

CHAPTER V-

Conclusions, observations, suggestions & Bibliography

- i) General conclusions about Apprentices
- ii) Conclusions about G.P.I.Ltd, their Apprentius
- iii) Suggestions
- iv) Bibliography

General conclusions about Apprentices -

i) family Background of Apprentices - 93% of apprentices were either from the lower class or lower-middle class families.

ii) Background of Apprentices- About 75% of the apprentice had rural or small-town Background

iii) Educational Back Ground of the families of the Apprentices - About 90% of the apprentices were from such families where their parents had received schooling only upto the 7th std. or below 9% of the apprentices were from families where the father had crossed the S.S.C. Level.

iv) Educational standard of Apprentices - More than 85% of the apprentices had scored 50% and above marks at their S.S.C. Examination

v) Reasons for choosing apprenticeship - Want of Employment due to poor Economic condition was the major ones.

vi) Reaction to the stipend Rates - There was a marked difference between the trainers and Ex ITI groups. Freshers who received stipend from the first year were satisfied with the stipend rates. "The principle of earn while you learn" was applicable to them. They were

happy about it.

The ITI passed apprentices were bitter about the meagre stipend paid to them. They were questioning the logic of paying them such a meagre stipends even though they were a good deal helping towards regular production. They were sore that even a helper got almost thrice the amount paid to them by way of stipends. They had a suggestion to make. The stipend must be linked with minimum wages paid in an industry.

vii) Job Prospects - About 92% of the apprentices felt that the Job Prospects were not good and therefore their future was not bright.

vii) Alternatives- Many of Them thought that apprenticeship in itself was not good enough for them.

Future -

There is lot of talk in the industry about class manufacturing and world class quality in order to be able to complete in the world market.

Underlying these ideas is the basic assumption that training worker is none of Industry's Job.

If the government makes it compulsory for them to absorb these apprentices they would be burdened with surplus labour.

There are 112 ITI's all over the state of Maharashtra and in the year 1988 and in the year 1989 and they can accommodate about 36800/- trainees in all. Today's apprentice is tomorrow's workman or supervisor.

Requirements and objectives -

To Design and develop a training centre

- i) Commitment
- ii) Concern towards people and society
- iii) Trust
- iv) Development of New skills.
- v) Systematic and well planned policy.

Varied Stipend Rates -

- i) Trainees not members of the union but pressured by them.
- ii) Lack of co-ordination in different Govt.-Depts, like Factories Inspectors, Labour Dept, Employment Exchange, Training in H.R.D.

Suggestions

- i) Want of Hostels
- ii) Medical Insurance
- iii) Employment Allowance
- iv) Labour Law, Training in Leadership
- v) Linking stipend with Minimum wages fixed by the Govt.

Training as investment and not ~~not~~ a liability Visit to other places is necessary. Training through lectures should be considered and should be promoted. Working condition need to be improved to create healthy organisation climate.

ii) Conclusions about G.P.I.Ltd and Apprentices -

It has been observed that this industry is mainly producing heavy engineering products, machine shop, foundry, tool room, pattern shop, plant No 2, production No. 4, training centre are main departments

where maximum worker are employed. Due to jobbing industry there is maximum number of male workers and only 2 or 3 female Workers are employed as Telephone operators or office clerks.

It has been concluded that majority of the workers are belong to the age group of 20 to 30 years. It is a group of young worker who can increase the rate of production. only a few of the workers of the supervisory category fall in the age group of 40 to 50 years.

Most of the worker stay in the areas quite close to industry.

Selection -90% or 95% workers has faced the interview. It shows that the procedure adopted for the selection of condidates is not so bad. It is satisfactory. The industrial working hours are suitable for workers. 100% of workers are in favour of training satisfied with the job given to them. It is concluded that the training strategy adopted in the company is effective, 50% of The worker felt^{it} is very effective and 50% effective but 0% ineffective.

Working conditions in the industry are good and satisfactory . The procedure follow in dealing with the grievancies of the worker is satisfactory as a whole 90% of faculty members are co-operative.

It is concluded that 50% of the workers felt that the training period is adequate, but the rest of the worker felt it to be a good deal lengethy.

40% workers felt that the grading procedure is either satisfactory or very satisfactory. Training schemes are generally regarded as useful and average useful. 80% of workers felt that training programmes were accurately

designed.

There is one year apprenticeship for each trainee. The industry used syllabus for practical training which is published by the Directorate of General of Employment and Training, ministry of Labour, Government of India. There are various syllabuses in the industry supplied to trainees and supervisors, e.g. Turner, Pattern maker,

Maximum number of workers receive training While they are on duty, It has been observed that there is no scheme of worker's participation in the grievance redressing committee formed by the management. There are almost no recreation facilities or the library facility over and above the provision of some newspapers only.

It has been observed that 50% of the workers are not satisfied with the management. The relations between the workers and the management are not so congenial to the Industry. Workers are demanding more facilities as well as better wage also, but the management is not in favour of them.

The researecher has observed that there are some charts, posters notice board and such other facilities provided by the management to serve as media of communication between them and the workers in the factory. The management have maintained good discipline, Facilities such as cycle/scooter stand, canteen, cold drinking water are provided for by the management.

It is found that I.T.I. and clerical apprentices are given very poor stipends compared with those given to the B.E. and D.M.E. apprentices, and as a result almost dissatisfied with their job on account of their economic problems. But the B.E. and D.M.E. apprentices are satisfied with their job, some other industries in

the city give better stipends to the ITI apprentice than this industry. However this industry Pays only the minimum. There is one year apprenticeship For all, But there is a vast difference in the stipend paid to them.

Suggestions -

In the end the research in question has given certain suggestion to the Industry. It would be better if the industry pays attention to the following points.

- i) The present capacity of providing training should be increased from 86 trainee to in 100 or more
- ii) The training Centre should be equipped with sufficient pamphlets library and reading room facilities,
- iii) There should be Worker participation in the management scheme.
- iv) The industry should constitute a good grievance redressing committee.
- v) The industrial relation should be improved by way of collective Bargaining and suggestion scheme.
- vi) Hostel facilities, medical Insurance should be provided for.
- vii) The stipends paid to ITI and clerical grade apprentices should be sufficiently increased.

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