

CHAPTER - V

INTERPRETATION & ANALYSIS OF DATA

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INTERPRETATION AND ANALYSIS OF DATA

This Chapter is mainly connected with data collection and its interpretation. The main theme of this chapter is workers attitude towards welfare facilities.

I had gone through the welfare facilities provided by Kirloskar Brothers Ltd. Kirloskarwadi factory. After considering the actual observation and opinion, survey of worker regarding welfare facilities, following table are drawn.

TABLE No. 1

Table showing the distribution of workers of Kirloskar Brothers Ltd. Kirloskarwadi, according to their age.

Age group	No. of Respondents	Percentage
18 to 25	Nil	0 %
25 to 30	2	3 %
30 to 35	10	13 %
35 to 40	18	24 %
40 to 45	25	33 %
45 to 50	15	20 %
50 to 55	5	7 %
55 to 60	Nil	0 %
	75	100 %

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The above table shows that a large number of workers i.e. 33 % are between the age group of 40 to 45 year. And that 24 % of workers belong to age group of 35 to 40 years. And 20 % of workers belong to 45 to 50 range. While a few 7 % of workers remains in the range of 50 to 55 age group year.

It means that the company has given preference to efficient and active workers at the time of recruitment. Because 70 respondents i.e. 93 % workers are 25 to 50 years of group.

Therefore, it can be said that the company is having young and efficient force.

TABLE No. 2

Table showing distribution of workers according to their experience.

Years	No. of Respondents	Percentage
0 to 5	Nil	0 %
5 to 10	6	8 %
10 to 15	10	14 %
15 to 20	25	33 %
20 to 25	22	30 %
25 to 30	11	14 %
30 to 35	1	1 %
	----- 75	----- 100 %

The above table indicates that nobody respondents is having the experience of less than 5 years. However, 68 respondents i.e. 91% are having the experience of

5 to 30 years. Similarly only 1 % respondents are having the experience of more than 30 years.

Therefore, researcher can say that majority of workers i.e. 91 % in this factory having a large experience.

TABLE No. 3

Table showing distribution of workers according to their education.

Education	No. of Respondents	Percentage
Illiterate	6	8 %
Primary	32	43 %
S.S.C.	27	35 %
I.T.I.	09	12 %
Graduate	01	2 %
	75	100 %

The above table shows that 32 respondents have taken primary education and 27 % i.e. 35 % respondents have taken secondary education.

While only 9 respondents i.e. 12 % have completed I.T.I. Course. The number of the respondents who are graduate is too small i.e. 2 %.

Though the education level of the workers in the company is low. It does not affect the efficiency. Because the work carried out by them of physical nature. But the remarkable point is that 8 % of workers are illiterate.

TABLE No. 4

Table showing distribution of workers according to nature of service.

Nature of Service	No. of Respondents	Percentage
i) Permanent	75	100 %
ii) Temporary	00	00 %
	<u>75</u>	<u>100 %</u>

The above table gives us clear picture regarding the nature of service of respondents employed in factory 100 % of the respondents are permanent in service. They are fully protected.

There are non of the workers is temporary. So factory management play a good role in giving protection of service to workers.

TABLE No. 5

Table showing distribution of workers according to their wages.

Rupees	No. of Respondents	Percentage
500 - 700	1	1.34 %
701 - 900	28	37.33 %
901 - 1100	46	61.33 %
1101 - 1300	Nil	0.00 %
	75	100.00 %

It is clear from the above table shows that majority of the workers i.e. 61.33 % of workers getting salary between 901 to 1100 and 37.33 % of respondents get salary of Rs. 701 to 900 and nobody respondents is getting the salary above Rs. 1100/-

It means that majority of workers earning by way of salary is between 901 to 1100.

The researcher had tried to understand their opinion towards wage satisfaction and it is observed that they are not satisfied with the wages.

TABLE No. 6

Table showing opinion about Hospital facilities.

Opinion	No. of Respondents	Percentage
i) Satisfied	63	84 %
ii) Not satisfied	12	16 %
	<u>75</u>	<u>100 %</u>

The above table indicates that company had given Hospital facilities. 84 % i.e. 63 Respondents are satisfied by medical or Hospital facilities and 16 % i.e. 12 respondents are not satisfied.

Therefore, it is clear that the medical facilities given by the factory are not bad. They had provided at concessional rate, but 16 % of workers are not satisfied and majority of workers are satisfied.

TABLE No. 7

Table showing opinion about Latrines and Urinals.

Opinion	No. of Respondents	Percentage
i) Satisfactory condition.	61	81 %
ii) Not satisfactory condition.	14	19 %
	----- 75	----- 100 %

Above table indicates that 81 % i.e. 61 respondents are satisfied with condition of latrines and urinals. And 19 % i.e. 14 respondents are not satisfied with the conditions of latrines and urinals.

It means majority of the workers are happy with the provision of latrines and urinals. It shows that company had made provision for latrines and urinals as per factory rule.

TABLE No. 8

Table showing opinion about Drinking Water.

Opinion	No. of Respondents	Percentage
i) Satisfied	73	98 %
ii) Not satisfied	2	2 %
	----- 75	----- 100 %

The above table indicates that 98 % of workers have expressed good opinion regarding drinking water and only 2 % workers have expressed bad opinion towards the conditions of the drinking water.

It is clear from the above table that majority of the workers 98 % i.e. 73 respondents are satisfied with the provision of cold drinking water. Company had provided cold drinking water as per rule of factory Act.



TABLE No. 9

Table showing opinion about Rest - room and sitting arrangement.

Opinion	No. of Respondents	Percentage
i) Rest room and sitting arrangement Adequate.	33	44 %
ii) Rest room not Adequate.	42	56 %
	----- 75	----- 100 %

The above table indicates that the 56 % i.e. 42 respondents are expressed their opinion the rest-room and setting arrangement is not adequate. And 44 % i.e. 33 respondents shown their opinion that rest-room and sitting arrangement is adequate.

This table clearly indicates that the rest-room facility is not adequate and majority of workers are not satisfied with the rest-room and sitting facility.

TABLE No. 10

Table showing opinion about first aid provision provided by company.

Opinion	No. of Respondents	Percentage
i) Satisfied	73	97 %
ii) Not satisfied	2	3 %
	----- 75	----- 100 %

This table indicates that 97 % i.e. 73 respondents are satisfied with the first aid facility provided by the company. And 3 % i.e. 2 respondents are not satisfied with first aid facility is provided by company. But very few workers are not satisfied with maintance and administration of first aid box.

This table clearly indicate that workers are satisfied with first aid provision provided by company.

TABLE No. 11

Table showing distribution about safety equipment provided by company.

Distribution	No. of Respondents	Percentage
i) Provided	65	87 %
ii) Not provided	10	13 %
	----- 75	----- 100 %

This table indicate that 87 % i.e. 65 respondents are said safety equipment are provided and 13 % i.e. 10 respondents are told safety equipment facilities are not provided.

This table clearly indicate majority of workers are provided safety equipment where it is necessary, and very small precentages of workers said company had not provided safety equipment. But as per factory Act company provided safety equipment.

TABLE No. 12

Table showing about Distribution of Safety Training by Company.

Distribution	No. of Respondents	Percentage
i) Provided	60	80 %
ii) Not provided	15	20 %
	<u>75</u>	<u>100 %</u>

This table indicate 80 % i.e. 60 respondents of said safety training is provided by the factory to them. And 20 % i.e. 15 respondents said that they are not provided safety training.

But this table clearly shows company has provided safety training facilities to majority of workers according the factories Act.

TABLE No. 13

Table showing opinion about Working of
Safety Committee.

Opinion	No. of Respondents	Percentage
i) Satisfactory	42	56 %
ii) Not satisfactory	33	44 %
	75	100 %

This table indicate 56 % i.e. 42 respondents are satisfied with working of the safety committee. And 44 % i.e. 33 respondents are not satisfied with working of safety committee.

It indicates majority of workers are satisfied with working of the safety committee. Which is included in the works committee in company.

TABLE No. 14

Table showing distribution of Housing facilities provided by company.

Distribution	No. of Respondints	Percentage
i) Provided	00	00 %
ii) Not provided	75	100 %
	<u>75</u>	<u>100 %</u>

The above table shows company has not provided Housing facilities to his workers.

The research worker found that the company has not provided a housing facility to the workers though it is providing the same facility to Administrative staff.

As the majority of workers working in this company are coming from village around the company. It is not necessary to provide them bacause native places of these worker are not away more than 10 k.m. from place of factory.

TABLE No. 15

Table showing distribution of supply of Uniform.

Distribution	No. of Respondents	Percentages
i) Provided	24	32 %
ii) Not provided	51	68 %
	<u>75</u>	<u>100 %</u>

The above table indicates 32 % i.e. 24 respondents are provided uniform and 68 % i.e. 51 respondents are not provided uniform by company.

It means majority of workers are not provided uniform by company. The company has followed the policy of providing the uniforms to workers where it is necessary. Therefore, company has been providing uniform to only 32 % i.e. 24 respondents.

TABLE No. 16

Table showing distribution about cause
of accidents.

Causes	No. of Respondents	Percentages
i) Negligence of Workers	64	85 %
ii) Lack of safety equipment	10	14 %
iii) Other reason	01	01 %
	75	100 %

The above table shows 85 % i.e. 64 respondents in factory answered that accidents are committed by negligence of workers and 14 % i.e. 10 respondents say that accidents are taking place due to lack of satisfactory safety equipment. And 1 % of worker said Accidents are taking place due to other reason.

This table clearly say majority of workers answered accidents are taking place due to negligence of worker.

TABLE No. 17

Table showing opinion about cleanliness of
canteen and lunch room.

Opinion	No. of Respondents	Percentage
i) Good	60	80 %
ii) Bad	15	20 %
	75	100 %

Above table shows that 80 % i.e. 60 respondents are given positive answer to the cleanliness maintained in the canteen. On other hand 20 % of workers have given negative answer.

So majority of workers are satisfied regarding the maintance of canteen and lunch room. In Kirloskar Brothers Ltd., Kirloskarwadi lunch room and canteen is one and same.

TABLE No. 18

Table showing opinion of workers regardings
Quality of Lunch in Canteen.

Opinion	No. of Respondents	Percentage
i) Good quality	45	60 %
ii) Not good Quality	30	40 %
	75	100 %

The table shows that 45 respondents i.e. 60 % of workers are satisfied with the quality of the food supply by canteen.

However 30 respondents i.e. 40 % of worker are not satisfied with the quality of the food supply by the canteen.

TABLE No. 19

Table showing the distribution of the workers according to opinion about taking meals in the Canteen if provided subsidised rate in best quality.

Responses	No. of Respondents	Percentages
i) Yes	63	84 %
ii) No	12	16 %
iii) No essential	00	00 %
	75	100 %

The above table shows that 84 % i.e. 63 respondents have shown their willingness to take the meal in the canteen run by company. If the food is to be provided at subsidised rate and if the quality of the meals also to be maintained satisfactory. However 16 % of workers i.e. 12 respondents are not interested in the meal provided by company.

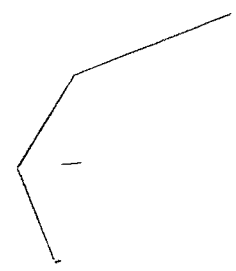


TABLE No. 20

Table showing opinion about working
hours of factory.

Opinion	No. of Respondents	Percentages
i) Good	66	88 %
ii) Bad	9	12 %
	----- 75	----- 100

This table shows 88 % i.e. 66 respondents are given positive opinion regarding working Hours of factory. And 12 % i.e. 9 respondents are given negative answer.

It means majority of workers had satisfied regarding working Hours of factory and very few workers are not satisfied.

TABLE No. 21

Table showing the opinion of the workers
about Provident Fund.

RESPONSES	No. of Respondents	Percentage
Good	75	100 %
Bad	00	000 %
	----- 75	----- 100 %

This table clearly shows that the 75 respondents i.e. 100 %. Workers have good opinion about provident fund, and they are satisfied with the scheme.

The company has been providing the facility of provident fund to its employees. The research worker found that all the workers are taking the benefits of this scheme. All respondents found satisfactory with this provident fund facility.

TABLE No. 22

Table showing opinion about Gratuity Scheme.

Opinion	No. of Respondents	Percentages
i) Good	56	75 %
ii) Bad	19	25 %
	<u>75</u>	<u>100 %</u>

The above table indicates 75 % i.e. 56 respondents are satisfied regarding Gratuity scheme and 25 % i.e. 19 respondents are not satisfying about this scheme.

It means majority of workers are satisfied and give good opinion regarding Gratuity scheme. Which are implimentel by factory, but those who have shown dissatisfaction about this scheme are of the opinion that the amount which is to be received by way of gratuity should be increased.

TABLE No. 23

Table showing opinion about workers
Compensation Act 1923.

Opinion	No. of Respondents	Percentage
i) Good	25	34 %
ii) Bad	50	66 %
	75	100 %

This table indicates that 34 % i.e. 25 respondents have expressed good opinion about the workers compensation Act 1923, which is implimented in factory. And 66 % i.e. 50 respondents gave negative opinion regarding this Act.

It means majority of the workers are not happy with the execution of the ~~xxx~~ existing compensation Act 1923, because of its some defects like delay in meeting claims, complicated procedures and inadequate amount of compensation.

TABLE No. 24

Table showing distance between factory
and residence.

Distance	No. of Respondents	Pereentages
1 to 5 K.M.	55	73 %
6 to 10 "	15	22 %
11 to 15 "	2	2 %
16 to 20 "	1	1 %
21 to 25 "	1	1 %
25 to 30 "	1	1 %
	----- 75	----- 100 %

This table shows 73 % i.e. 55 workers are residing with 1 to 5 K.M. range and 22 % i.e. 15 respondents residing with 6 to 10 K.M. range, i.e. 95 % of workers are range of 1 to 10 K.M.

It means majority of workers are coming from nearest villages from the factory and also factory has been given preference to the people in area where in factory is situated.

TABLE No. 25

Table showing distribution of mode of conveyance.

Means of conveyance	No. of Respondents	Percentage
i) On foot	7	10 %
ii) By Bicycle	61	80 %
iii) By Motor Cycle	1	1 %
iv) By Bus	4	6 %
v) By Railway	3	4 %
	75	100 %

From the above table it is clear 80 % i.e. 61 respondents prefer to come by Bicycle to the factory. And 10 % i.e. 7 respondents are come to factory by foot.

And 8 respondents i.e. 11 % of workers are coming by Bus, or Railway or by their own vehicals.

TABLE No. 26

Table showing distribution of recreation facilities provided by company.

Distribution	No. of Respondents	Percentage
i) Provided	75	100 %
ii) Not provided	Nil.	00 %
	----- 75	----- 100 %

The above table shows factory has provided recreation facilities to the workers. It is policy of the company to look after recreation facilities. So all the workers are getting recreational facilities.

TABLE No. 27

Table showing opinion about workers
Training and Education.

Opinion	No. of Respondents	Percentage
i) Good	66	88 %
ii) Bad	9	12 %
	----- 75	----- 100 %

Above table shows that 88 % i.e. 66 respondents have good opinion regarding workers training and education provided by company. And 12 % i.e. 9 respondents have given negative answer.

It means majority of workers are satisfied regarding workers training and education, which is provided by company. I found company had provided a good Training Centre with wel equipment for training of workers and its education.

TABLE No. 28

Table showing opinion about working of
Trade Union

Opinion	No. of Respondents	Percentages
i) Satisfactory working.	45	60 %
ii) Not satisfactory working.	30	40 %
	----- 75	----- 100 %

Above table indicate 60 % i.e. 45 respondents have shown their opinion in favour of trade union. And 40 % i.e. 30 respondents have shown their opinion not satisfactory working of trade union.

It means majority of workers are satisfied working about the trade union.

TABLE No. 29

Table showing taking benefits of Co-operative Societies.

	No. of Respondents	Percentages
i) Taking benefits from Co-operative Societies.	74	99 %
ii) Not taking benefits from Co-operative Society.	1	1 %
	<u>75</u>	<u>100 %</u>

From the above data we can know that 99 % i.e. 74 respondents are taking benefits from Co-operative Society. And very few i.e. 1 % workers are not taking benefits.

It means majority of workers are member of co-operative society, they are taking benefits of society like loan, food, and other facilities at concessional rate.

TABLE No. 30

Table showing opinion about the
Management of Factory.

Opinion	No. of Respondents	Percentages
i) Good	67	90 %
ii) Bad	8	10 %
	<u>75</u>	<u>100 %</u>

Above table shows 90 % i.e. 67 respondents have good opinion about management of factory. And 10 % i.e. 8 respondents had negative opinion.

It means majority of workers are satisfied about the management of company.

TABLE No. 31

Table showing distribution of workers according to suggestion given about welfare facilities provided by company.

Responses	No. of Respondents	Percentages
i) Yes	40	54 %
ii) No	35	46 %
	----- 75	----- 100 %

From the above information, we can say 54 % i.e. 40 respondents have suggestion with welfare facilities provided by company, they are willing to suggest about welfare facilities. And 46 % i.e. 35 respondents are not willing to suggest regarding welfare facilities. They are satisfied with this facilities.

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