

* Chapter 10 *

: C H A P T E R - V :

* ANALYSIS & INTERPRETATION OF THE DATA:-

This part of chapter deals with analysis & interpretation of the data which is collected with the help of personal interview, discussion. The references have been drawn by classifying & tabulating the data which runs as follows :-

TABLE NO. 1 Showing the no.of employees as per Department.

Depts. Employees	Purchase Dept.	Sales Dept.	Pers. Dept.	Mfg. Dept.	Prod. Dept.	Store Dept.	Computer Dept.
Manegers	2	2	1	--	2	--	---
Supervisor	2	2	2	2	3	2	1
Inspectors	--	--	--	3	--	2	---
Clerks	2	2	2	5	4	4	---
Typists	1	1	--	--	--	--	---
Office Boy	1	1	--	--	--	--	---
Turners	--	--	--	--	13	--	---
Fitters	--	--	--	--	22	--	---
Painters	--	--	--	--	2	--	---
Drillers	--	--	--	--	6	--	---
Collies	--	--	--	4	18	6	---
Apprentice	--	--	--	--	3	--	---
Watchman	--	--	--	1	1	3	---
Sutar	--	--	--	--	2	--	---
Winder	--	--	--	--	2	--	---
Draftsman	--	--	--	--	2	--	---
Total -->	8	8	5	15	80	17	1

*** A STUDY OF RECRUITMENT & SELECTION PROCEDURE IN R.E.C.KOLHAPUR ***

Above table shows that there as following number of employees as per department which are as follows

1. Purchase Department	-	8 employees
2. Sales Department	-	8 employees
3. Personnel Department	-	5 employees
4. Manufacturing Department [Machine shop]	-	15 employees
5. Production Department	-	80 employees
6. Store Department	-	17 employees
7. Computer Department	-	1 employee
TOTAL		- 134 employees

There are total 134 employees including 3 apprentices in Rocket Engineering corporation.

TABLE NO. '2' :

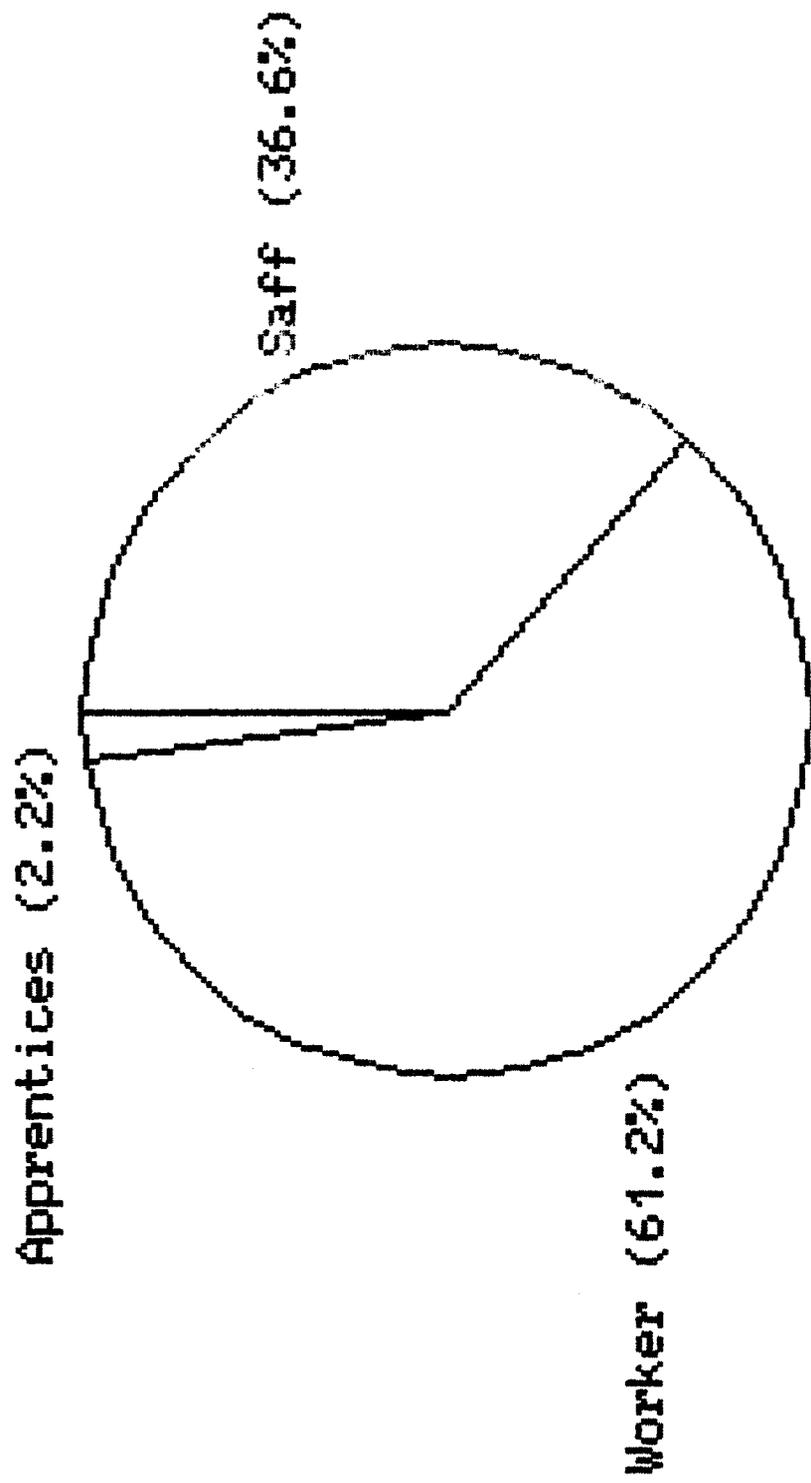
Showing posts and total number of employees in Rocket Engineering Corporation.

Sr.No.	POST OF EMPLOYEES	NO. OF EMPLOYEES.	PERCENETAGE
1.	Workers	82	61 %
2.	Staff	49	37 %
3.	Apprentices	3	2 %
T O T A L ---> EMPLOYEES		134	100 %

Above table no. 2 shows that employees are divided in 3 posts i.e. workers, staff and apprentices.

There are 82 workers, 49 staff. members and 3 apprentices in Rocket Engineering Corporation. This can again clear with the help of following digram.

Dig. showing the Percentage of workers, Staff & Apprentices in R.E.C.



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*** TABLE NO. '3' :-**

Table showing the sources of recruitment of the staff :-

Sr.No.	SOURCES OF RECRUITMENT	NO. OF STAFF	PERCENETAGE
1.	Recommendation	25	51%
2.	Advertisement	15	31%
3.	Employment Exchange	9	18%
T O T A L --->		49	100%

Above table shows that there are 49 staff members who are recruited by various three sources of recruitment i.e. Recommendation, Advertisement & Employment Exchange etc. 25 Staff members are recruited by recommendation 15 members by advertisement and 9; members are recruited by Employment Exchange.

This can more clear with the help of graph which is attached below :

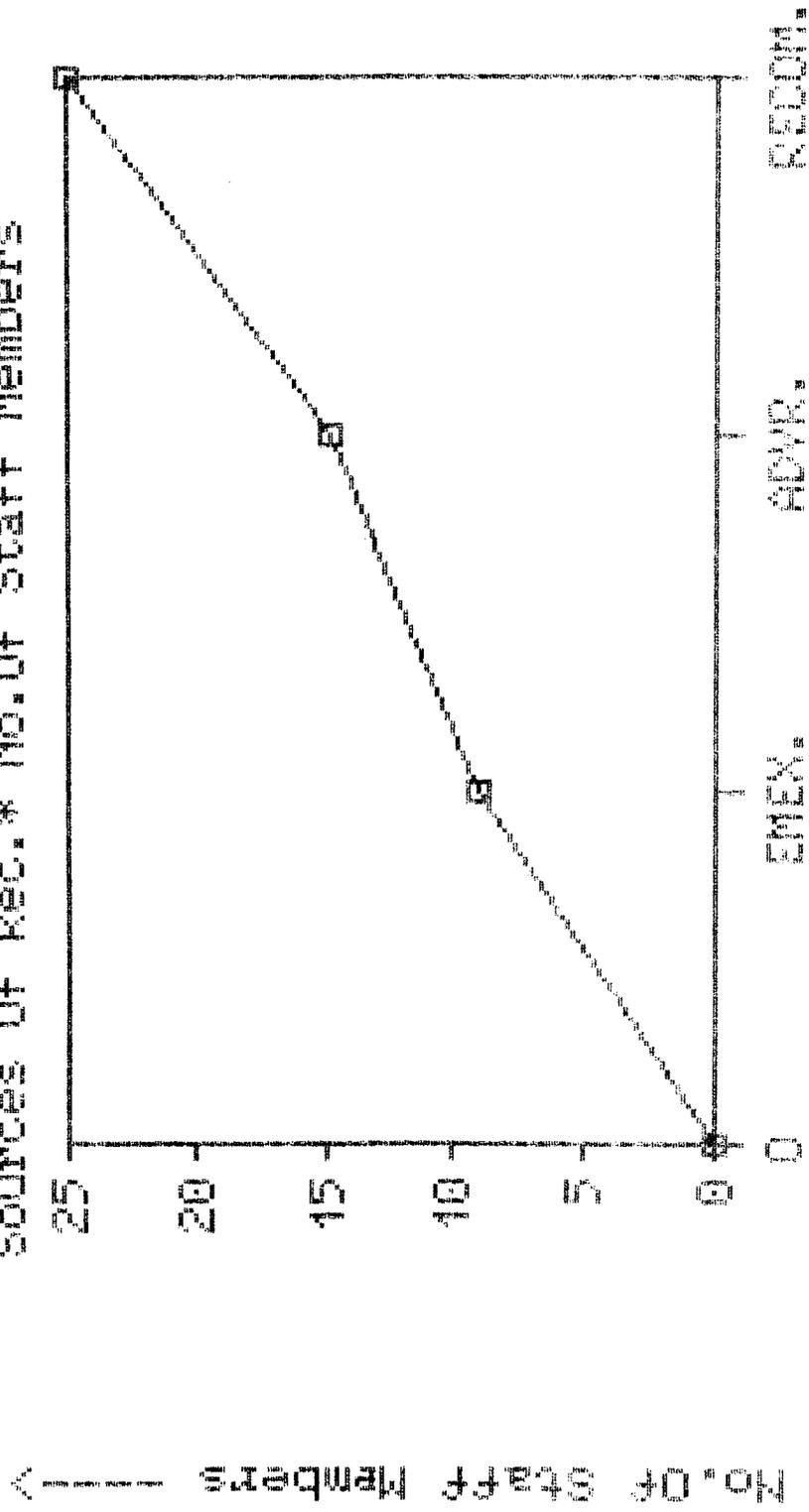
*** TABLE NO. '4'. :-**

Table showing the sources of recruitment of the workers.:-

Sr.No.	SOURCES OF RECRUITMENT	NO. OF WORKERS	PERCENETAGE
1.	Recommendation	53	62%
2.	Advertisement	29	34%
3.	I.T.I.	3	4%
T O T A L --->		85	100%

Above table shows that there are 85 workers who are recruited

Graph Showing Sources Of Rec.Of Staff
Sources Of Rec.* No.Of Staff Members



The Sources Of Recruitment →

*** A STUDY OF RECRUITMENT & SELECTION PROCEDURE IN R.E.C.KOLHAPUR ***

by above sources of recruitment i.e. Recommendation Advertisement & I.T.I. etc. 53 workers are recruited by recommendation, 29 by Advertisement and 3 workers through I.T.I. This can also more clear with the help of graph which is attached below

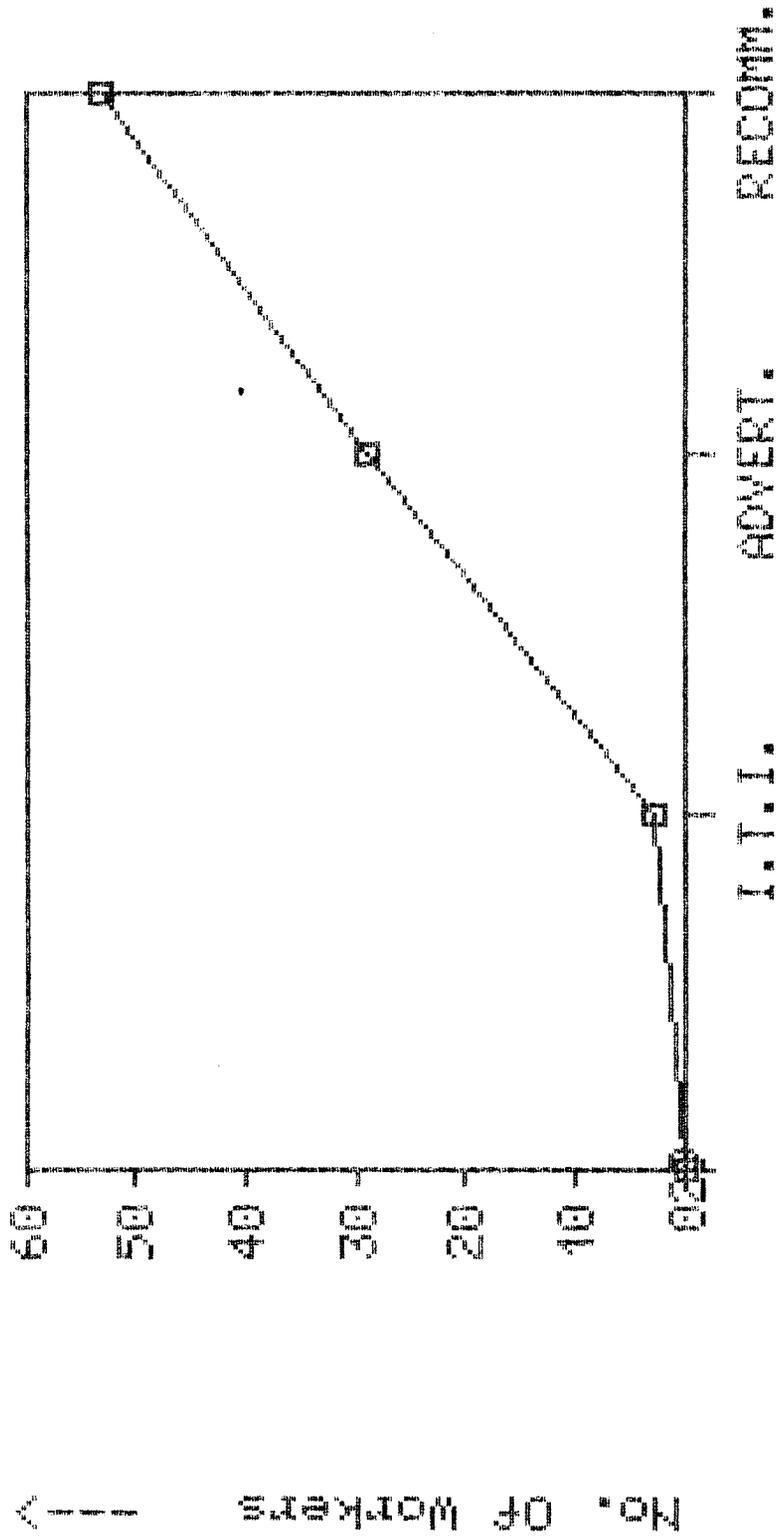
*** TABLE NO. '5'**

Table showing the age of staff :-

YEARS	NO. OF STAFF	YEARS	NO. OF STAFF
18	-	28	6
19	-	29	3
20	-	30	6
21	-	31	4
22	3	32	-
23	7	33	6
24	3	34	-
25	4	35	1
26	4	36	1
27	1	37	-
TOTAL	22		27

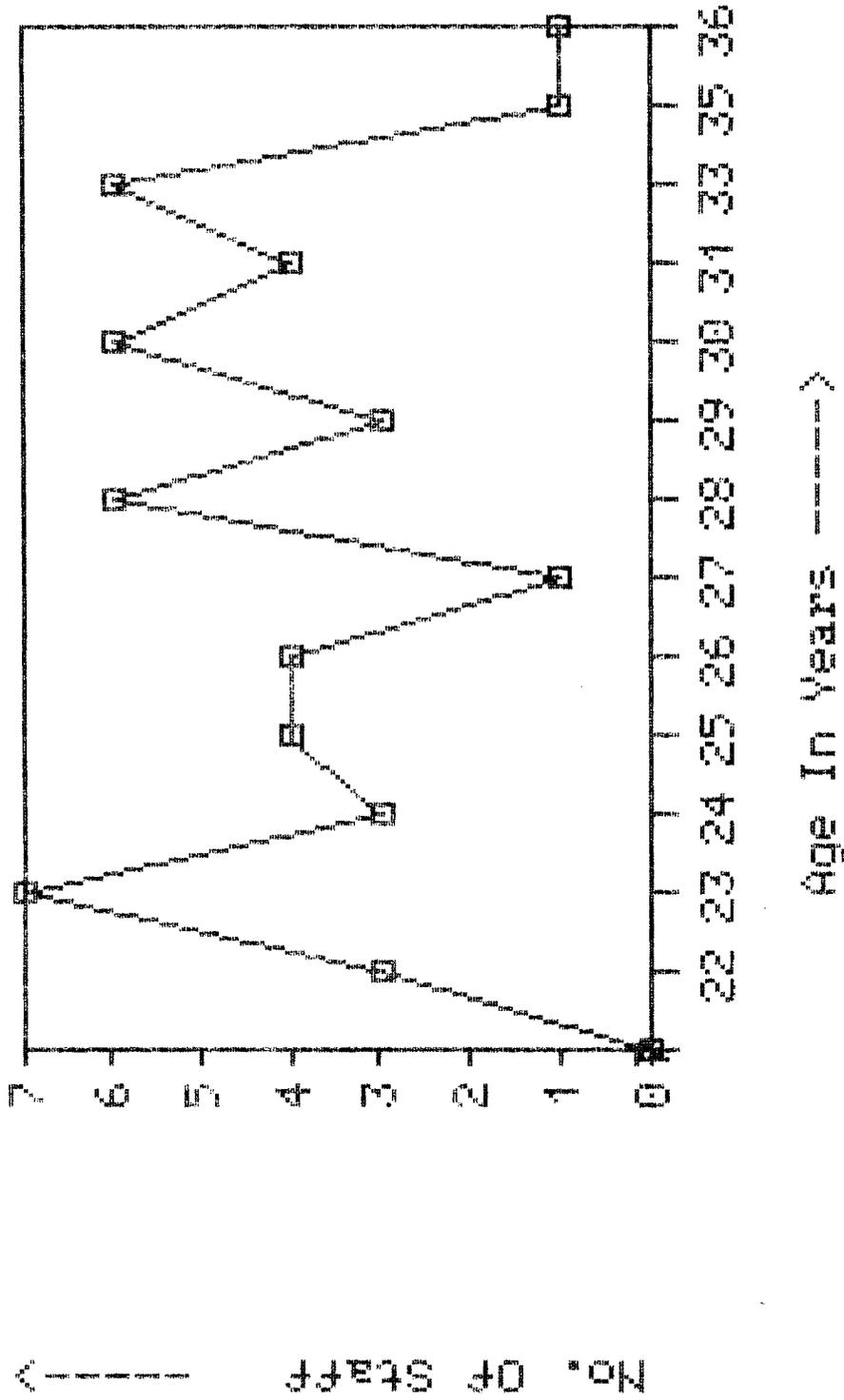
Above table shows the age of staff of Rocket Engineering Corporation. It is more & more clear with the help of graph which is attached below :-

Graph Showing Sources Of Rec. Of Workers
Sources of Rec. * No Of Workers



The Sources Of Recruitment --->

Graph Showing The Age Of Staff Members In R.E.C. Pvt. Ltd. KOLHAPUR.



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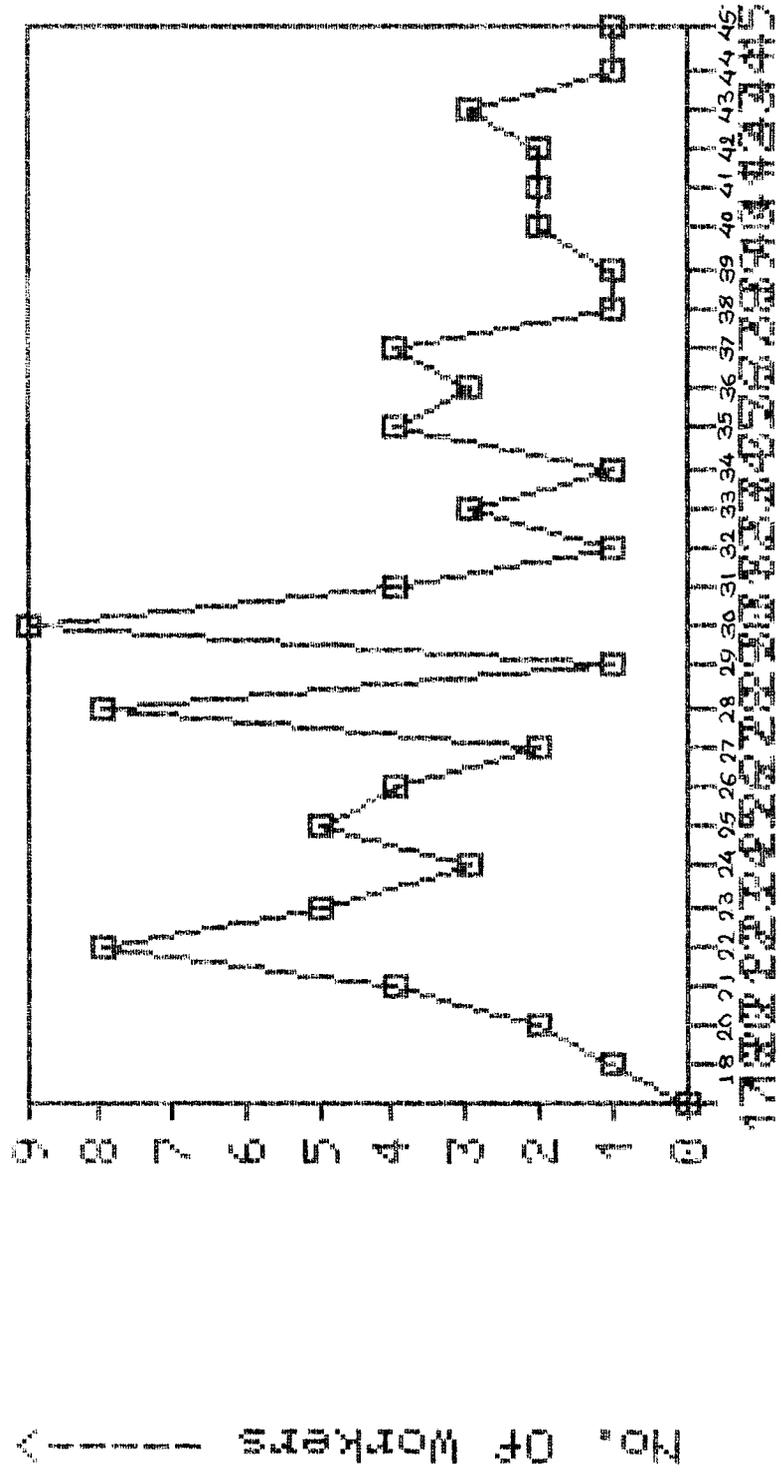
* TABLE NO. '6' :-

Table showing the age of workers :

YEARS	NO.OF WORKERS	YEARS	NO.OF WORKERS
18	1	32	1
19	-	33	3
20	2	34	1
21	4	35	4
22	8	36	3
23	5	37	4
24	3	38	1
25	5	39	1
26	4	40	2
27	2	41	2
28	8	42	2
29	1	43	3
30	9	44	1
31	4	45	1
TOTAL	56		29

Above table shows the age of various workers in Rocket Engineering Corporation. Which can be more clear with the help of graph which is attached below :-

Graph Showing The Age Of Workers In
In R.E.C. Pvt.Ltd. KOLHAPUR.



Age In Years ———>

* A STUDY OF RECRUITMENT & SELECTION PROCEDURE IN R.E.C.KOLHAPUR *

TABLE NO. 7 Table showing Designation & Educational Qualifications of Employees.

Designation	No.	Education						
		Illt.	Be.S.S.C.	S.S.C.	I.T.I.	Dip.	Grad.	P.G.
Manegers	7	---	---	---	---	---	4	3
Supervisors	14	---	---	---	---	---	14	---
Inspectors	5	---	---	---	---	5	---	---
Clerks	19	---	---	16	---	---	3	---
Typists	2	---	---	---	---	---	2	---
Office Boy	2	---	---	2	---	---	---	---
Turners	13	---	13	---	---	---	---	---
Fitters	22	---	21	1	---	---	---	---
Painters	2	---	2	---	---	---	---	---
Drillers	6	---	6	---	---	---	---	---
Collies	28	5	23	---	---	---	---	---
Apprentice	3	---	---	---	3	---	---	---
Watchman	5	---	5	---	---	---	---	---
Sutar	2	---	2	---	---	---	---	---
Winder	2	---	2	---	---	---	---	---
Draftsman	2	---	---	2	---	---	---	---
Total -->	134	5	74	21	3	5	23	3

Above table shows the designation and educational qualification with number of employees. There are 134 employees in Rocket Engineering Corporation whose Educational. Qualification are as follows :-

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1.	Illiterate	5	Employees
2.	Below S.S.C.	75	Employees
3.	S.S.C.	21	Employees
4.	I.T.I.	3	Employees
5.	Diploma	5	Employees
6.	Graduate	23	Employees
7.	Post-Graduate	3	Employees

In this way, this table shows the educational qualification of employees which can be clear with the help of graph also which is attached below.

TABLE NO. 8 :-

Table showing the number of workers have given a physical test:-

SR.NO.	CATEGORY	NO.OF EMPLOYEES	PERCENTAGE
1.	Workers	21	35%
2.	Staff	2	4%

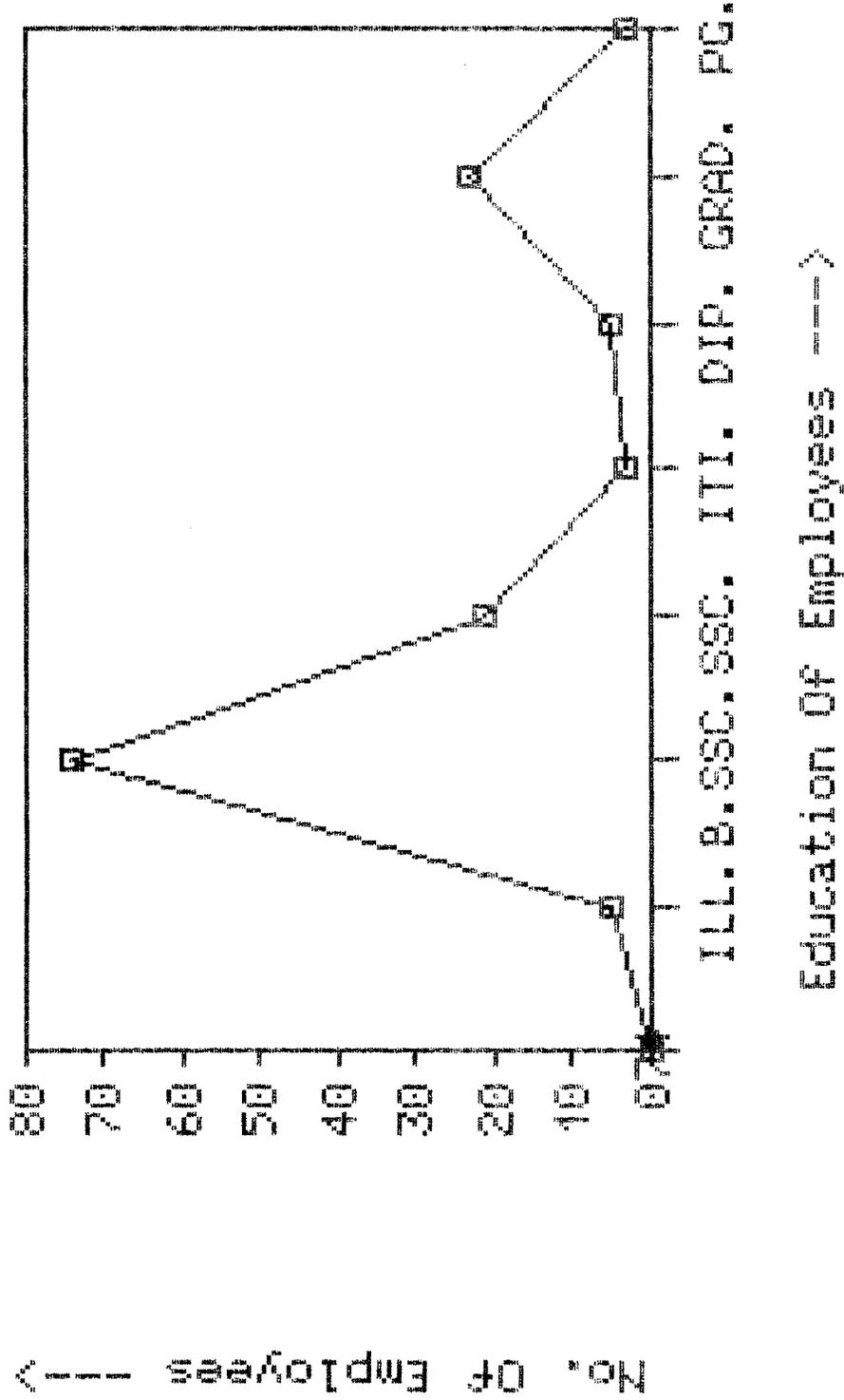
Above table shows that there are 21 workers and 2 staff members have given a physical test.

*** TABLE NO 9 :-**

Table showing the number of employees who have given a personnel and partical tests.

SR.NO.	CATEGORY	NO.OF EMPLOYEES	PERCENTAGE
1.	Workers	25	29%
2.	Staff	14	29%

Graph Showing The Education Of Employee
 Edu.Of Emp. * No.Of Emp.



*** A STUDY OF RECRUITMENT & SELECTION PROCEDURE IN R.E.C.KOLHAPUR ***

Above table shows that there are 25 workers and 14 staff member have given a personnel and practical tests.

*** TABLE NO. 10 :-**

Table showing the number of employees who have given personal physical and practical tests. :-

SR.NO.	CATEGORY	NO.OF EMPLOYEES	PERCENTAGE
1.	Workers	13	15%
2.	Staff	7	14%

Above table shows that there are 13 workers and 7 staff members have given personal physical and practical tests.

*** TABLE NO. 11 :-**

Table showing the number of employees who have given only personal interview :-

SR.NO.	CATEGORY	NO.OF EMPLOYEES	PERCENTAGE
1.	Workers	26	31%
2.	Staff	26	53%

Above table shows that there are 26 workers and 26 staff members have given only personal interview :-

*** TABLE NO. 12 :**

Table showing the number of employees absorbed by the management without normal procedure .

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SR.NO.	CATEGORY	NO.OF EMPLOYEES	PERCENTAGE
1.	Workers	22	26%
2.	Staff	26	53%

Above table shows that there are 22 workers and 26 staff members have absorbed by the management without normal procedure.

* TABLE NO. 13.

Table showing the number of employees who have got training in Rocket Engineering Corporation.

SR.NO.	CATEGORY	NO.OF EMPLOYEES	PERCENTAGE
1.	Workers	50	59%
2.	Staff	17	35%

Above table shows that 50 workers and 17 staff members have got training in Rocket Engineering corporation.

* TABLE NO. 14.

Table showing the number of employees who have got experience & hence didnt take training in Rocket Engineering Corporation.

SR.NO.	CATEGORY	NO.OF EMPLOYEES	PERCENTAGE
1.	Workers	13	15%
2.	Staff	6	12%

Above table shows that 13 workers and 6 staff members have got experience and hence they didnt take training in Rocket

* A STUDY OF RECRUITMENT & SELECTION PROCEDURE IN R.E.C.KOLHAPUR *

Engineering Corporation.

* TABLE NO. 15

Table showing sexwise classification of employees.

SR.NO.	SEX	NO.OF STAFF	NO.OF WORKERS
1.	Male	49	85
2.	Female	---	---

Above table shows that there are 49 staff members and 85 workers are male. There is no a single female member. It means that all employees are male.

TABLE NO. 16

Table showing skillwise categories of workere in Rocket Engineering Corporation.

SR.NO.	CATEGORY	NO.OF WORKERS	PERCENTAGE
1.	Highly Skilled	7	8%
2.	Skilled - A	13	15%
	B	13	15%
3.	Semi Skilled-A	4	5%
	-B	13	15%
4.	Unskilled	35	42%
	T o t a l --->	85	100%

Above tables shows that there are 85 workers in Rocket Engineering Corporation from whome 7 workers are highly skilled, 13 workers are skilled - A category, 13 are of skilled B category

*** A STUDY OF RECRUITMENT & SELECTION PROCEDURE IN R.E.C.KOLHAPUR ***

4 workers are of semiskilled - A category & 13 are B category & 35 workers are unskilled.

This can also be clear with the help of graph which is attached below.

TABLE NO. 17

Table shows opinion of staff members about the selection procedure of Rocket Engineering Corporation.

SR.NO.	NO. OF STAFF	PERCENTAGE	REMARKS
1.	9	18%	Appropriate
2.	17	35%	Good
3.	19	39%	Suitable
4.	4	8%	Nil
TOTAL -->	49	100%	

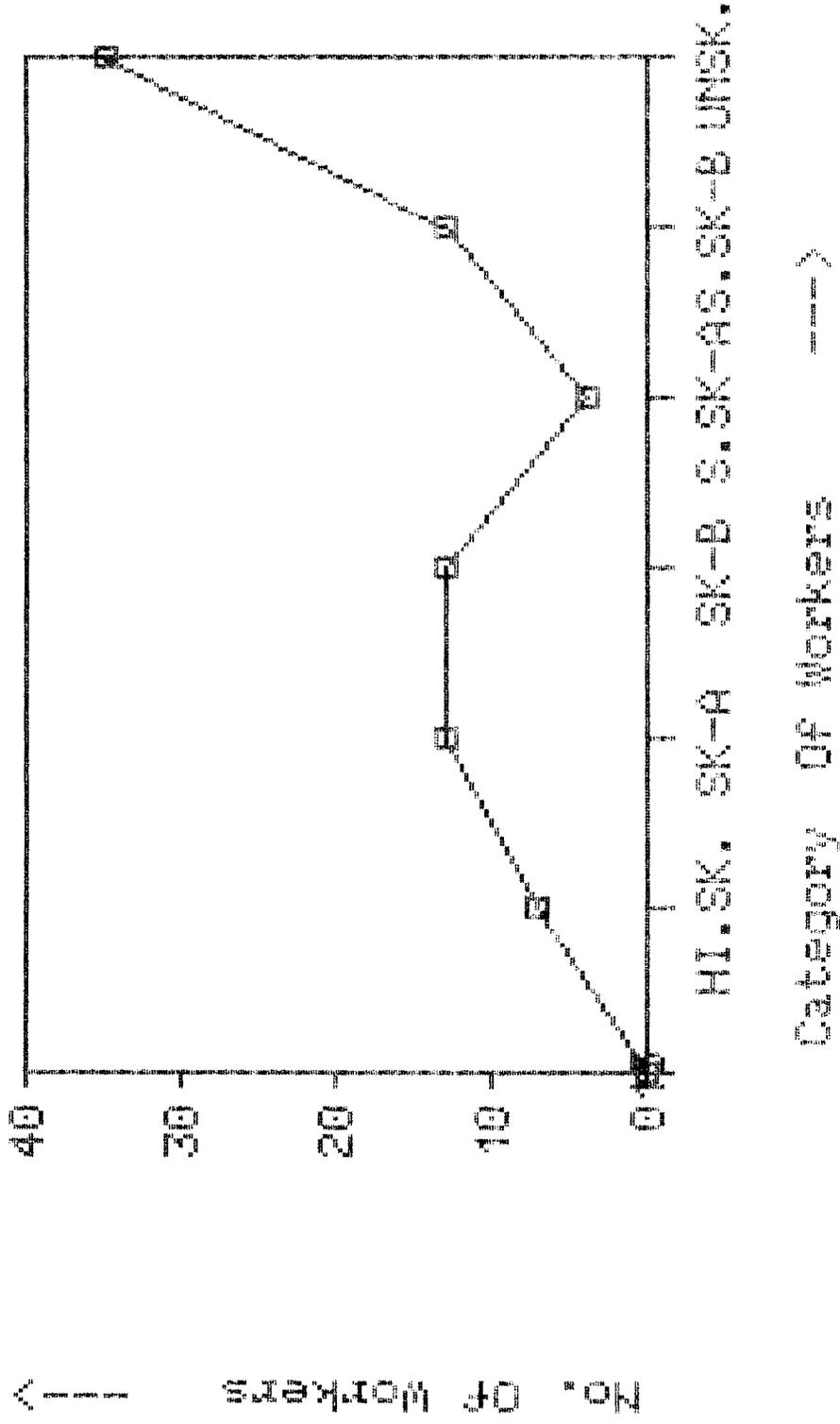
Above table shows that there are 49 staff members in Rocket Engineering Corporation. Their opinion about selection procedure is as follows ;-

Opinion about selection procedure of 9 staff members is appropriate, 17 staff members opinion is suitable and 4 staff members are quite from their reply.

TABLE NO. 18

Showing opinion of employees about lunch room, Rest-Room, Uniform washing- allowance, canteen, sitting arrangement, sports, sanitation, Drinking water etc.

Graph Showing Skillwise Cat. Of Workers
 Cat. of Workers * No. Of Workers



* A STUDY OF RECRUITMENT & SELECTION PROCEDURE IN R.E.C.KOLHAPUR *

SR. NO.	PARTICULAR	NO. OF STAFF		NO. OF WORKERS	
		SUITABLE	UNSUITABLE	SUITABLE	UNSUITABLE
1.	Lunch - Room	49	-	54	31
2.	Rest - Room	49	-	85	-
3.	Uniform-washing Allowance.	-	-	49	36
4.	Canteen	30	19	-	85
5.	Sitting-Arrangement	45	4	85	-
6.	Sports	28	21	29	56
7.	Sanitation	49	-	85	-
8.	Drinking water	49	-	85	-

Above table shows the opinion about various facilities are as follows

- * LUNCH - ROOM : Opinion of staff members is suitable all staff members are satisfied with the facility of Lunch-Room.
But among the workers, 54 workers are of suitable opinion and 31 workers are of unsuitable opinion.
- * REST-ROOM : All 49 staff members are satisfied with the facility of Rest-Room. and all the workers are also satisfied.
- * UNIFORM-WASHING : 49 workers are satisfied and 36 wrorkers are unsatisfied, they want to make some

* A STUDY OF RECRUITMENT & SELECTION PROCEDURE IN R.E.C.KOLHAPUR *

- ALLOWANCE imporvement in allowance.
- * CANTEEN : There is not a canteen. Thats why. all workers are unsatisfied.
- * SITTING : 45 staff members are satisfied and 4 staff members are unsatisfied about sitting arrangement But in case of workers, all workers are satisfied about sitting arrangement.
- * SPORTS : 28 staff members are satisfied and 21 members are unsatisfied about sports. In case of workers 21 workers are satisfied and 56 workers are unsatisfied.
- * SANITATION : All members of staff and workers are Satisfied about sanitation facilities.
- * DRINKING : Also about this facilities, all staff members and workers are satisfied. There is not a single complent about Drinking water. All is OK !
- WATER