in the recommendations of the IIIrd Wage Board in respect of their salaries and other facilities.

(B) ANALYSIS AND INTERPRETATION OF DATA

TABLE IV-1

AGEWISE DISTRIBUTION OF WORKERS

Sr.No.	Age group in years	No.of respondents	Percentage
1	20 to 30	5	10
2	31 to 40	18	35
3	41 to 50	15	29
4	Above 51	13	26
		<u>51</u>	<u>100</u>

The above Table No IV-1 shows that,

- 1) The Management is depending upon the 55% workers belong to the age group between 41 to above 51 in comparing the 45% workers belong to the age group between 20 to 40 years.

The main reason is that, this factory is co-operativise in 1984 and after co-operativisation, the old staff of private management was transferred to the newly co-operative unit.

TABLE IV-2

NUMBER OF FAMILY MEMBERS DEPENDING UPON INCOME

Sr.No.	Number of family members depending upon income	Number of respondents	Percentage
1	None	3	06
2	1 to 3	22	43
3	4 to 5	22	43
4	6 to 7	3	06
5	8 to 9	1	02
6	10 to 11	-	-
7	Above 11	-	-
	TOTAL	51	100

The above Table No. IV-2 shows that,

- 1) The majority of respondents are having 1 to 3 and 4 to 5 persons depending upon their income from their family i.e. 43% each (rounding 86% of the total respondents)
- 2) There is a no case, that, 10 to above persons depending upon respondents income.

TABLE IV-3

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

Sr.No.	Education	Number of respondents	Percentage
1	Primary	15	29
2	Secondary	18	35
3	Higher	13	26
4	Technical	5	10
	TOTAL	<u>51</u>	<u>100</u>

The above Table No.IV-3 shows that,

- 1) There are 35% of the respondents who completed their secondary education.
- 2) The respondents having technical education are minimum i.e.10% only.
- 3) There is nothing a case of illeterate respondents.
- 4) The respondents having primary qualification are 29 %.
- 5) The respondents having higher qualification are 26 %.

TABLE IV-4

**DISTRIBUTION OF EMPLOYEES, ACCORDING TO THEIR PAY RANGE
(WAGES AS ON 30.9.89)**

Sr.No.	Pay range	No.of respondents	Percentage
1.	Below 500	1	2
2.	Upto 1000	7	14
3.	1001 to 1300	15	29
4.	1301 to 1600	13	25
5.	1601 to 1900	7	14
6.	1901 to 2100	2	4
7.	2101 to 2400	3	6
8.	2401 to 2700	1	2
9.	2701 to 3000	2	4
10.	3001 to 3300	-	-
11.	3301 to 3600	-	-
12.	3601 to 3900	-	-
13.	3901 to 4200	-	-
14.	4201 to 500	-	-
	TOTAL	51	100

The above Table NoIV-4 shows that,

- 1) The respondents having pay range from Rs.1001/- to 1300/-are higher i.e. 29%.
- 2) There is nothing a case of respondents coming under pay range of Rs.3001 onwards.

TABLE IV-5

DISTRIBUTION OF EMPLOYEES ACCORDING TO THEIR PAY RANGE
(WAGES FROM 1st October, 1989 i.e. after new fitment)

Sr.No.	Pay range	No.of respondents	Percentage
1	Below Rs.500/-	-	-
2	Upto 1000/-	-	-
3	1001 to 1300	-	-
4	1301 to 1600	17	33
5	1601 to 1900	20	39
6	1901 to 2100	4	8
7	2101 to 2400	6	12
8	2401 to 2700	1	2
9	2701 to 3000	1	2
10	3001 to 3300	-	-
11	3301 to 3600	-	-
12	3601 to 3900	-	-
13	3901 to 4200	-	-
14	4201 to 4500	-	-
15	Not applicable for new fitment	2	4
	TOTAL	51	100

The above Table No. IV-5 shows that,

- 1) The respondents having pay range from Rs.1601/- to 1900/- are higher i.e. 39%.

TABLE IV-6

DISTRIBUTION OF EMPLOYEES ACCORDING TO THEIR PAY AS ON
AUGUST, 1992

Sr.No.	Pay range	No.of respondents	Percentage
1	Below Rs.500/-	-	-
2	Upto Rs.1000/-	-	-
3	1001 to 1300	-	-
4	1301 to 1600	-	-
5	1601 to 1900	2	4
6	1901 to 2100	9	18
7	2101 to 2400	20	39
8	2401 to 2700	9	18
9	2701 to 3000	8	15
10	3001 to 3300	-	-
11	3301 to 3600	-	-
12	3601 to 3900	1	2
13	3901 to 4200	1	2
14	4201 to 4500	1	2
	TOTAL	<u>51</u>	<u>100</u>

The above Table No. IV-6 shows that,

- 1) The respondents having pay range from Rs.2101/- to 2400/- are higher i.e.39% .(Wages as on August,92 at the time of interview)

TABLE IV-7

DISTRIBUTION OF WORKERS ACCORDING TO THEIR CADRE

Sr.No.	Cadre	Number of respondents	Percentage
1	Supervisory A	7	14
2	Supervisory B	2	4
3	Supervisory C	3	6
4	Cleek I	1	2
5	Clerk II	2	4
6	Clerk III	6	12
7	Clevk IV	8	15
8	High Skilled	1	2
9	Skilled A	1	2
10	Skilled B	1	2
11	Skilled C	2	4
12	Semi skilled	5	10
13	Unskilled	11	21
14	Special Cadre	1	2
		<u>51</u>	<u>100</u>

The above Table No. IV-7 shows that,

- 1) There are 21% unskilled respondents.
- 2) Generally ,there are less number of respondents coming under special cadre,high skilled,skilled A,B,C and Clerical -I cadre.

TABLE IV-8

MODE OF CONVEYANCE OF EMPLOYEES

Sr.No.	Mode of Conveyance	Number of employees (respondents)	Percentage
1.	Bus	15	29
2.	Bycycle	12	24
3.	Auto cycle/Motor cycle	8	16
4.	On Foot	16	31
	TOTAL	51	100

The above Table No. IV-8 shows that,

- 1) 31% i.e. majority of respondents are coming on foot.
- 2) 29% of the respondents (employees) are depending on Bus service.

TABLE IV-9

DISTANCE BETWEEN RESIDENCE AND WORK PLACE

Sr.No.	Distance from residence to factory in K.m.	Number of respondents	Percentage
1.	0 to 10	36	70
2.	11 to 20	5	10
3.	21 to 30	1	2
4.	Colony	9	18
	TOTAL	51	100

The above Table Number IV-9 shows that,

- 1) 70% respondents are living within 10 Km. away from the factory and 18% respondents are living in the Colony.

TABLE IV-10

**DISTRIBUTION OF WORKERS (RESPONDENTS) ACCORDING
TO THEIR NATURE OF SERVICE**

Sr.No.	Nature of employment	No.of respondents	Percentage
1.	Permanent	51	100
2.	Seasonal Permanent	-	-
3.	Temporary	-	-
4.	Daily wages	-	-
	TOTAL	51	100

The above Table No. IV-10 shows that,

- 1) There are a majority of permanent respondents.
- 2) The Management of this Co-Operative Unit gives job security and maintaining constant manpower flow.

TABLE IV-11

THE MODE OF UTILISATION OF BONUS AMOUNT

Sr.No.	Particulars	No.of respondents	Percentage
1.	Festival	32	63
2.	Loan repayment	13	25
3.	Savings	2	4
4.	Payment of dues	-	-
5.	Purchasing	3	6
6.	Daytoday expenses	1	2
	TOTAL	51	100

The above Table No. IV-11 shows that,

- 1) 63% respondents spending the bonus amount for festival purpose and 25% respondents using the bonus amount for repayment of loan.

- 2) The trend in saving the amount of bonus is less i.e.4% only.

TABLE IV-12
THE OPINION OF WORKERS REGARDING THEIR PAY, IN VIEW OF
THE RECOMMENDATIONS OF IIIrd WAGE BOARD

Sr.No.	Particulars	No.of respondents	Percentage
1	Adequate	17	33
2	Inadequate	33	65
3	Any other	1	2
	TOTAL	51	100

The Table No.V-12 shows that,

- 1) 65% respondents are not satisfied with the new pay scale.
- 2) One respondent comes under Officer cader who have not benefitted by the IIIrd Wage Board.

TABLE No.V-13
THE MALE AND FEMALE WORKERS WORKING IN THE KARKHANA

Sr.No.	Category	Number of respondents	Percentage
1.	Male	47	92
2.	Female	4	8
	TOTAL	51	100

The Table No.V-13 shows that,

- 1) There are maximum workers under male category i.e.92% in compare with the female category i.e.8%.

General observations in view of Table No.IV-4, IV-5 and IV-6 are mentioned below:

- 1) While observing Table No.IV-4, IV-5 and IV-6, it is clear that, there are various respondents in the payrange between below 500 to 3300/- (Wages as on 30.9.1989), and amongst them, there were 29% respondents covered in a pay range of Rs.1001 to 1300/-
- 2) Then after 30th September,1989 (i.e. from 1st October,1989 (Date of new fitment) the wages were increased and hence 39% respondents were covered in a pay range of Rs.1601 to 1900/-
- 3) If we observe table No.IV-6, it is clear that, there are 39% respondents covered in a pay range of Rs.2101 to 2400/-
- 4) It is also observed that, new fitment is not applicable for special cadre officers.
- 5) The Table No.IV-4, IV-5 and IV-6 shows the difference in pay range of the respondents as below:
 - a) Pay range as on 30th September,1989.
 - b) Pay range as on 1st October,1989.
 - c) Pay range at the time of interview i.e.on August,92.
- 6) Table No.IV-4 shows the old pay range as well as Table No.IV-5 shows new pay range.