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CHAPTER - VI

STATISTICAL TABLES AND INTERPRETATION

- A) Presentation of Selected Data and Interpretation.

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C H A P T E R - VI

STATISTICAL TABLES AND INTERPRETATION

A) REPRESENTATION OF COLLECTED DATA:

The following tables are showing the information regarding industrial relations = Menon & Menon Pvt.Ltd., Vikramnagar, Kolhapur =.

TABLE NO.1:

The table showing the age group of workers.

Age group of workers	No.of workers	Percentage
18 - 25 years	29	19.34 %
26 - 35 years	85	56.66 %
36 - 45 years	21	14.00 %
46 - 55 years	15	10.00 %
Total	150	100.00 %

The above table shows that out of 150 workers, 19.34 percent workers belong to the age group of 18-25 years. 55.66 % workers belong to the age group of 26-35 years. 14.00 % workers belong to the age group of 36-45 years. 10.00 % workers belong to the age group of 46-55 years.

The table very clearly indicates that the majority of the workers (56.66 %) are recruited who belong to the age group of 26-35 years. This means that the majority of the workers employed by the company are young.

TABLE NO.2:

The table indicates the educational status of the workers.

Educational Qualification		No. of Workers		Percentage
Primary	..	24	..	16.00 %
Secondary	..	79	..	52.67 %
Under Graduate	..	14	..	9.33 %
Graduate	..	14	..	9.33 %
Post-Graduate	..	9	..	6.00 %
Technical	..	10	..	6.67 %
Total	..	150	1..	100.00 %

It is clear from the above table that 16 % workers have got primary education. 52.67 % workers have got secondary education, 9.33 % workers have got under graduate education. 9.33 % workers have got graduate education. 6 % workers have got post-graduate education. 6.67 % workers have got technical education.

The table shows that there is the majority of workers, who have completed their education upto secondary level.

TABLE NO. 3:

The number of years service completed by the workers.

Period of Service in Department		No. of workers		Percentage
0	- 5 yrs	..	46	.. 30.67 %
6	- 10 years	..	73	.. 48.67 %
11	- 15 years	..	14	.. 09.33 %
15	- 20 years	..	17	.. 11.33 %
Total		..	150	.. 100.00 %

As the table shows out of 150 workers; 30.67 % workers have served the company for the period 0-5 years. 48.67 % workers have served the company for the period of 6-10 years. 0.9.33 % workers have served the company for the period of 11-15 years. 11.33 % workers have served the company for the period of 15-20 years.

The table clearly indicates that the majority of the workers (48.67 %) are having 6 to 10 years service experience in the factory.

There are very few workers having long service experience in the factory.

TABLE NO.4:

The table showing the types of workers in the factory.

Types of Workers		No. of Workers		Percentage
Permanent	..	126	..	48.00 %
Temporary	..	24	..	16.00 %
Total	1.	150	..	100.00 %

The above table shows out of 150 workers, 84 % workers are at present permanent employed in the service of the company and 16 % workers are having temporary job.

Majority of the workers (84.%) out of selected sample of workers (150) were having permanent job in the factory.

TABLE NO.5:

The table indicates that the workers preferences about the best method of solving industrial disputes.

Persons indicating preferences	No.of Workers	Percentage
Joint Agreement	75	50.00 %
Joint Settlement	25	16.67 %
Arbitration	20	13.33 %
Trade Union	30	20.00 %
Total	150	100.00 %

The above table shows that 50 % workers prefer " Joint Agreement" method for setting industrial disputes. 16.67 % workers prefer " Joing Settlement " method for setting industrial dispute. 13.33 % workers prefer "Arbitration" method for the settlement of industrial dispute,while 20 % workers believe that industrial disputes can be settled in better way through 'Trade Union',

Most of the workers assert that "Joint Agreement " is the best method for settling the industrial disputes.

TABLE NO.6:

The table reveals that the workers preferences regarding the means of communicating results settlement of the disputes.

Means of Communicating the settlement of disputes	No.of Workers	Percentage
Notice board.	80	53.34 %
House Journal.	35	23.33 %
Magazine.	35	23.33 %
Total	150	100.00 %

Out of 150 workers the 53.34 % workers prefer the 'Notice Board' for communicating the results of the settlement of disputes. 23.33 % workers prefer the 'House Journal' for communicating the results of the settlement of the disputes and 23.33 % workers told that they prefer " Magazine " for the same.

It seems that majority of the workers are in favour of ' Notice Board ', media of communicating the results of industrial disputes.

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TABLE NO.7:

The table indicates the communication to media used to communicate the standing orders.

The Communication media of standing orders.	No.of Workers	Percentage
Notice Board.	92	61.34 %
Supervisor.	30	20.00 %
Trade Union.	28	18.66 %
Total	150	100.00 %

The table shows how workers come to know about the standing orders. 61.34 % workers come to know the standing orders by Notice Board. 20 % workers come to know the standing orders by the supervisor. 18.66 % workers told that they come to know standing orders by their Trade Union.

It seems that ' Notice Board ', is the effective media to communicate the standing orders to the workers.

TABLE NO.8:

The table reveals the monthly wages of workers, including bonus, provident fund etc.

Monthly wages in Rupees.	No.of Workers	Percentage
300 - 600 Rupees. ..	43	28.66 %
700 - 900 Rupees. ..	92	61.34 %
1000 - and above. ..	15	10.00 %
Total ..	150	100.00 %

The table shows that 28.66 % workers out of 150 workers are drawing wages between 300 to 600 rupees per month. There are 61.34 % workers who are getting their wages between 700 to 900 rupees for month and 10 % workers are drawing wages 1000 and above.

Most of the workers belong to the wage earning group of 700 to 900 rupees.

TABLE NO.9:

The table showing the welfare facilities demanded by the workers.

Demand of Welfare facilities	No.of workers	Percentage
Housing.	70	46.66 %
Transport.	50	33.34 %
Medical.	30	20.00 %
Total	150	100.00 %

The table indicates that 46.66 % workers are of the opinion that the company should provide housing facilities to them. 33.34 % workers are of the opinion that the company should provide transportation facilities to them. 20 % workers seek medical facilities from the company itself.

It seems that the majority of the workers have serious housing problem and therefore, they give weightage to the housing facilities.

TABLE NO.10:

The table indicates that communication media adopted by the company to communicate policies of the workers.

Media of Communication policy	No.of workers	Percentage
Notice Board.	99	66.00 %
House Journal.	51	34.00 %
Total	150	100.00 %

Out of 150 workers the 66 % workers told that the company communicates its policies by means of ' Notice Board ', while 34 % workers told that they come to know company's policies through house journal.

Majority of the workers come to know the policies of the company by means of Notice Board.

TABLE NO.11 :

The table reveals that to whom worker prefers for communication.

Preference of Communication	No.of Workers	Percentage
Labour Officer. ..	91	60.67 %
Personnel Officer. .	28	18.67 %
Supervisor. ..	31	20.66 %
Total ..	150	100.00 %

The table shows that out of 150 workers 60.67 % workers prefer Labour Officer for communication. 18.67 % workers prefer 'Personnel Officer' for communication. 20.66 % workers prefer 'Supervisors' for communication.

Most of the workers approach to the 'Labour Officer' for communication purpose.

TABLE NO.12:

The table indicates that workers responses to the communication policy adopted by the management.

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Opinion of the Workers.	No.of Workers		Percentage	

Satisfied.	..	94	..	62.67 %
Dis-satisfied.	..	56	..	37.33 %

Total	..	150	..	100.00 %
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The table shows that out of 150 workers 62.67 % workers are satisfied and 37.33 % workers are dis-satisfied regarding the communication policy of the management.

Most of the workers are satisfied regarding communication policy.

TABLE NO.13:

The table reveals the 'Trade Union' membership of the workers.

Name of the Trade Union.		No.of workers	Percentage
AITUC.	..	99	66.00 %
Lal Nishan Paksha.		51	34.00 %
Total	..	150	100.00 %

The table indicates that out of 150 workers 66 % workers are members of AITUC Union unit working in the factory. 34 % workers are members of another union affiliated to Lal Nishan Paksha.

Majority of the workers are the members of AITUC union.

TABLE NO.14:

The table showing to whom workers communicate their individual grievances.

Communicate to the grievances		No.of Workers		Percentage
Labour Officer.	..	91	..	60.67 %
Departmental Head.	..	31	..	20.67 %
Union Representative.		28	..	18.66 %
Total	..	150	..	100.00 %

Out of 150 workers 60.67 % workers communicate their grievance to the Labour Officer. 20.67 % workers communicate their grievances to the Departmental Head. 18.66 % workers communicate their grievances to the ' Union Representative '.

Most of the workers communicate their grievances to the Labour Officer.

TABLE NO.15:

The table reveals the how workers communicate their grievances to the authorities.

Way of grievance communication	No.of workers	Percentage
Oral communication. ..	31	54.00 %
Writing formally. ..	48	31.67 %
Both. ..	21	14.33 %
Total ..	150	100.00 %

The table showing that out of 150 workers 54 % workers communicate their grievances orally. While 31.67 % workers communicate their grievances to the authorities by way of writing formally. 14.33 % workers use both the means.

It seems that majority of the workers communicate their grievances orally.

TABLE NO.16:

The table indicates the worker's participation in the worker's education scheme.

Participation of the workers		No.of workers		Percentage
Participated.	..	0 99	..	66.00 %
Non-participated.	..	51	..	34.00 %
Total	..	150	..	100.00 %

The table shows that out of 150 workers 66 % workers have participated in the worker's education scheme. 34 % workers are not yet participated in the worker's education scheme.

Majority of the workers 66 % have participated in the workers education scheme.

TABLE NO.17:

The table reveals means used to communicate disciplinary procedure to the workers.

Media used to communicate O.P.		No.of workers		Percentage
Notice Board.	..	91	..	60.67 %
Supervisor.	..	31	..	20.67 %
Circulars.	..	28	..	18.06 %
Total	..	150	..	100.00 %

Out of 150 workers 60.67 % workers told that they come to know the disciplinary procedure by means of notice board. 20.67 % workers told that they come to know the disciplinary procedure through Supervisors and 18.66 % workers told that they come to know the disciplinary procedure through Circulars.

Majority of the workers come to know the disciplinary procedure through the 'Notice Board'.

TABLE NO.18:

The table indicates that workers perception regarding relationship among fellow workers in the department.

Nature of Relationship		No.of Workers	Percentage	
Cordial.	..	91	..	60.67 %
Co-operative.	..	42	..	28.00 %
No opinion.	..	17	..	11.33 %
Total	..	150	..	100.00 %

Out of 150 workers 60.67 % workers perceive the relationship among the fellow workers as cordial. 28 % workers fell that co-operative relationships are existing among fellow workers. 11.33 % workers have not expressed their opinion regarding the nature of relationship.

Most of the workers feel that cordial relationship is existing among the fellow-workers in the department concerned.

TABLE NO.19:

The table showing the nature of relations between Supervisors and the workers.

Nature of the relations.		No.of Workers		Percentage
Satisfactory.	..	81	..	54.00 %
Good.	..	41	..	27.34 %
Cordial.	..	28	..	18.66 %
Total	..	150	..	100.00 %

Out of 150 workers 54 % workers told that they are having satisfactory relationship with the Supervisor. 27.34 % workers told that they are having good relationships with their Supervisor. 18.66 % workers told that they are having cordial relationship with their Supervisors.

Most of the workers are having satisfactory relationship with their supervisors in the factory.