



CHAPTER - 5
FINDINGS AND POLICY GUIDELINE

DR. BALKRISHN K. KHARDEK IN LIBRARY
SHIVAJI UNIVERSITY, KOLHAPUR.



CHAPTER -5

FINDINGS AND POLICY GUIDELINE

5.1) Findings of the study

5.2) Policy guidelines

CHAPTER – V

FINDING AND POLICY GUIDELINES

5.1 INTRODUCTION:

This chapter summaries the main findings of the study and make suggestions for the improvement of labour welfare schemes in Kirloskar Brothers limited, Kirloskarwadi.

5.2 FINDINGS OF THE STUDY:

In this section summaries the findings of the study those are given below;

- 1) Company has young and efficient working force, majority of the workers (80%) in this company belong to 30-50 years groups.
- 2) In this company all the workers were permanent.
- 3) It is found that 27% of workers were getting salary in between Rs. 5000-7000 and only 25% of workers were getting salary in between Rs.7001-17000.
- 4) Company had provided good health facilities to the workers.
- 5) Company has provided latrines and urinals facilities to the workers at the satisfaction level.
- 6) It is found that company had provided cold drinking water as per rule of factory act.
- 7) All the workers were happy with the first aid facility provided by company.
- 8) It concludes that major of causes of accidents was negligence of workers.
- 9) It concludes that uniform has been provided to the all workers.
- 10) It can be conclude that the majority of workers were willing to get meals at subsidized rate.
- 11) It is found that majority of workers were satisfied regarding working hours and condition of company.

12) It is said that majority of the workers were used motor cycle as a mode of conveyance.

13) Majority of the workers were satisfied about management of the company.

14) Majority of the workers were satisfied with welfare facilities.

15) It is found that company had provided recreational facilities to all the workers.

16) It found that the company has not provided housing facilities to the workers. However same facility was provided to the administrative staff.

17) All the respondents were observed that they were satisfied with the provident fund schemes provided by the company. Moreover they were not much satisfied with the gratuity schemes.

18) Respondents were not satisfied with compensation act, because of various defects.

19) It is concluded that safety committee was not working properly, because majority of workers were not satisfied with the committee.

5.3 SUGGESTIONS

Some suggestions for improving the labour welfare schemes in Kirloskar Brothers Limited Kirloskarwadi are given as below.

1) At present, rest- room is not adequate for workers. So company should provide sufficient rest room in rest period.

2) The quality of the food and snacks should be improved.

3) More workers were not satisfied by the safety committee. So the safety committee is should improve its quality of work.

4) E.S.I schemes should be applicable to all workers.

5) Company should make some provision for the education. So education program be executed by the company by the workers.

- 6) Company should select the workers for the training program on the basis of seniority.
- 7) Management should provide sufficient recreational facilities for its workers.
- 8) Company should make the provision of houses for the workers. Who really needs this facility?
- 9) Company should try to visit daily medical hospital and every department.
- 10) Company should give more attention towards washing facilities.