
CHAPTER - IV

ANALYSIS AND INTERPRETATION OF DATA

The data is interpreted in there different

Sub titles

4.1 PERSONAL DATA :

- Age
- Educational Level
- Marital Status
- Classification of workers
- Stability of Service
- Income Level
- Work Experience

4.2 PROFESSIONAL DATA :

- Recruitment
- Selection
- Training
- Promotion
- Transfer
- Awards and fines

4.3 THE DATA RELATED TO THE PRODUCTION ACTIVITIES :

- Increase in Production
- Guidance
- Target
- Expectations
- Development of the Company.
- Alternatives to upgrade the productivity.

4.4 GENERAL DATA :

- Reasons of Accident
- Relationship of the workers with their colleges
- Atmosphere of good working conditions
- About the Management.

ANALYSIS AND INTERPRETATION OF DATA

This chapter contains presentation, analysis and interpretation of the data. There were 100 respondents selected for the study.

The principle objective behind the investigation of manpower planning and its effect on production in Saroj Iron Industries, Shirol, Kolhapur was to know the workers exception to study the existing industrial relations, to find out the lacunas in it and its impact on productivity.

The data is interpreted in there different sub-titles

4.1 Personal Data

4.2 Professional Data

4.3 The data related to production activities and finally

4.4 General Data

4.1 PERSONAL DATA :

The Personal data explains the workers, Age, Marital educational financial level in Saroj Iron Industries.

The tables 4 : 1 to 4 : 6 explain the personal data.

a] Age : Age helps to determine the productivity and efficiency of the workers. According to medical science young persons have more efficiency than that of the old. Agewise position of the workers in the factory is as shown in the table 4:1.

Table No. 4.1

Agewise Distribution of the Workers

Sr.No.	AGE GROUP	NO.OF WORKERS	% AGE CUMULATIVE
1.	21-30	50	50
1.	31-40	34	84
3.	41-50	13	97
4.	51-60	3	100
5.	61 & above	Nil	Nil
	Total	100	

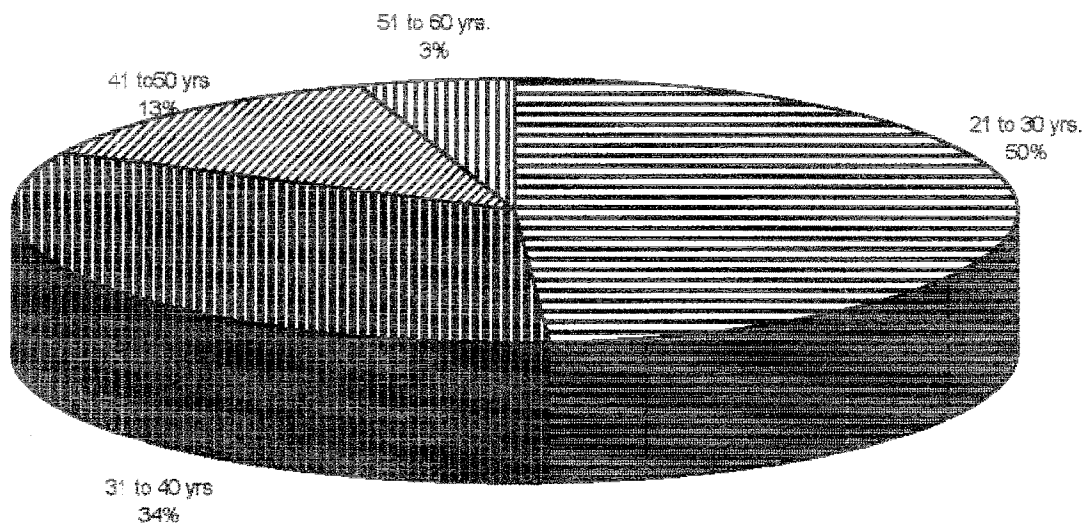
The above tables indicates that,

- i] 50% of the total workers range between the age group of 20 to 30 years.
- ii] 34% of the total workers range between the age group of 31 to 40 years.
- iii] 13% workers belong to age group of 41 to 50 years.
- iv] 3 % workers were between the age group of the 51 to 60 years.

The above percentage shows that 97% of the total workers belong in the range of 18 to 50 years. It means the company has appointed large number of young workers.

Only 3% of the total workers belong to the age group of 51 to 60 years. Naturally the company could maintain the young as well as middle aged workers for better efficiency and production. This also shows that the organisation is manned with prime age work as to the extent of 97% such is helpful to maintain the efficiency at usually high no worker in the organisation is below 21 therefore there is no employment of child workers.

Pie-diagram - 1
Agewise Workers Distribution



III) EDUCATIONAL LEVEL :

Literacy or educational level explains the knowledge and skill of the workers. The data regarding this was collected and is shown in the table 4 : 2.

Table No.4.2

Educational Level of the Workers

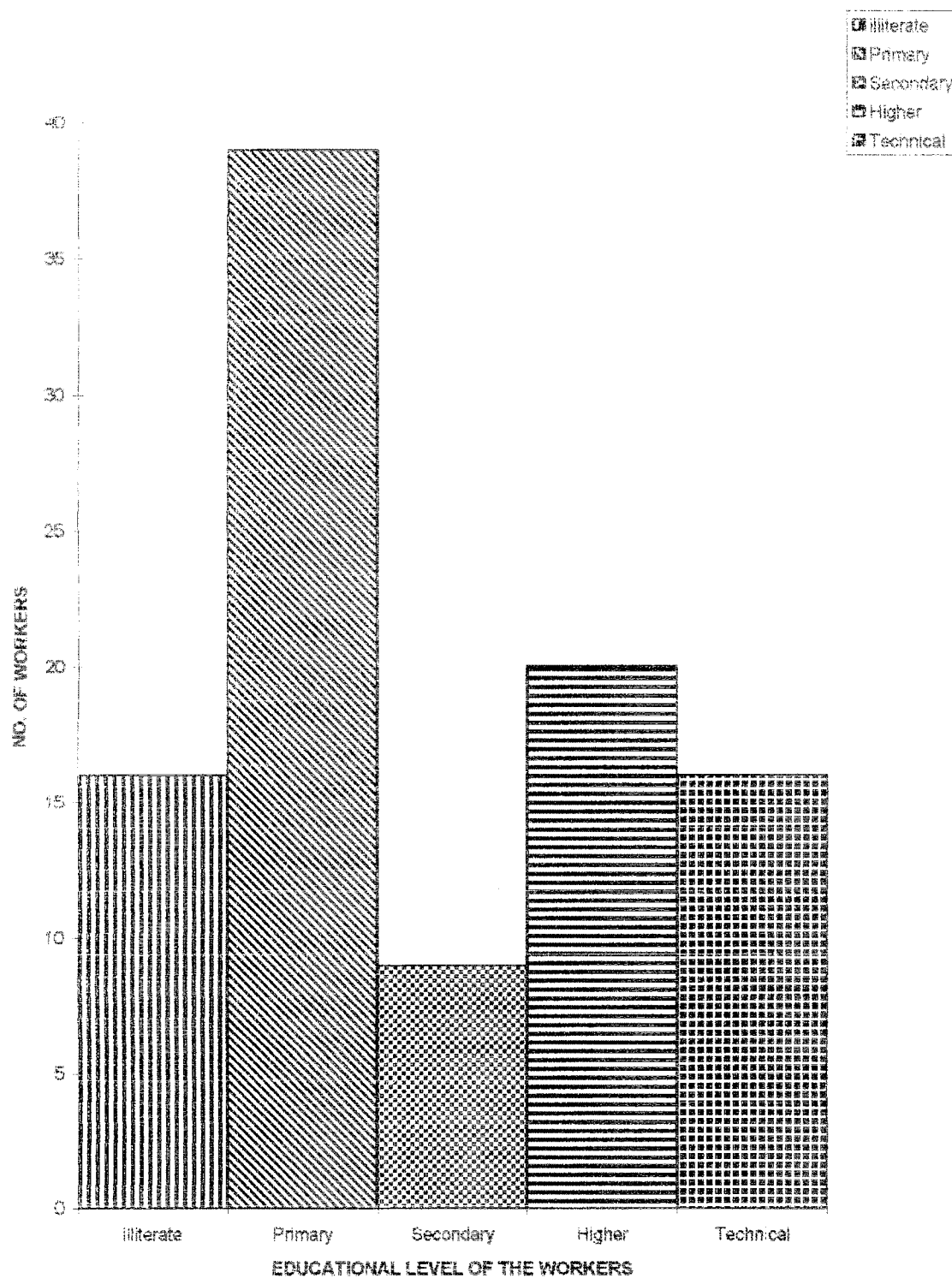
Sr.No.	EDUCATIONAL QUALIFICATION	NO.OF WORKERS	% AGE [Cumulative]
1.	Illiterate	16	16
2.	Primary	39	55
3.	Secondary	9	64
4.	Higher	20	84
5.	Technical	16	100
	Total	100	

The above table shows that :

- i] The 16% workers were illiterate
- ii] The 39% workers were completed their education at Primary stage.
- iii] Only 9% workers were completed their secondary level educational qualification.
- iv] The 20% workers have taken higher education.
- v] The 16% out of the total workers were with technical education.

It can be concluded that the company had recruited workers. Who are not well educated 71% of the workers are either ultimate or had education upto primary level only. The percentage of workers with technical education is also low. The organisation is likely to find it difficult to adopt the latent technology which requires the manpower with proper education both general and technical.

GRAPH-2
EDUCATIONAL LEVEL OF THE WORKERS



III] MARITAL STATUS :

Generally the unmarried person has tendency to change their jobs which affects stability of the company. On the other hand married persons are interested to settle at one place for long time such workers generally do not disturb the stability of the company.

The table 4:3 shows the marital status of the workers.

Table No. 4:3

Marital Status of the Workers

Sr.No.	MARITAL STATUS	NO.OF WORKERS	% AGE
1.	Married	87	87
2.	Un Married	13	13
	Total	100	100

The above table shows that 87% of the total workers married and only 13% of the remaining unmarried. Thus, it is concluded that, good settled workers were available in Saroj Iron Industries.

IV] CLASSIFICATION OF WORKERS :

In foundry level work is spread at various departments. There were different department in Saroj Iron Industries. The table 4:4 gives the departmental status of the workers.

Table No.4:4

Classification of Workers

Sr. No	STATUS OF WORKERS	SKILLED	SEMI-SKILLED	UN-SKILLED	TOTAL
1	Administrator	1	--	--	1
2	Office Staff	12	5	3	20
3	Sand Designer	3	--	--	3
4	Engineers	5	--	--	5
5	Electricians	4	--	--	4
6	Fitters & Molder	30	10	10	50
7	Core Makers	14	10	--	24
8	Furnacer	9	1	--	10
9	Machine Operator	5	5	--	10
10	Biller Attendance	5	5	--	10
11	Helpers	--	3	5	8
12	Sanitation	--	--	2	2
13	Security	--	--	2	2
14	Other	--	--	1	1
	Total	88 (58.67%)	39 (26%)	23 (15.33%)	150 (100%)

The above table shows that, 50 workers (33.3%) were employed in as fitters and molders whereas 24 workers (16%) were core-markers, 20 workers (13.33%) were engage in administrative work, other departments for example furnace, machine operator, Biller Attendance had 10 employees each. The remaining departments were with the less than 10 employees from this information it is conclusions the company has recruited employees according need and requirement of each department.

It is further observed that in all 88 employees amounting 58.67% were skilled where as the number of semi-skilled and unskilled employees were 39 (26%) and 29 (15.33%) respectively. It is therefore concluded that company had good staff of employees with necessary skill.

V] STABILITY OF SERVICE :

Every worker tries to settle in his life as earlier as possible which depends upon his stability of service. The table 4:5 status the workers stability of service in Saroj Iron Industries.

Table No. 4:5

Stability of Service of the Workers

Sr.No.	NATURE OF SERVICE	NO.OF WORKERS	% AGE
1.	Permanent	95	95
2.	Temporary	5	5
3.	Casually	Nil	Nil
	Total	100	100

The above table status that 95% of the total workers were permanent which is better for overall stability of the factory. The 5% workers were temporary basis.

Thus there was good condition with regard to stability service of workers in Saroj Iron Industries.

VII] INCOME LEVEL :

Every employee sells his skills, technique, experience and time to earn income. The worker should be free from all worries so that he will work hard. Mere physical presence does not present only compliments of working. The worker will tend his attendance for pertinence purpose. The sound wage system will improve the standard of living of workers and also his willingness to work. The table 4:6 classifies the employees according to income status in Saroj Iron Industries.

Table No.4:6

Income status of the Workers

Sr. No.	SALARY PER MONTH IN Rs.	NO. OF WORKERS	% AGE [Cumulative]
1	5951 - onwards	5	5
2	4951 - 5950	20	25
3	3951 - 4950	38	63
4	2951 - 3950	22	85
5	1951 - 2950	10	95
6	950 - 1950	5	100
	Total	100	--

The above tables shows that the 25% workers received their salary between Rs.4951/- and Rs.5951/- onwards per month. The 60% workers received their salary per month from Rs. 2951/- to Rs.4950/- finally, the 15% workers received their salary from Rs.950/- to 2950/-

Thus it is concluded that there was satisfactory financial position of the workers. However wage payment is one of the basic elements to govern labour efficiency.

VIII WORK EXPERIENCE :

The employee's work experience is one of the measures to increase the efficiency of the employees. It helps to develop the promotion and training policy. The table 4:7 shows the work experience of the workers in Saroj Iron Industries.

Table 4:7

The Work - Experience of the employees

Sr.No.	NO.OF YEARS	NO.OF WORKERS	% AGE
1	0-05	15	15
2	6-10	25	40
3	11-15	10	50
4	16-20	27	77
5	21-25	11	88
6	26-30	9	97
7	31-above	3	100
	Total	100	--

The above table shows that 50% workers had 15 years experience and 35% workers have 10 workers have 10 years experience only 15% workers were experienced less than 5 years.

Thus it is clear that 85% workers were well experienced involved in Saroj Iron Industries, because of good thinking of labour turnover by the employers and employees reciprocal relationship.

It is clear that 85% workers were well experienced involved in Saroj Iron Industries.

4.2 **PROFESSIONAL DATA :**

The Professional data explains the procedure of recruitment, selection, training, promotion, transfer, rewards and fines in Saroj Iron Industries and also the opinions of the workers related to these production activities.

I] Recruitment :

Recruitment follows manpower planning. A detailed survey of internal manpower resources of the organisation will lead to an assessment of the deficit or surplus of personnel for different types of job during the period covered by manpower planning. After taking in consideration decrease in work force arising from retirement, likely deaths ill-health resignations and any increase to be made therein view of expansion plans or growth patterns of the organisation.

Recruitment is made by adopting proper procedure such as advertisement, interview, personal interview etc.

The recruitment policy adopted by the Saroj Iron Industries only direct approaches because it has a Hindu-undivided family's industry. And thus Every H.U.F. industrialist needs the placement of suitable personnel on the suitable actions. He could select the guaranteed, proper and skilled worker for the proper place. The table 4:8 shows the recruitment procedure in Saroj Iron Industries.

Table No. 4:8 Recruitment Procedure in Saroj Iron Industries

Sr. No.	SOURCES OF RECRUITMENT	NO.OF WORKERS	% AGE
1.	Advertisement	Nil	Nil
2.	Direct Approach	100	100
3.	Contract Basis	Nil	Nil
4.	Other	Nil	Nil
	Total	100	100

It is observed from the above table that, the company had adopted only direct approach method for recruitment. Because the labour has been attracted to the cities with the promises of better wages more comfortable employment better amenities etc. This informal recruitment policy or traditional recruitment has its own significance.

The company adopted this recruitment policy based on various factors such as qualification, ability, availability, capability, aptitude, experience, health and willingness of the workers.

The table 4:9 shows the opinions of the workers about the recruitment policy adopted by the company.

Table No. 4:9

The opinions of the workers about the Recruitment Policy.

SR.NO.	OPINION OF THE WORKERS	NO.OF	%
1	Satisfied	90	90
2	Dis satisfied	10	10
	Total	100	100

As regard to the opinion about the direct recruitment policy adopted by the company 90% workers satisfied with direct approach method; while 10% workers did not satisfy with it.

It is clear that, the company followed only direct approaches for recruiting the workers and there was no any other procedure as application, written test etc.

II] SELECTION :

The selection process begins after the organisation has received desired number of applications through one or more sources of recruitment. It involves a careful screening and testing of applicants so as to select the best and the most promising from them.

The selection procedure followed some steps i.e. preparation of job specifications, scrutiny of applications. Blank application form tests and interviews etc....

The Saroj Iron Industries followed the direct interview and direct work method for selecting the workers. The table 4:10 shows the how the workers were selected in this organisation.

Table No.4:10

Selection Procedure of the Workers

Sr.No.	SELECTION PROCEDURE	NO.OF WORKERS	% AGE
1	Direct Interview	22	22
2	Direct Work	78	78
	Total	100	100

The above table explains that only 22% employees selected by direct interview and 78% employees were selected after looking their work.

It clearly means that there was no other scientific selection procedure in Saroj Iron Industries. The company followed the direct interview and direct work method because both are the voluble weapons to diagnose the health of ability candidates. The physical and mental ableness may also be tested by such methods. And finally in foundry level industry it is necessary to select the workers as per their technical knowledge willingness to work and their physical ability.

III] TRAINING :

Training may be defined as imparting of teaching and practice in order to bring up any person to a desired standard of efficiency of behaviour for building an effacing work-force not only proper selection but also training is required This is because latent abilities and talent of any person can not be fully utilised without proper training.

There are various methods of training out of them the Saroj Iron Industries followed the methods i.e. on the job training and training under the seniors. The table 4:11 explains that the training methods.

Table No. 4:11

Training Methods followed by the Company

Sr.No.	TRAINING METHODS	NO.OF WORKERS	% AGE
1.	On the job training	80	80
2.	Under the Seniors	20	20
3.	Off the job training	Nil	Nil
	Total	100	100

The above table clearly indicates that, 80% workers were given on the job training and only 20% workers trained under the seniors. Thus, the Company can give the training to their workers at the work place to the operative employee by a senior or his Superior. The trainee worker earn and learn under the supervision of master craftsman.

The following table No.4:12 explains the opinions of the workers regarding the type of training given by the company.

Table No. 4:12

The opinions of the workers regarding the training policy

Sr.No.	OPINION OF THE WORKERS	NO.OF WORKERS	% AGE
1.	Satisfactory	81	81
2.	Unsatisfactory	19	19
	Total	100	100

The above tables shows that the 81% workers satisfied about training policy adopted by Saroj Iron Industries while only 19% workers were unsatisfied about it.

Thus it is clear that the Company provided a training facility to the workers which they needed.

IV] PROMOTION :

It is a movement from lower to higher rank involving higher salary responsibilities and increase in status. It is an upward movement of the personnel. Promotion imposes challenges, higher opportunities, greater authority, more work facilities.

Generally the employee can show his willingness to work when there are chances of promotion in company. The table 4:13 explains about the promotion policy in Saroj Iron Industries.

Table No.4:13

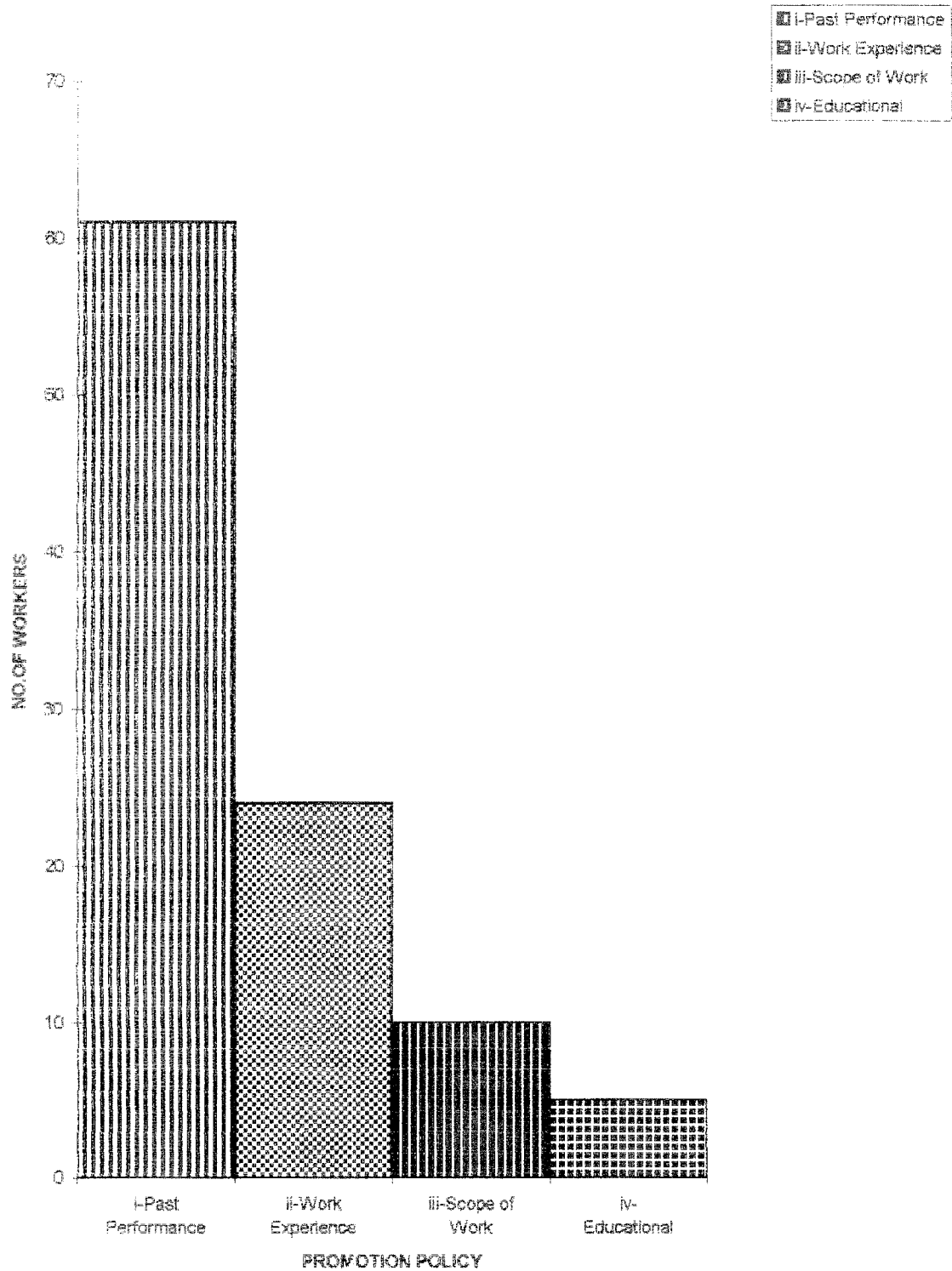
Promotion Policy adopted by the Saroj Iron Industries

Sr.No.	PROMOTION POLICY	NO.OF WORKERS	% AGE
I.	Past performance	61	61
II.	Work experience	24	24
III.	Scope of work	10	10
IV.	Educational	5	5
	Table	100	100

The above table explains that more than 60% workers promoted by their past performance while 24% workers were promoted after looking their work experience. On the other hand 10% workers promoted with effect of from scope of work and finally only 5%. Workers promoted by their educational qualification.

Thus, it means the company followed the promotion policy which was based on practical job experience and their performance rather than educational qualification of the workers.

GRAPH - 3
THE GRAPHICAL POSITION OF THE PROMOTION POLICY



V] TRANSFER :

Transfer is a side way movement of an employee from one job to another in the same section or department or in another section without change in salary, status and responsibilities. The transfer of employee is necessary for it satisfies the needs of the organisation increases the versatility of the employees, adjusts workers in the factory, uses services of the employees properly.

The Saroj Iron Industries is a small scale industry that is why there is no external transfer. There are seven departments in this factory, whenever any department requires additional manpower then the Company recruits any worker from other department. The table 4:14 states the causes of transfer in the organisation.

Table No. 4:14

The causes of transfer in the organisation.

Sr.No.	CAUSES OF TRANSFER	NO.OF WORKERS	% AGE
1.	Need of the department	85	85
2.	Proper utilisation of the workers	15	15
	Table	100	100

The above table clearly status that 85%. Workers were transferred when the department needed and only 15% workers transferred for proper utilisation of their potentials in right manner in this organisation. It means the company did not give more preference to a side way movement of an employee.

VII] AWARDS AND FINES :

When a worker performs his given job very well then he was awarded some extra benefits. On the other hand when the worker disturb their routine work and destroy any material or tool then the owner charges some fine to them.

In Saroj Iron Industries the owner has given some beneficial awards to the employees when they did their job very well but does not charge any fine except taking in to task them when they disturb their routine work.

The table 4:15 explains the opinions of the workers regarding the benefits given by the company from their various activities.

Table No.4:15

The opinions of the workers regarding the benefits given by the company.

Sr.No.	Benefits given by the company	Opinions of the workers	
1.	Bonus and gifts	100	--
2.	Hospital Allowance	100	--
3.	Industrial dress/shoes etc.	100	--
4.	Holiday pay	81	19
5.	Canteen Facilities	70	30
6.	Daily/Travel Allowance	60	40
7.	Advance Payment	50	50
8.	Special Bus Facilities	--	100

The above tables indicates that,

- i] 100% workers received Bonus gifts from their various activities in Saroj Iron and also they were receive industrial dress, Hospital allowance 100% from this organisation.
- ii] Holiday payment permitted to the 81% workers.
- iii] 70% workers satisfied favorably about the canteen facility given by the company.

-
-
- iv] 60% workers were allowed a daily allowance and traveling allowance after looking their position and experience in this organisation.
 - v] 50% workers could take the advance payment while 50% workers were not needed it.
 - vi] All the 100% workers want a special bus facility which is not provided by the company.

Thus after observing the above opinions of the workers the Saroj Iron Industry has provided sufficient facilities to its workers except the special bus facility.

4.3 THE DATA RELATED TO THE PRODUCTION ACTIVITIES :

Every enterprise has its main object. It is to increase the production and labour production. The entrepreneur can be successful in his production activities. With the help of manpower planning.

The Saroj Iron Industry very wisely used the manpower in the production and captured the international market in a very short period by creating a good will in the society.

The tables 4:16 to 4:21 indicate the workers opinions about the production activities.

i] Increase in Production :

The table 4:15 explains the opinions of the workers regarding to increase in the production of Saroj Iron Industries.

Table 4:16

The opinions of the workers regarding to increase in the production :

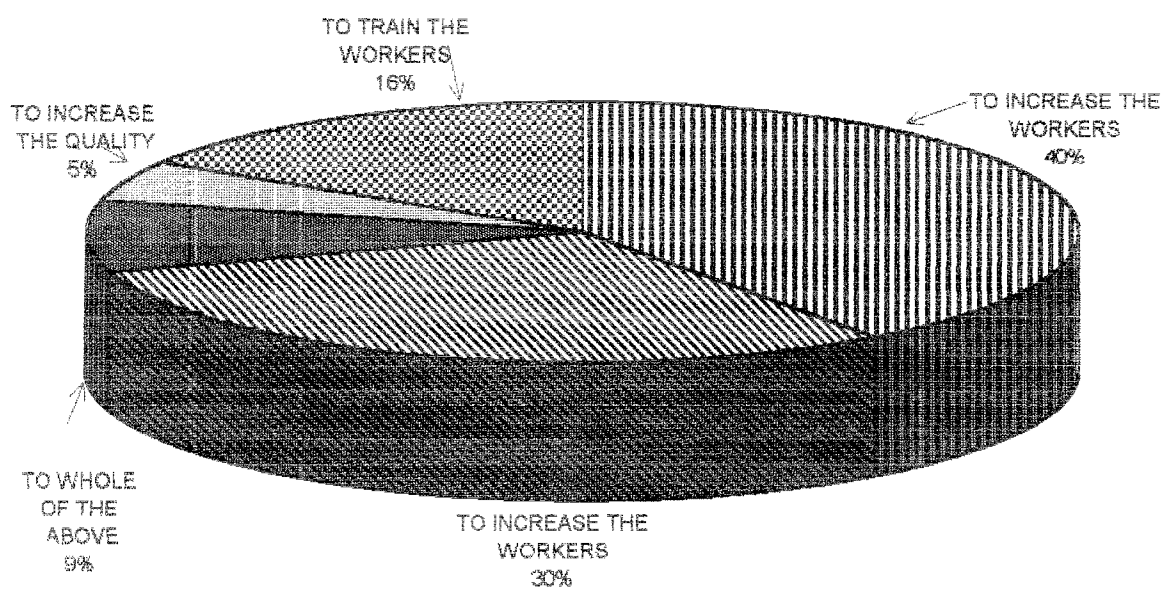
Sr.No.	OPINION OF THE WORKERS	NO.OF WORKERS
1.	To increase the workers	30
2.	To use the modern techniques	40
3.	To train the workers	16
4.	To increase the quality	5
5.	To whole of the above	9
	Total	100

The above table clearly mentions that 30% workers waited to increase the workers. Secondly 40% workers wanted to use the modern technology in production Thirdly 16% workers wanted to train themselves and only 5% workers wanted to increase the quality of production.

Finally 9% workers express their views to increase the production with the help of increasing manpower, using modern techniques and machines and improve themselves by training.

Thus it is clear that 80% workers of Saroj Iron wanted to increase production of the company.

DIAGRAM - 2
WORKERS OPINION REGARDING TO INCREASE THE PRODUCTION



ii] **Guidance** :

The production function must be managed effectively and efficiently so as to achieve the organisation goals. In order to achieve that goal. It is essential to plan, to organise to direct and control the production system. It may be possible only under the guidance of the owners, manager or any senior supervisor and foreman.

The table 4:17 shows the guidance given to the workers regarding the production activities in Saroj Iron Industries.

Table No. 4:17

The Guidance given to the workers.

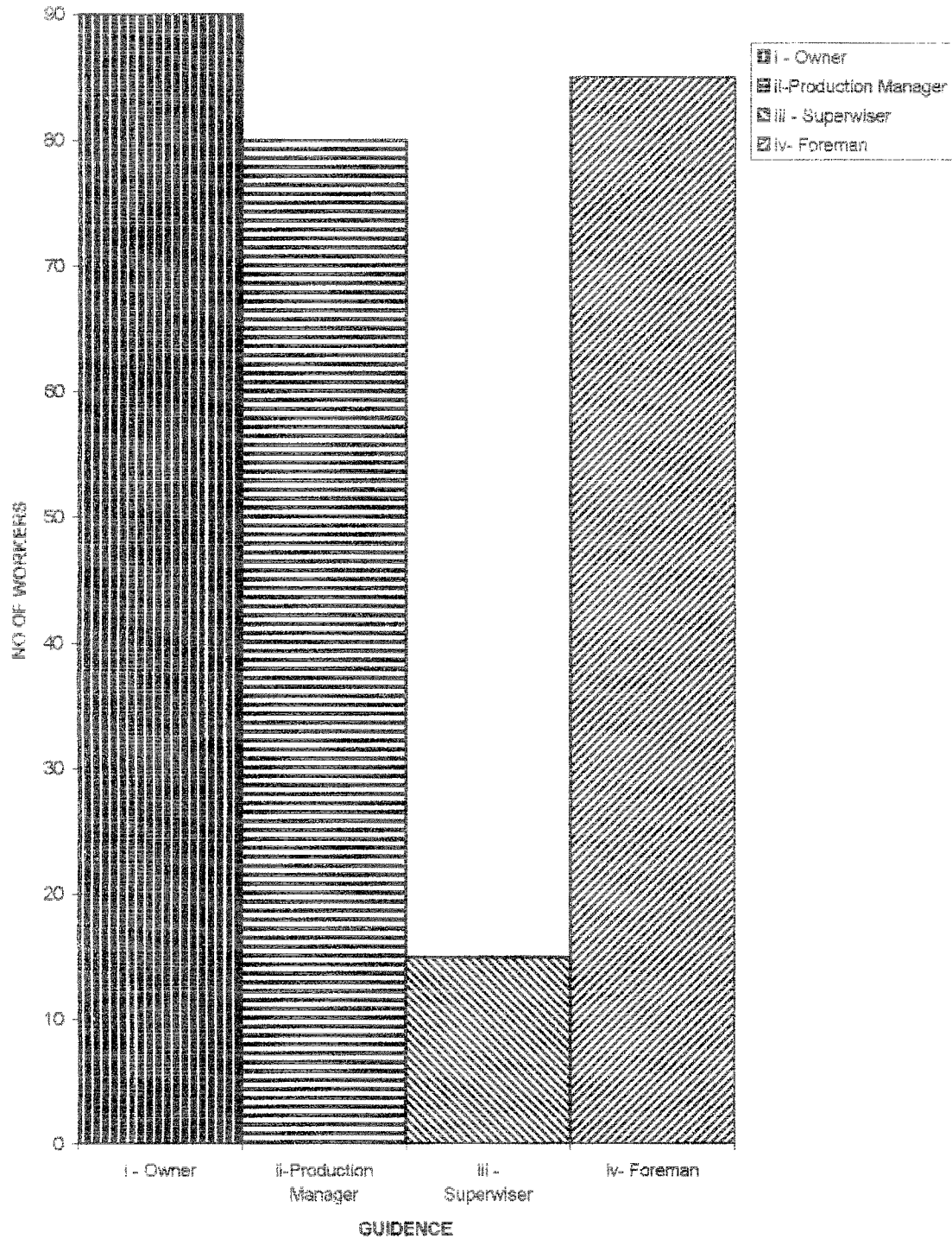
Sr.No.	GUIDANCE GIVEN TO WORKERS	NO. OF WORKERS
1.	Owner	90
2.	Production manager	80
3.	Supervisor	15
4.	Foreman	85

The above observation explains that 90% workers has received guidance from the owner. In addition to that production manager and foreman also gave 83% guidance to the workers.

In short, the owner, production manager and Forman's of the company were very punctuate to give guidance to the workers for increasing the production functions and to develop the company.

GRAPH NO.3

The following histogram shows the guidance given by the owner
production manager supervisor and foreman of Saroj Iron Industries



iii] **Target :**

The table 4:18 mentions the opinions of the workers about the target given by the company in daily production.

Table No.4:18

The opinion about target given to the workers.

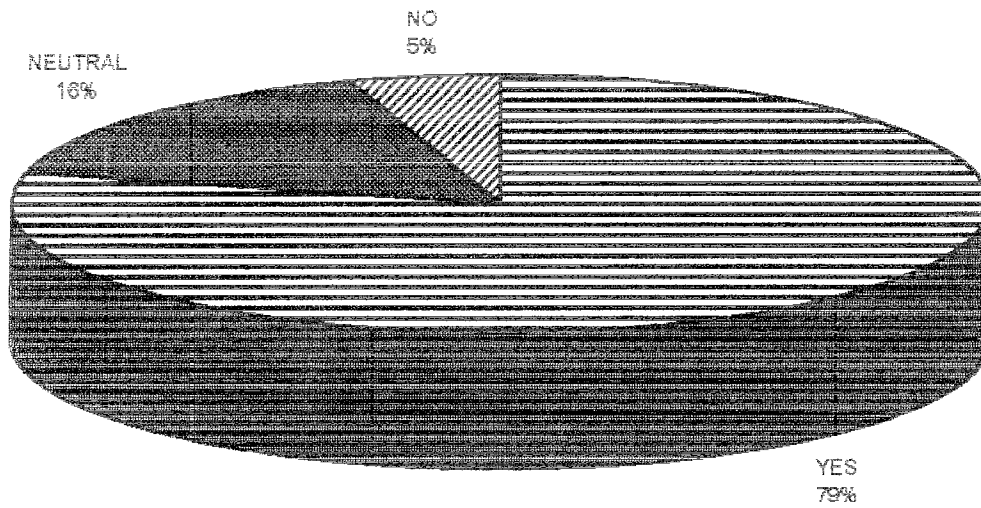
Sr.No.	OPINION OF THE WORKERS	NO.OF WORKERS	% AGE
1.	Yes	79	79
2.	No	5	5
3.	Neutral	16	16
	Total	100	100

The above indicate that 79% workers had given the target in daily production and only 5% workers were not given any target, Finally 16% workers remained neutral about this.

So, it is concluded that the management and workers were very punctuate to achieves the target, it is major part of the man power planning.

The following pie diagram shows the position about the above opinions.

DIAGRAM NO.3
THE OPINION OF THE WORKERS REGARDING THE TARGET GIVEN
BY THE COMPANY



IV] EXPECTATIONS :

In any organisation employees have some expectations about their working conditions, appreciation of work job security and interesting work. The tables 4:19 classifies the workers opinions regarding the expectations from the Saroj Iron Industries.

Table No.4:19

Expectations of the workers

Sr. No	EXPECTATIONS FROM THE COMPANY	OPINIONS OF THE WORKERS	
		Yes	No.
1.	Good working condition & job security	100	--
2.	Sympathetic understanding of personal problems	98	2
3.	Growth the production	90	10
4.	Interesting work	87	13
5.	Management loyalty to the workers	79	21
6.	Tactful discipline	72	30

The above expectations of the workers from the company indicates as below :

- a] 100% workers were fully satisfied about their good working condition and job security.
- b] 98% workers expected favorably the sympathetic under standing of personal problems which was the spirit of development of this organisation.
- c] 90% workers expected that their satisfactory about the growth the production.
- d] 87% workers expressed that their work was interesting.
- e] 79% workers accepted the loyalty of the management.
- f] 72% workers expressed their satisfaction regarding the discipline.
- g] Finally, 70% workers were given their positive expectation about the full appreciation of the work.

Thus, it is clear that the workers were fully satisfied regarding their expectations from the Saroj Iron Industries.

VI] DEVELOPMENT OF THE COMPANY :

As seen in the IInd chapter profile of the company the Saroj Iron Industries develop or progress in all respects such as production, marketing, capital investment etc., It was felt necessary to find out the reasons of such a development of the company; therefore workers opinions which are a mentioned in the table 4:20 given as below :

Table No.4:20

The opinions of the workers regarding the development of the company

Sr.No.	CAUSES OF DEVELOPMENT	OPINION OF THE WORKERS	% AGE [Cumulative)
1.	For using more workers in production	18	18
2.	For using modern techniques	7	25
3.	For purchasing modern machine	5	30
4.	Whole of the above	70	100
	Total	100	

The table 4:20 shows that, 70% shows that, 70% of the workers at the opinion that the company developed because of effect using more workers. modern technique and modern machine collectively.

VI] ALTERNATIVES TO UPGRADE THE PRODUCTIVITY :

Man power planning always insists on an increase in the production. It is therefore necessary to up grade the productivity of the workers. Naturally workers were asked how to increase the productivity. Naturally workers were asked how to increase the productivity. They have suggested various alternatives to up grade the productivity. Their opinions are shown in the table 4:21 which as given below :

Table No.4:21

The opinions of the workers regarding to suggestion of various alternatives to upgrade the productivity. :

Sr.No.	ACTIVITIES DONE BY THE COMPANY	OPINION OF THE WORKERS	% AGE
1.	To give job training	100	100
2.	To give over time benefits	100	100
3.	To maintain discipline by controlling the workers	93	93
4.	To increase salaries	92	92
5.	To give promotion	8	8
	Total	100	--

The above table reveals that :

- a] 100% workers suggested to give job training and over time benefits.
- b] 93% workers suggested that maintain discipline by control whole of them.
- c] 92% workers suggested that by increasing their salary the productivity would be increased.
- d] Finally 8% workers suggested that by giving them promotion the productivity shall be increased.

It is clear that, the workers of Saroj Iron Industries suggested the monetary as well as non - monetary activities must be done to upgrade the productivity.

4.4 GENERAL DATA :

The general data explains that the workers opinions and classifications is done according to the reasons of accident, relationship between Co-workers, Atmosphere of good working conditions, and satisfaction of the workers about the management.

The table 4:22 to 4:25 shows in details the general data.

1] **Reasons of Accident :**

Under the foundry level of here is high possibility of accident. But there are various reasons of accident i.e. workers carelessness, lack of knowledge, the over confidence of the workers etc., the Saroj iron industries workers were expected the reasons of accident as per their opinions which shows the table 4:22 given below :

Table No.4:22

The table shows reason of accident :

Sr.No.	REASONS OF ACCIDENT	NO.OF WORKERS	% AGE
1.	Workers carelessness	71	71
2.	Lack of knowledge	5	5
3.	Under over confidence	2	2
4.	Family disturbance	1	1
5.	Any other faults	25	25
6.	Combination of all above factors	59	59

The above table states that the 71% workers were in favor of the reason the workers carelessness. 5% workers were expected the reason the lack of knowledge of the workers. The 2% workers are the opinion that because of over confidence an accident took place. Only 1% of the workers say's that the reason of accident is family disturbance and 25% of the workers say that it is other's fault.

Finally, 59% of the workers are of the opinion that the reason of accident, is combination of whole of the above reasons.

2] **Relationship of the workers with their colleagues :**

The table 4:23 related the workers classification about their relationship with their colleges or Co-workers.

Table No. 4:23

Workers Relationship with their colleagues.

Sr.No.	RELATION WITH COLLEGES	NO.OF WORKERS
1.	Good relation with them but seldom see them.	87
2.	Visit each other at home occasionally.	40
3.	Spend a lot of time together	19
4.	Not interested in each other	11

The above table shows that 87%. Workers have good relation with them, and 40% workers visit each other at home while 19% workers to spend their lot of time together Finally, only 11% workers not interested to made a relation each other.

Thus, it is clear that there is good relationship between workers and Co-workers in Saroj Iron Industries.

4] Atmosphere of good working conditions :

The production process may be completed when there is a good atmosphere for work available in the factory. The table 4:25 explains the workers opinion, about the atmosphere for good working conditions in Saroj Iron Industries.

Table No. 4.24

The opinions of workers about atmosphere of good working conditions.

Sr.No.	Atmosphere of good working conditions	NO.OF WORKERS
1.	Good quality of production	98
2.	Good Working Condition	95
3.	Proper information from authority about work	95
4.	Treatment from subordinators with dignity & respect	79
5.	Availability of full time work	100
6.	Good discipline	73

The above table explains that 98% workers are satisfied about good quality of production. The 95% workers have proper information from authority and there is good working conditions 79% workers gave respect to their subordinates.

All of the 100% workers accepted the availability of fully time work and at last the 73% workers satisfied about good discipline made by the Saroj Iron Industries.

5] About the Management :

The table 4:25 mentions the reply of the workers regarding the management position in Saroj Iron Industries.

Table No.4:25

Attitude about the Management

Sr.No.	OPINION OF THE WORKERS	NO.OF WORKERS	% AGE
1.	I do not know	5	5
2.	I am not satisfied with it	8	13
3.	I like it well	63	76
4.	I like it very much	24	100
	Total	100	--

With the help of the above table it is clear that, Majority of the workers have clearly agreed that the company is well manage and a very few number of workers i.e. 8% workers answered that the company was not well managed.

The following pie-diagram explains the situation of above opinions :

DIGRAM NO.4
ATTITUDE ABOUT THE MANAGEMENT

