CHAPTER V

CHAPTER V

DATA PRESENTATION AND ANALYSIS

ORGANISATIONAL SET UP OF HINDUSTAN LATEX LIMITED, KANAGALA

	DEF	CUTY GENRAL MA	-	
(production	l Dy,Manager) (Eng) (p ! Séc) Asst.Plar Manager.	ourchase & sto	re) (A/c.) Asst.Mgr.	Sr.Asst.Mgr (Ele.) Asst.Mgr. (Instruments)
APM	, milingal (\n/\c/	!
APM APM			natura materi usasti unaga pangai antipo utahan usasia hapina astana gasasa asia	
APM				•
APM	٤	Br.Asstt.Mgr.(Welfare) S	Gr.Asst.Manager
				(Personnel)

SRADEWISE DISTRIBUTION OF ALL H.L.L. WORKERS

GRADE	A	ears near year was with first final finite start while allow upon upon they.	16
GRADE	В		oe
GRADE	С	rape was a san man can wan and name now now was stay total sale out.	219
GRADE	D		107
			gerter birken stepte dangs stepte spine winger stepte stellen
			344

DEPARTMENTWISE DISTRIBUTION OF ALL H.L.L. WORKERS

Skilled	48
Semi-skilled	112
Unskilled	86
Supervisors	24
Officers	18
Superintendent +	
Personal Assts.	05
Assistants +	
Storekeeprs	96
Jr. Steno	01
Jr. Clerks	15
Sr.Clerks	04
First-Aid Attender	. 01
Drivers	03
Sweepers	04
Cook	02
Security Guards	12
Attenders	оз
	helps wrong plane warm differe within helps habits worth stead
	344

The sample size of 50 workers has been selected with the help of Random number Tables. The workers so selected are from various categories like skilled, unskilled, semi-skilled and others from compounding, moulding, vulcanizing, half product, inspection, packing, mechanical workshop, electrical workshop and boiler house sections.

TABLE 1
DISTRIBUTION OF H.L.L. WORKERS AS CASUAL AND PERMANENT

No.of employees	Casua1	Permanent	Total
Maie	147	337	464
Female	. 01	07	୍ଞ
Total '	148	344	492

The success of an organisation and to an extent of its programmes depends upon the attitude of workers. The attitude can be moulded provided the workers are educated. It would be fairly easy for an organisation to bring about changes in its working provided the workers co-operate. Since the educational level attained by the workers is an important aspect. The study undertook this prief analysis. The details are presented in Table 2.

TABLE 2
TOTAL NUMBER OF WORKERS AT H.L.L.KANAGALA

	No.of employees	Percentage
ngai gang sasai ngap pingi apin selah dalah dalah salah selah sela	was sain our sain sore sain talk talk talk out one sain sain and and sain sain talk talk talk talk talk	e van van was wat van
Illiterare	· ••••	****
Primary	22	6.39
s.s.L.C.	89	25 .8 7
P.U.C.	08	2.33
I.T.1,	90	26.16
Diploma	53	15.41
Degree	62	23.64
Total	344	100.00

Of all the workers at the Hindustan Latex Limited, there was not a single one who was illiterate. In fact, most of the workers had atleast as S.S.L.C. Certificate. Of 26% of the workers, each has attained S.S.L.C. and I.T.I. levels.

This is followed by those holding a degree (24%), diploma holders (15%), Primary level education (6%); and those who achieved P.U.C.level constitute 2% of the total work force.

This indicates the policy of the factory to employ educated people, with atleast a Secondary Level education. This might explain among owners, the high rate of capacity utilisation.

The workers at Hindustan Latex Limited belong to different religious groups as indicated in Table 3.

TABLE 3

RELIGION OF THE WORKERS AT HINDUSTAN LATEX LINITED, KANAGALA

No. of Workers				
Religious	Male	Female	Percentage	
Status				
ال المراد مولاد مولاد ومود ومود عمد معمد عمد ومود مولد مولد مولد مولد عمد ومود ومود ومود مولد مولد ومود ومود وم	nuan tawa jawa salah mara palah dada dalah keba salah dada dalah filisa balas salah salah salah salah salah sa	a alayar milatar milatar Silipan Smillin militar minufi salifa sport silipan dapih bilata u trasa citaba alaya	inder driver videre diesen moder alleich Terren, zeiten halbe haben häber dielle, weben stelle	
•				
Hindus	311	07	92.44	
Muslims	22	maar delin.	6.40	
Christians	04		1.16	
anni i an i a i a i an	was upon one who can cape the local spice after the top good and the cape after and the	na mada 1980 bada kangi arkib safis iama inga kapit daar igan isan isan isan isan isan isan isan is	nas dille dina dilla sulla suga duas dinas dinas sulla su	
Total	337	07	100.00	

It is abundantly clear from Table 3 that the majority of the workers (92 percent) profess Hindu religion followed by those who follow Islam (6 percent) and the rest (1 percent) follow Christianity.

The workers of Hindustan Latex Limited, Kanagala can also be divided into Male and Female. There have been only 7 female workers at Hindustan Latex Limited, Kanagala all belonging to the Hindu Religion.

The marital status of the workers at Hindustan Latex Limited, Kanagala shows that a large proportion of them are married. This is indicated in Table-4.

TABLE_4

MARITAL STATUS OF WORKERS AT H.L.L. KANABALA

		No.of	Worker	S	•		
Marital	Him	du	Mu	slim	Chr	istian	Total
Status	M	F	M	F	M	F	
Married	219	3	17	edure seller seller seller ötter miner e egeler ustela	oe	egga malan, malan, dipatr hiliper anime penim sapitu penam m	241
Unmarried	92	4	05	angilli labiga	02	solar papa	103
1	بالمراد والمراد والمراد والمراد والمراد والمراد	m million artiku alteka hyddig elleka ayte	ur yanda milita iliyota iyota unida asinn Y	n regards artically allegate district delayers designs as	titis humi tuini amia ama atan sajas sidje s	nide diam dules enter liveto Vediti uspen ambo nadili n	ادار میزاند خواند میده میزان بیزاند بیزان ایران ای
Total	311	7	55	***	04	***	344

of the 344 workers 70 percent are married. Whereas the rest of 103 were unmarried, of the 7 female workers 4 are unmarried. The proportion of unmarried males to the total amongst the Hindus and the Muslims is almost same at 41 percent whereas the proportion is slightly higher at 50 percent for Christians.

The respondents belong to either a joint family or a unitary family is indicated in Table 5.

TABLE 5

TYPE OF FAMILY OF WORKERS AT H.L.L. KANAGALA

age and was some after the star was disposed used used the two after one side cells also after the	- vaga urus stand medi dalah dirah danin salah sajah medi salah usak salah salah salah salah sajah salah sal	. etiri, jeler dere unter disse voss song som rögdi sign ville unter sign upp sign
Type of Family	No.of Workers.	Total
n and and the transition who was not the transition and the transition was the very tree that ever tree.	f differ the least and anti-state with with with main main damp can have been state that they have the least and and	v note egit. Nilm 1988 fear eller ville dille usen best date natu impropies mil
Joint	39	50
Unitary	11	50
fotal	50	100
and and and one one one one one of the self-one and the self-one of the self-one of the self-one one one one	Di taun taun kann den tahi tahu taun sahi dah diri tahu dan	On the two to the color color than the date that the color

of the 50 respondents 78 percent are from Joint Families and 22 percent from Unitary Familites.

The Hindustan Latex Limited, factory at Kanagala is situated away from any residential area and as a consequence, all the employees of the Hindustan Latex Limited live away from the factory premises and have to commute to and from the factory. The mode of transportation is varied and is shown in Table 6.

TABLE 6
MEANS OF CONVEYANCE

	:	
Means of Conveyance	No.of workers	Per centage
digin wing sour rugs were least appeal and ruthe source align sings read allow parts with distribution dates and notes been after runn our	e state pair etc. 1985 who gain the can was lone and man pair and pair the che was any any and and	بينها والله الدول هذه الله الله الله الله الله الله الله
On foot	15	4.36
By Bicycle *	50	14.53
By Motor-cycle	13	3.78
By Company Bus	235	68.31
By Truck	30	8.72
By Car	01	0.30
Total:	344	100.00

The most common mode of transportation is the company bus which is used by 68 percent of the workers. A number of workers travel to the factory on bicycles. The figure for such workers is 50 and they constitute 15 percent or the total workers. Some prefer to come by trucks (9 percent) and some of them have their own transportation in the form of motor-cycles (4 percent). Only one of the employees commutes by Car to work.

The abilities of the workers to own a vehicle depends, to a very large extent, on the spending need s of the employee and his/her monthly income. The average monthly income of the workers at Hindustan Latex Limited, Kanagala varies between Rs.1000 and Rs.2000 as indicated in Table 7.

MONTHLY INCOME OF WORKERS AT HALLE KANAGALA.

and the state of t	The state of the series of the
Monthly Income.	No Lof Employees.
- NEW MINE PAIN FAIR FAIR FAIR FAIR FAIR FAIR FAIR FAIR	er registion des sons vers vols. Has valle fors value dans have have have have vols value and sons value from have vols date vols have une date not have une date and date have have and date have been described by
Upro Rs.500	Name to
Rs.500 to Rs.1000	Left place
Rs.1001 to Rs.1300	01
Rs.1501 to Rs.2000	343
Rs.2001 to Rs.2500	
Company of the state of the sta	nis ann shift half shift bell half med litter and litter and litter and litter and litter and litter and the new term and the new television and televis
Total:	344

In fact there is only one worker who had a monthly income of between Rs.1001 and Rs.1500. All the rest of 343 workers monthly income ranged between Rs.1501 and Rs.2000.

The length of service of the workers in the organisation which is only 8 years, varies from upto 2 years to 8 years as indicated in Table 8.

LENGTH OF SERVICE OF WORKERS

TABLE 8

MANUFACTURE AND THE THE THE PERSON AND THE	. The same state of the many grade where before based within their states their firms grade and states and sta	
Length of Service	No.of workers.	Percentage.
Upto 2	68	19.77
2 to 4	25	7.27
4 to 6 *	60	17.44
6 to 8	191	55.52
	34.4	100.00

More than 50 percent (191 total) of the workers have been serving at Hindustan Latex Limited, Kanagala for a period ranging from 6 to 8 years followed by 20 percent of the workers (upto 2 years), 17% between 4 and 6 years and only 7% of the workers have been serving at H.L.L. for a period ranging from 2 to 4 years.

The employments paid to the workers at Hindustan Latex Limited, Hanagala do not appear to one very high. However, the Company policy is such that all the workers are eligible to apply for and perhaps receive educational assistance for the members of their family. The employments for educational purposes have kept pace with the rising in the cost of living. In 1988-89 200 workers of Hindustan Latex Limited, Hanagala have received an educational allowance to the extent of Rs.500 per employee as indicated in Table 9.

THBLE 9

EDUCATIONAL ASSISTANCE

Year	नेवालयाप	paid per employee	No.of Receivers
196 0 -89	•	ä√	200
989 ~90		500	233
1990-91		750	388
1 9 91 -92		1000	344

The number of workers receiving such assistance in the following year increased to 293. There was a substantial increase in the number of workers receiving the educational allowance in the year 1990-91. In fact the amount of educational allowance paid to each worker also increased by 50 percent to Rs.750.

In 1991-92 all the 344 workers received and enhanced amount (Rs.1000) each by way of educational allowance.

The increase in the number of workers receiving the educational allowance probably also indicates that the number of workers at Hindustan Latex Limited has been increasing.

The Hindustan Latex Limited has been following a labour friendly and productivity friendly policies. The Hindustan Latex Limited pays substantial amount by way of Bonus to its workers both permanent and casual workers. In 1988-89 there were 295 permanent/employees and 201 casual employees at Hindustan Latex Limited, Kanagala.

TABLE 10

TOTAL BONUS PAID BY HINDUSTAN LATEX LIMITED, KANAGALA.

•	No.of em	ployees ,		amount of	
year	Permanent	Casual	Total	Bonus Paid	Percentage
1988-89	295	201	496	11,43,208.90	20% + 10.20%
1989-9 0	294	149	443	14,01,279.70	20% + 12. 35 %
1990-91	327	170	497	19,06,264.15	20% + 12.55%
1991-92	329	168	497	23,18,613.80	20% + 13.95%

The total amount paid by the Hindustan Latex Limited by way of Bonus to its workers in 1988-89 was to Rs.11,43,208. This amounted to about 30 percent of its total wage bill. In the year 1989-90 the number of permanent workers was 294 and that of casual workers was 149. The total amount of Bonus was Rs.14,01,279 32%

of the total wage bill. In the year 1990-91 the number of permanent workers was 327 and that of casual workers was 170. The total amount of bonus was Rs.19,06,284 32 percent of the total wage bill. In the year 1991-92 there was a further increase in the number of permanent workers and a further decrease in casual workers to 329 and 168 respectively. The proportion of the bonus paid in the year 1991-92 was 34 percent of the total wage bill amounting to Rs.23,18,613.

The Hindustan Latex Limited's Welfare policies also go beyond paying bonus to making contributions along with the workers to the workers' E.S.I. Scheme. The Hindustan Latex Limited has paid an increasing amount under this Scheme from Rs.56,377 in 1988-89 to Rs.2,88,19,440 in 1992-93. The employees contribution has also increased substantially from Rs.25,39,330 in 1988-89 to Rs.1,08,14,060 in 1992-93 as indicated in Table 11.

CONTRIBUTION TO E.S.I.

Annual states and the					
Year	Employee	Employers	Wages Paid		
1988-89	25,39,330	56,377	11,27,51,240		
1989-90	90,90,655	2,01,88,605	40,37,49,702		
1990-91	1,04,94,585	2,10,45,690	42,08,27,845		
1991-92	40,55,995	90,39,645	18,07,40,775		
1992-93	1,08,14,060	2,88,19,440	72,03,01,195		

The total wages paid by the H.L.L. was also increased substantially from Rs.11271240 in 88-89 to Rs.720301195 in 92-93.

The workers at the Hindustan Latex Limited to a very large extent members of various trade unions such as Hindustan Latex employees union and Hindustan Latex staff union, (affiliated to AITUC), H.L.L. Karmikara Sangh, affiliated to CITUC, Hindustan Latex Supervisors Association as indicated in Table 12.

TABLE 12
TRADE UNION MEMBERSHIP

Name of Union	Union Membership	
a) Hindustan Latex Staff Union *	18	
b) Latex Staff Union	27	
c) H.L.L. Employees Union	150	
d) H.L.L.Karmimara Sangh	125	
e) H.L.L.Supervisors Association	24	
	tira ann stàir fiùi kun Shir dùn fhòr raid fhàir siù siùn sain sain jain dan sain sain daga gain gain	Mile of the case was divine also cast finite case was the finite.

The H.L.L. has unfortunately a multiplicity of Trade Unions affiliated to various National Trade Union Congress.

Any business organisation must take cognizance of the fact that the workers in their organisation are not just workers but they represent the human race and should thus be treated. The profitability of an organisation to a very large extent depends, others, upon the productivity of labour. productivity can be increased substantially by introducing and increasing the number of labour welfare functions by the business organisation, some of the social welfare measures are a statutory requirement and some of them do not carry the power of legislation. These are a large number of social welfare measures some of which are certain types of facilities, e.g. Canteen, clean drinking water, proper ventilation, lighting, recreational facilities, conveyance facilities, rest rooms, toilet facilities Hindustan Latex Limited provides a large number of labour welfare facilities and the survey conducted for the purpose of study has shown a fairly encouraging trend in the appreciation indicated by the workers.

Canteen facility perhaps is a very important labour welfare facility and the views of the respondents with respect to cleanliness, equipment, quality and the rate in the Canteen is indicated in Table 13.

TABLE 13

OPINION OF THE RESPONDENTS TOWARDS CANTEEN

Canteen facility	Satisfactory	Unsatisfactory	Total
Cleanliness	29	21	so
Equip ments	41	49	50
eBrow ³ = 50	17	33	50
No. of	13	37	50

Of the 50 respondents in the sample size slightly more than 50 percent of the workers were satisfied by the cleanliness maintained in the Canteen whereas an overwhelming 82 percent of the respondents were satisfied with the furniture and the equipments in the Canteen. As far as the quality of food served is concerned about 66 percent of the respondents were not satisfied and 74 percent were not happy with the rates charged by the Canteen.

A very important and necessary facility that is required by the workers at the factory premises is the availability of clean potable water. Most of the workers as indicated in Table 14 were satisfied with the cleanliness of the drinking water in the factory premises.

TABLE 14

OFINION OF T	HE RESPONDENTS	TOWARDS	DRINKING	WATER	WITH	RESPECT	,
TO CLEANLINE							
galana galapi wan i wi i ki i nini wan ni adali ku di dawai sanda sapa	erigen in 1900 vol. Halle Hall III is stated on a service below being being bed by A	tivita (Mich. Milling Affrica provide Laurica admini Staget) at	1. down gld 11 mann sgredd adullo ddwn cwnwr dd fa lag	ter annie laufe tilser ésus ditagé des	de laginos deligida deligida seguinario (um	ili milih depin milih disilih disini Adal sepa	
Satisfied	Not	satisfi	ad	7	Total		
The control of the co	there are now and a record and places before other states upon places drong under	trope motor flutter starts, amet under alles anger fa	digit diasan alaksin adalah mining majan sasigi ambig adalah kul	od advis gojad dagad dagan divina yang	- 410 - 110 - 110 - 110 - 110	de hans west game need wider tillen halve	
45		.5			50		
Mandag Mandag, person service service per and in Admin scripts common service contributions	ayyaa igina ooloo najir oolig iyo ya ka aa niga waan dadha agaan kana nama	age aping stars at he as any asset as a p willed to	· · ··································				

The 10 percent that were not satisfied wanted the management to provide them with filtered drinking water facility.

As for as ventilation in the factory promises is concerned 80 persent of the workers were satisfied with the facility.

TABLE 15

OPINION OF THE RESPONDENTS TOWARDS VENTILATION

able over seal should have also leave highly base about some report often apper and	niter and the such title date and the root title title has been title ti	rins wher even y see winn two take tillly pidp allow outs your given job,n ajod citigs when date deals being dark may, when deep	
Satisfied	Not satisfied	Total	
de annue de l'entre des la regione de la regione de l'entre de l'e	ann an Aire ann a t-aire ann ann ann an ainn ann an t-aire an an t-aire ann ann ann ann ann ann an an ainn an	en yen ann yen gen jibn 1800 1800 ann tige sjär sagt lech alla slijk åten hån dar den slik slav sjub åtes sam	*****
40	10	50	

Of the rest that were not satisfied the problem appears to be fairly genuine. These workers belong to vulcanizing and moulding sections.

desides ventilation in the factory premises lightisng also is a major factor in meeting the workers' needs. The data collected indicate that almost all of the workers approached were satisfied with the lighting facislities available, (Table \$16) only one worker indicated that he was not satisfied with the lighting facilities. This respondent was from the laboratory section and it appears that the lighting facility is not sufficient to meet the needs of conducting experiments.

TABLE 16

	 -	 RESPONDENTS	 LIGHTING	
Satisfactor		atisfactory	Total	
49		01	50	

An important ingradient of a fairly good labour welfare programme is the availability of rest rooms with sufficient seating arrangements. The workers express their opinion on the water facility, seating arrangement and the cleanliness aspect of the rest rooms (Table 1.7)

TABLE 1 7.

OPINION OF THE RESPONDENTS TOWARDS REST-ROOMS

Rest room	Satisfied	Not satisfied	Total
Water facility	50		50
Seating Arrangement	46	04	50
Cleanliness	50	Nama Anala	50
mand as a common control common composition from the first state state of the common control		الله كذولة الجريد والله مليه بدورة عليه جالك جويت وبدان مواج الازي ماتان كانته بدوية الدورة الماتية الماتية الماتية	

Almost all workers were satisfied with the water facility and maintenance of cleanliness in the rest-room. But 8 percent of the workers were not happy with the seating arrangements in the rest-room.

A further requirement of the worker i_{∞} the availability of toilets. Here too the facilities like water, cleanliness, lighting, the number sof toilets etc. are important factors for consideration. (Table 15).

TABLE 18
OPINION OF THE RESPONDENTS TOWARDS TOILETS

Tailets	Satisfied	Not satisfied	Total
Water facility	50		50
Cleanliness	46	04	50
Lighting	43	07	50 *-
No. of Tollets	47	оз	50

Almost all the workers were satisfied with the water facility provided in toilets. Out of 50 workers, 46 were satisfied with periodical cleanliness of toilets. Only 4 were not satisfied with cleanliness of toilets because of water logging. Almost all workers were satisfied with the number of toilets. Forty three workers were satisfied with lighting facility provided in toilets and 7 workers were not happy with the lighting facilities and felt that this facility must be improved.

A number of other factors that make up for a happy worker, besides the availability of the labour welfare facilities within the premises are certain facilities which make the workers more remaked. Some of the facilities are conveyance, recreational, leave facility, loan facility etc. As it has been seen much earlier a fairly large proportion of the workers commute to the factory in the company bus. Most of the respondents were quite happy with the conveyance facility provided. (Table 18).

TABLE 1 9

OPINION	l OF	THE	RESPONDENTS	TOWARDS	CONVEYANCE	FACILITY
Satisfactory			Non-satis:			otal
	, Angus Biliya daya es	ir e dilidir aktor Maji). Al	tivi tilan nama gatit taan kapit anka gasa sapa wasa saba dakki pa	ana arkan dianta diapta versita balikki sippra उत्पादक ki	par harr ever water trans scare dillion paper gloring profes yill	منية يومي باشد دينية ريشو يشكن جيون تريض بالمن المنية عيدة دين من
L; L;			06			20

88 percent of the respondents were satisfied with the conveyance facilities. Those who indicated their distintiation are among those who have to bear inconveniences as standees in the bus.

ind recreational facilities include library, sports, playground, recreational hall, etc. On most of these heads there was
an overwhelming sense of satisfaction ranging from a minimum of
64 percent (for playground) to a maximum of 96 percent (for
sports materials) (Table . 20)

TABLE (20

OFINION OF THE	RESPONDENTS	TOWARDS RECREATIONA	AL FACILITIES
man day, and day and the same after the tree that had and and the tree to	er town team years town steem name upthy dawn, yelds hown apric arms	affic ton the other pas after the other day deer ton the time after the other pas direct past that the	akir balah dalah dalah olilar arapa kalan gama, perar kasar dalah dalah dagar sahun, pena pegap
Recreational	Satisfied	Not satisfied	Total
Facilities			
ann, aigh differ from sonn dile, aich nith, eilein na B aich aich as jer eilen dier aich aich aich aich.	ه جند مند مند باید و مناز منازه مناز منازه	والمرافقة والمرا	et erite sitte sijte som enip soch tage tille sitte sige sige spor skap noor bega
Library	41	09	50
Sports materials	48	05	50
Play ground	32	18	50
Hecreational hall	46	U~	50

An important aspect of the reasons for the less satisfied with recreational facilities is that either there is not enough time (library) or the facilities are inadequate (play ground).

The leave facilities provided by the management of the Hindustan Latex Limited have been perceived by 54 percent of the workers as good, followed by 8 percent as fair and 38 percent as not good. (Table 2:1).

TABLE 2: 1

			RESPONDENTS			
පියස්		Fair	1	Not good	Total	andia approximation
<u>. 27</u>	and gain was all the second of	C4 .		19	50	ne and ago with

Those who do not consider leave facilities to be good are those who prefer to have additional leave facilities.



The Hindustan Latex Limited provides Loan facilities to its workers for various purposes e.g. festivals, to buy vehicles, housing, educational etc. (Table 22).

OPINION OF THE RESPONDENTS TOWARDS LOAN FACILITIES

Loan facilities	Good	Bad	Total
Festival Loan	47	03	50
Vehicle Loan	45	04	50
Housing Loan	45	0 5	50
Educational Loan	48	oe	50
was was one our was our age! any right and the sign about the part was the sign and the sign from the sign and the sign an	o ango nakin ango gama rama liping kilihi yinni mila pilink siska dibin nahi.	s salah malah malah dirini sifan dalah majah malah salah dalah salah dilah	ndia alikir kinin kinin anna anna anna ninin kinin anna anna

A very large proportion between 90-96 percent of the respondents were happy with the various loan facilities. Some of those who have negative attitude towards loan facilities feel that the amount of the loan sanctioned is not enough particularly in view of rising cost of living.

The working hours which are normally statutorily given are acceptable to 96 percent of the respondents as shown in (Table 23).

TABLE 25

OPINION OF THE RESPONDENTS TOWARDS WORKING HOURS

Satisfactory	Non-satisfactory	Total
48	oe	50
	sfaction is mainly relate	
respondents prefe	r only general shift from	n 9 am to 5 pm.
In a factor	y certain minor hazards (can produce irritants
Some of the hazar	ds ar e dust, fumes, s	nok e, gases e tc. (Tabl
ද ු) .		
	TABLE 2	
OPINION OF THE RE	SPONDENTS TOWARDS CONTROL	OF DUST, SMOKES, GASES,
FUMES.		
Satisfied	Not satisfied	Total
45	<u> </u>	# A

The 90 percent of the respondents were satisfied with the control of dust, gas, smoke, fumes in the factory. Of the 50 respondents 5 who belonged to primary section were not satisfied.

Almost all the workers at Hindustan Latex Limited are aware of labour welfare programmes of Hindustan Latex Limited. (Table 25).

AWARENES	5	TABLE 25					
	F TH	F RESPONDENT				E FROGRAMM	ES
s for a character	r 1800 Nigoli seton daggi pi		Yes	No		Total	
Are you awa							
welfare pro	gram	nes of					
Halak			50	-Main certa		50	
OPINION OF	THE F	RESPONDENTS	TABLE &	26 LABOUR	WELFARE F	'ROGRAMMES	GF
Satisfied		Not	t matimi			otal	
39			11			5 0	

On the whole the labour welfare programmes of the Hindustan Latek Comited have been percuived by the fairly large proportion of the respondents as satisfactory as shown in Table 26. Of the 50 re condents at were happy with various labour welfare programmes. The rest of those that were not happy have indicated various reasons regarding the labour welfare programmes.

Since the Hindustan Latex Limited is involved in the task of meeting the requirements of the Family Planning Programme of the country it was felt prudent to seek the opinion of the respondents from the Hindustan Latex Limited on the family planning policies and programmes, 100 percent of the respondents felt that it was necessary to go in for family planning programmes (Table 27).

TABLE 27

OPINION	OF	THE	RESPONDENTS	TOWARDS	FAMILY	PLANNING	PROGRAMMES	
			ne some aller some tiller kenne grade allere algest, allere lages, all				Pr 4000 \$400, Line (2012 Augu Angu Angu Angu Angu Angu Angu	
Necessar	.A		Nat	necess.	ary		Total	
and the same and the same area and	4 44°0 mag 1804	*	न रहत्व रहाक जन्म जन्म र अभिन्न जन्म राज्य विकास व	no -maigh saidhin death, aidille ainean abhan, agust bh	offe well with white wind again to			
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The Table indicates that 100 percent of the respondents were aware of the Family Planning Programmes.

The Hindustan Latex Limited has a number of Unions. It is natural to feel that the workers would hve differing opinions on the working of their Trade Unions. (Table 28).

TABLE 28

	OPINION	OF	THE	RESPO	ONDENTS	TOWALIRDS	TRADE	UNION'
Satisfied	j	m. disa 3340 m2		Not	satisfi	. ead	4	Fotal
39	to Com. How Gold Adv. Suits Still (Aller Av	er seek sida (**)	- Vella Silata dilata Sil	e cum viện John viện với	11	ng Anga Tang Pang Salah Sa	at after more than the chief and	50

39 of the workear respondents were happy with the working of their Trade Unions. Sometimes Union activities gat bogged down with the problems of personalities and politics. Such Trade Union might find it difficust to be successful. It appears that those who are not happy withy the working of the Trade Unions find that their Trade Union is not very successful.

E.S.I. is an important appendage of modern industry. Workers would normally feel happy that they have their own Insurance Scheme. However (Table 29) shows that only 13 out of the 50 respondents were happy with the working of the E.S.I.Scheme.

TABLE 29

	OPINION	OF THE	RESPONDENTS	TOHASRDS I	E.S.I.	SCHEME.
Satisfi	ı ed		Not satisfie	ad		Total
13			37			50

This is a very sorry reflection of the working of the E.S.I. Scheme. The respondents indicated that the hospital facility is next good and adequate.

Workers have a stake in the successful working of an organisation, so that at the time of retirement they would be in a position to reap certain benefits by way of the Provident Fund resources and the Gratuity scheme. The opinion of the respondents with respect to the Provident Fund Scheme and the Gratuity Scheme is given in Tables 30 and 31 respectively.

TABLE 30

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		Satisfied		Total
Rate of	Contri	43	07	50
			E 31	
	neur engin selaga selaja nelaja nelaja dijela se	OF THE RESPONDENT	gasa dana silasi uning dalap uning balan jaga balap lalap lalap lalap dalap dalap silab. Mala spila uning ming	
	lika wasan mjilikan danpir Pilater Majda Sirikis An		year, man arms niller fann opn spen oede rejer toar eken sele stêpt tijlig alder sele	50

As far as the Provident Fund facility is concerned the 43 respondents are quite happy with it. Only 7 indicated that they were not satisfied with the Provident Fund Scheme. They desire that the factory should share some more percentage of the contribution.

The opinion of workers regardisng the Gratuity Scheme is divided. Half of them are happy with it. The other half desire for pension. This provision, if made, may double the interest of the workers and inspire them to add to the productivity of the factory.

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