

CHAPTER-IV.

STATICAL TABLES, ANALYSIS AND

INTERPRETATION.

- TABLES -

Table No.1 - A table showing distribution of the respondents according to their age group.

S. No.	Age group	No. of respondents	Percentage
1)	Below 20 years	--	---
2)	20 to 30 years	30	12%
3)	30 to 40 years	166	66.4%
4)	40 to 50 years	50	20.0%
5)	50 and above	4	1.6%
Total		250	100.0%

A) ANALYSIS -

- 1) There is no respondent below 20 years.
- 2) Belonging to the age group of 20 to 30 years and 12 % of the respondents.
- 3) 66.4 % respondents belong to the age group of 30 to 40 years.
- 4) In the age group of 40 to 50 years, 20 % respondents are there.
- 5) In the age group of 50 and above only 1.6 % respondents are there.

B) INTERPRETATION -

1) From above table we can interpret that most of the respondents i.e. 66.4 % belong to the age group of 30 to 40 years. It means this organisation has recruited efficient and experienced worker. Because of their skill and experience management has been providing them good

salary and other welfare facilities.

2) There are no workers below the age group of 20 years. This shows that factory is appointing the worker as per factory Act, 1948, i.e. the Employer is not allowed to appoint an employee who has not completed his age of 18 years.

3) In the age group of 50 and above there are 1.6 % respondents are there. It means workers are working in this factory from many years without any problem. The relation between the workers and management appoint to be permanent.

4) This age group shows that in the factory young as well as experience workers are working.

GRAPH-1

Scale - $x \times 2059 = 10$ Yea
 $y \times 2059 = 50$ Workers

Graph Representing Sustaining Worker according to their age group

- a. Age Group - Below 20 years
- b. " 20 to 30 years
- c. " 30 to 40 years
- d. " 40 to 50 years
- e. " 50 and above

No. of Workers

150

100

50

20

0

20

30

40

50

50 & above

x

a

b

c

d

e

Age (less Than)

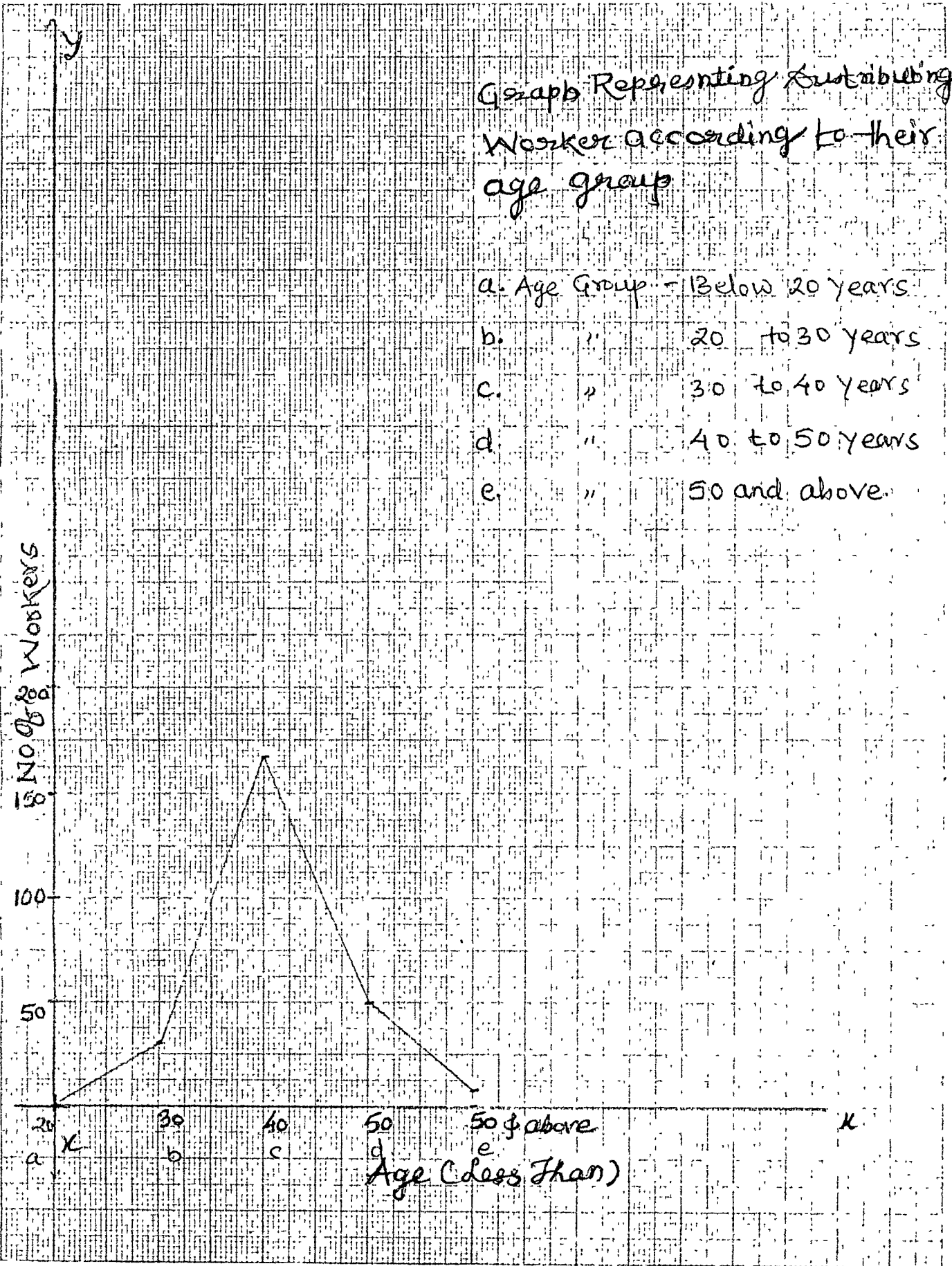


Table No. 2 -

A table showing distributors of the sex among the workers --

S.No.	Sex	No. of respondents	Percentage
1)	Male	245	98 %
2)	Female	5	2 %
Total		250	100 %

A) ANALYSIS :

- 1) There are only 2 % female workers in the factory.
- 2) 98 % of respondents are male workers.

B) INTERPRETATION -

- 1) Above table shows that there are very few female workers working in the factory. The company appointed male workers in large numbers, because they are eligible to work in the foundary and the machine shops in the factory. Female workers are working in office only i.e. as clerks.

Table No. 3 -

A table showing the classification of workers according to Marital Status --

S.No.	Marital Status	No. of respondents	Percentage
1)	Married	132	52.8 %
2)	Un-married	118	47.2 %
	Total	250	100.0 %

A) ANALYSIS -

- 1) There are 52.8 % respondents are married.
- 2) Only 47.2 % of them are un-married.

B) INTERPRETATION -

- 1) Above table shows that majority of workers are married in this factory i.e. 52.8 %. It means experienced workers are there and they are settled permanently there.
- 2) Only 47.2 % workers are un-married. Mostaly they are appointed before some years.

Married workers represent the stable work force in the factory, which is sizable in strength in this factory.

GRAPH-3

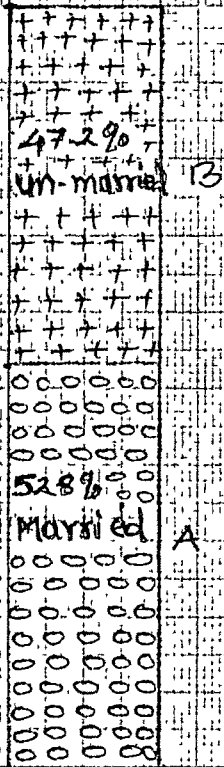
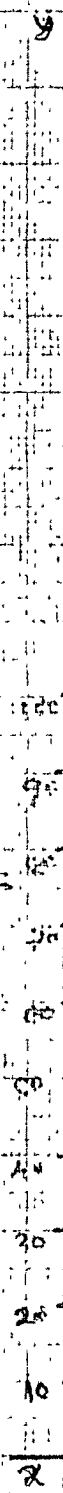
Graph showing the Marital Status of the respondents.

scale - 1 c.m. = 10 Workers

A = Married

B = Un-married

No. of Respondents



Marital Status

Table No. 4 -

A table showing distance of respondents residential place from the factory --

S.No.	Distance from the company (in kms.)	No. of respondents	Percentage
1)	5 to 9 Kms	133	53.2%
2)	10 to 14 Kms	57	22.8%
3)	15 to 19 Kms	55	22.0%
4)	20 to 24 Kms	5	2.0%
5)	25 to 29 Kms	---	-----
Total		250	100.0%

A) ANALYSIS -

- 1) 53.2 % of the respondents come to the factory from 5 to 10 Kms distance.
- 2) 22.8 % of the respondents come to the factory from 10 to 15 Kms distance.
- 3) 22 % of the respondents are from 15 to 20 Kms. distance.
- 4) Only 2 % come from 20 to 25 Kms.
- 5) There is no respondent from 25 to 30 Kms distance.

B) INTERPRETION -

1) Above table shows that majority of the respondents i.e. 53.2% come to the factory from 5 to 10 kms. It means most of the respondents are living near by the factory. living nearby factory means they attend their duty intine. They will not remain absent because of exhaustion.

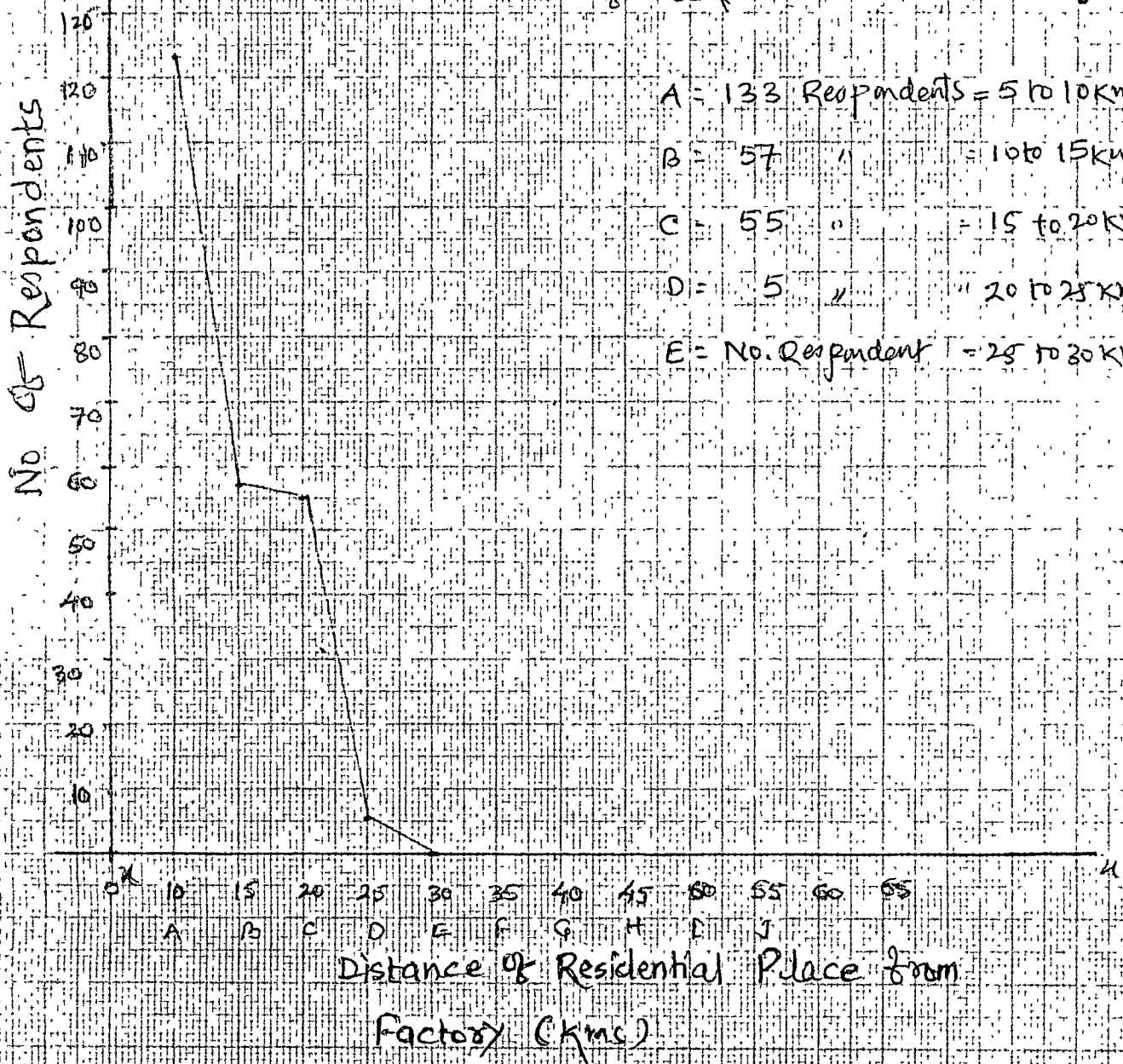
Majority of them will be fresh when they
take to work. This is advantageous factor from
the point of the views of production.

GRAPH - 4

Scale - $1 \text{ cm} = 10 \text{ sq} = 5 \text{ kms}$

$1 \text{ cm} = 10 \text{ sq} = 10 \text{ Worker}$

Frequency Polygon showing the Distance of residential places of Worker from the factory.



A = 133 Respondents = 5 to 10 kms

B = 57 " = 10 to 15 kms

C = 55 " = 15 to 20 kms

D = 5 " = 20 to 25 kms

E = No. Respondent = 25 to 30 kms.

Table No. 5 - A table regarding the distribution of respondents according to their mode of conveyance--

S.No.	Made of conveyance	No. of respondents	Percentage.
1)	By Bus	95	38 %
2)	By Bicycle	113	45.2 %
3)	By Motor cycle	42	16.8 %
4)	On Foot	---	---
Total		250	100.0 %

A) ANALYSIS -

- 1) 38 % of the respondents come by bus.
- 2) Many of the respondents use cycle to come to the factory i.e. 45.2 %.
- 3) Only 16.8 % of them are using their motor cycles.
- 4) There is no worker coming on foot.

B) INTERPRETATION-

1) Above table indicates that majority of the respondents come by cycle, it means they are living near the factory and management has also appointed the workers who are living near the factory.

38 % of them come by bus which shows that a good number of them can afford bus travel. 16.2 % of them are coming by motor cycle. Which throws light light on their economic well being. Also, no worker was found coming to factory on foot. It means the workers are economically well-off.

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Table No. 6 -- A table showing the distribution of the respondents according to their type of work..

S.No.	Type of work	No. of respondents	Percentage
1)	Skilled	45	18 %
2)	Un-skilled	90	36 %
3)	Semi-skilled	115	46 %
Total		250	100 %

A) ANALYSIS -

- 1) 18 % of the respondents are skilled workers
- 2) 36 % of them are un-skilled workers
- 3) Out of 250 respondents most of them are semi-skilled worker i.e. 46 %.

B) INTERPRETION -

- 1) From this table we can conclude that the majority of workers are semi-skilled. It does not mean they are not skilled, but the management has give grade to them according to their work experience.
- 2) 36 % of the worker are un-skilled worker. They are working as a helpers, coolies, and sweprs.
- 3) 18 % of the workers are skilled. They working in technical, supervisory and managerial departments.

GRAPH - 6

Scale 20 sqr = 20 Worker

Diagram Showing Distribution of respondents on the basis type of work.

- A = Skilled worker
- B = Unskilled worker
- C = Semi skilled worker

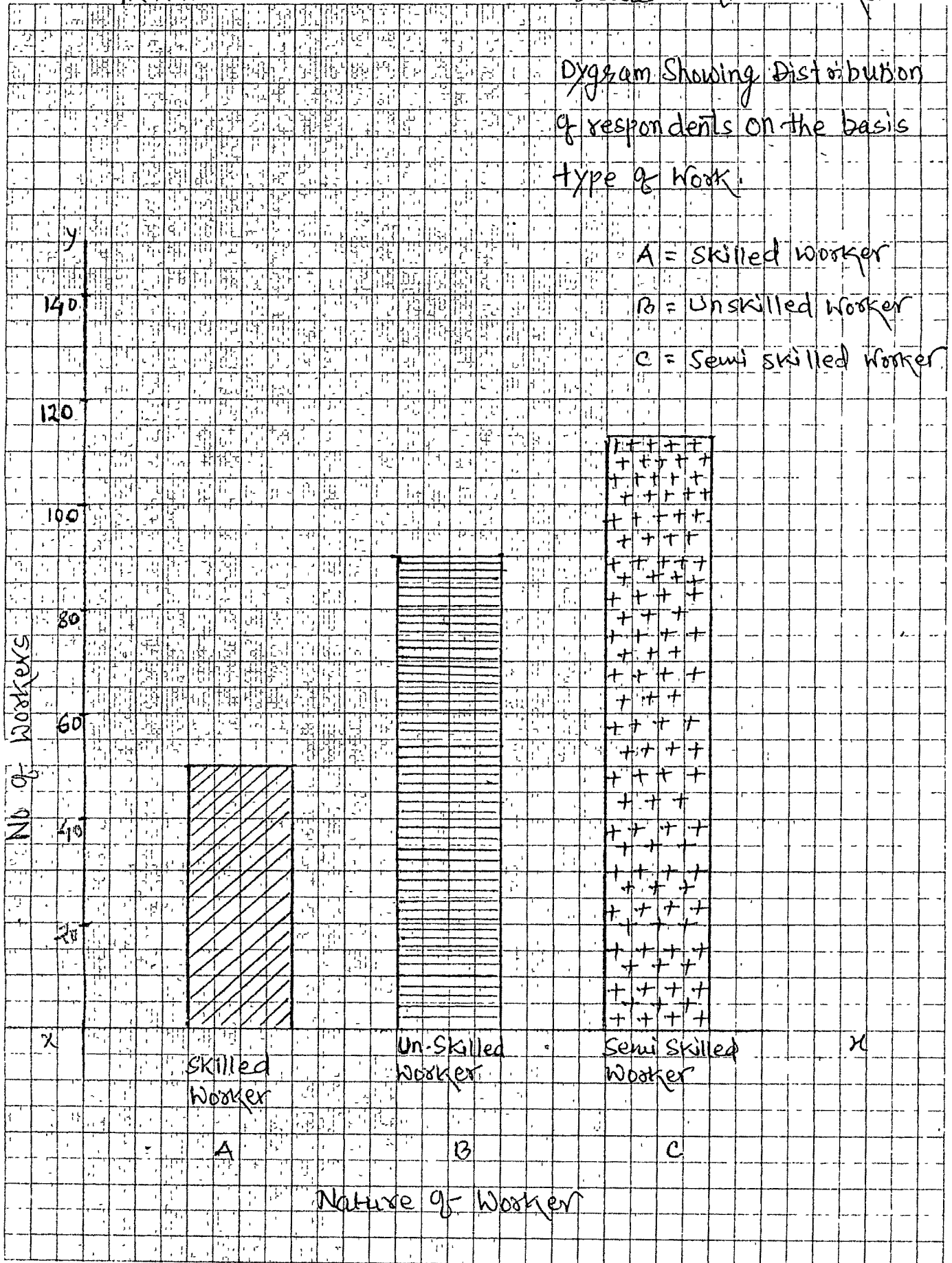


Table No. 7 --

A table showing the distribution of workers according to the nature of work.

S.No.	Nature of work	No. of respondents	Percentage
1)	Permanent	182	72.8 %
2)	Probationary	18	7.2 %
3)	Temporary	35	14.0 %
4)	Casual	15	6.0 %
Total		250	100.0 %

A) ANALYSIS -

- 1) Majority of the respondents are permanent i.e. 72.8%.
- 2) 7.2% of the respondents are in probationary period.
- 3) 14 of them are on temporary basis.
- 4) Only 6.0% are working as a casual workers.

B) INTERPRETATION -

- 1) From above table we can say that most of the workers are permanent in this factory. So, they concentrate on their jobs, and their efficiency will increase. The ultimately output of the factory will increase. Because of this the relation between workers and management will remain good and harmonious.

Table No. 8 -

A table showing the classification of

respondents according to their length of service-

S.No.	Period of Service	No. of respondents	Percentage
1)	0 to 5 years	48	19.2 %
2)	5 to 9 years	82	32.8 %
3)	10 to 14 years	85	34.0 %
4)	15 to 19 years	20	8.0 %
5)	20 and above	15	6.0 %
Total		250	100.0 %

A) ANALYSIS -

- 1) 19.2% of respondents have experience of less than 5 year.
- 2) There are 32.8% of respondents who have 5 to 10 year experience of working in the factory.
- 3) 34% of them are having the total experience of 10 to 15 years.
- 4) 8% of respondents hav experience.
- 5) Only 6% respondents are having experience above 20 years.

B) INTERPRETION -

With the help of above table we can say majority of the respondents i.e. 34% are having experience between 10 to 15 years. This shows that in this factory most of the workers are working from 10 to 15 years without having any problems with their work and management. It means managements activi- ties are very good, there are also some workers i.e. 8% and 6% who have been working since last 15 to 20 years. This shows that most experience workers are also here.

GRAPH - 8

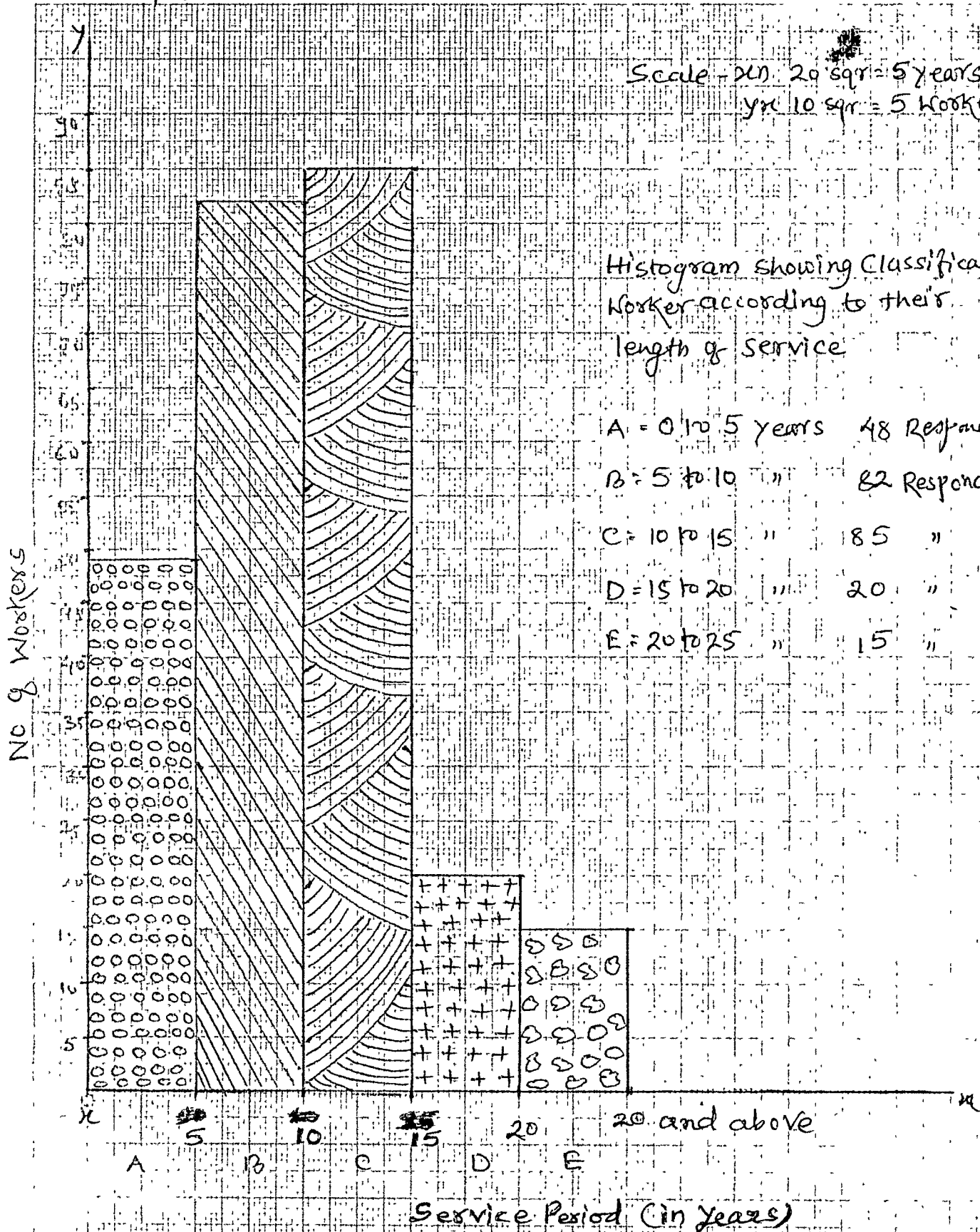


Table No. 9 -

A table showing cleanliness of different departments of the factory.

S.No.	Name of the departments	No. of respondents	Percentage
1)	Piston Foundry (weekly)	87	34.8%
2)	Ping Foundry (weekly)		
3)	All departments (every day)	163	65.2%
Total		250	100.0%

A) ANALYSIS--

- 1) In this factory departments are cleaned weekly. In that departments 34.8% workers are working.
- 2) 65.2% respondents are working in other departments which get cleaned everyday.

B) INTERPRETION -

- 1) Above table indicates that generally all departments are cleaned every day and majority of workers are working there i.e. 65.2%. It means as per factory Act, 1948 management has made arrangements of sweepers and each department is cleaned everyday. It is very necessary because during the working hours dust, raw material etc are in the work spot and it will disturb to the workers next day. That is why every day all departments should be kept clean.
- 2) Only few departments are cleaned weekly i.e. on rest day, e.g. Piston foundry and Ping Foundry. Because heavy lot of raw materials are there and it is not easy to clean them everyday.

Table No. 10 -

A table showing the lighting arrangement at work place.

S.No.	Lighting arrangement	No. of respondents	Percentage
1)	Special light provided	28	11.2 %
2)	Special light not provided	48	17.2 %
3)	Special light not necessary	179	71.6 %
	Total	250	100.0 %

A) ANALYSIS -

- 1) 11.2% i.e. 28 respondents use special lighting for their machines.
- 2) 17.2% of them do not use special light, even though needed.
- 3) 71.6% of them do not need any special light.

B) INTERPRETION -

- 1) Above table shows that management has made arrangement of special light to the workers where is necessary i.e. 11.2%. Out of 250 respondents only 28 use special light, because they are working in the foundry and piston Machine shop. In Foundry, while putting the casting liquid in workers have to use special light.
- 2) 17.2% of workers do not use special light for their work. Because they have not necessary of special light. They are doing other work.
- 3) 71.6% of the have no necessity of special lighting. Because they have no necessity of special light.

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Table No. 11 -

A table showing arrangement of ventilation in the Foundry.

S.No.	Ventilation provision	No. of respondents	Percentage
1)	Air cool machines provided	6	2.4 %
2)	Air cool machines not provided	24	9.6 %
3)	Air cool machines not necessary	220	88.0 %
	Total	250	100.0 %

A) ANALYSIS -

- 1) 2.4% of respondents use Air cool machines in the work spot.
- 2) 9.6% of them do not use Air cool machines.
- 3) 88% of respondents have no necessity of Air cool machines.

B) INTERPRETION -

- 1) With the help of above table we can say have management as provided Air cool machines to 2.4% respondents. In seprate room respondents are doing job of piston checking and pistons measurement. So in that room Air cool is provided.
- 2) Management has not provided Air cool machines to the 9.6% respondents. They have no necessity of Air cool machines.
- 3) 88% of them get ventilation from fans, open windows etc. So air cooling machines are not given to them.

Table No. 12 -

A table showing shift distribution of the workers in the factory.

S.No.	Shifts	No. of respondents	Percentage
1)	First Shift	102	40.8 %
2)	Second Shift	74	29.6 %
3)	Third shift	26	10.4 %
4)	General Shift	48	19.2 %
Total		250	100.0 %

A) ANALYSIS -

- 1) 40.8% of the respondents are working in First shift.
- 2) 29.6% of respondents are working in Second shift.
- 3) 10.4% of respondents having Third shift.
- 4) 19.2% of them respondents are working in General shift.

B) INTERPRETION -

1) Above table indicates that majority of the workers are working in First shift i.e. 40.8%. Generally in all factories most of the workers are working in First shift. Because in day every one can do his job without any problem. So, it leads to high production in the factory. Some workers are not interested to do work in night i.e. in Second or Third shift. Because of their personal or domestic problems.

First shift starts from 8 am to 4.30. It is compulsory

to every worker to join their duty intimes. If they come by late i.e. more than 10 minuts or above then concernel department will gives them warning.

2) 29.6% of them are working in Second Shift. This shift starts from 4.30 pm to 1 am. In this shift number of workers is less and outputs also low.

3) In this factory Third shift too is going on. It starts from 1 am to 8 am. For this shift also workers have to come intime for their duties. Heve third shifts is also going on which means goods producted from this factory have demand in the worker. In third shift workers' strength in less. So in this factory only 10.4% workers are working in third shift.

All workers are shifted in all shifts i.e. First, Second, and Third. Same worker will not work in one shift continously, only few workers are working in First shift continously because of their personal problems.

4) General shift is going on between 8. am to 4.30 pm. In this shift office workers are working. Otherwise, it is not possible to do day - to- days official work. That is why along with 1st, IIInd, and IIIrd shifts general shift is also very necessary.

GRAPH-12 Graph showing distribution of shifts to the workers

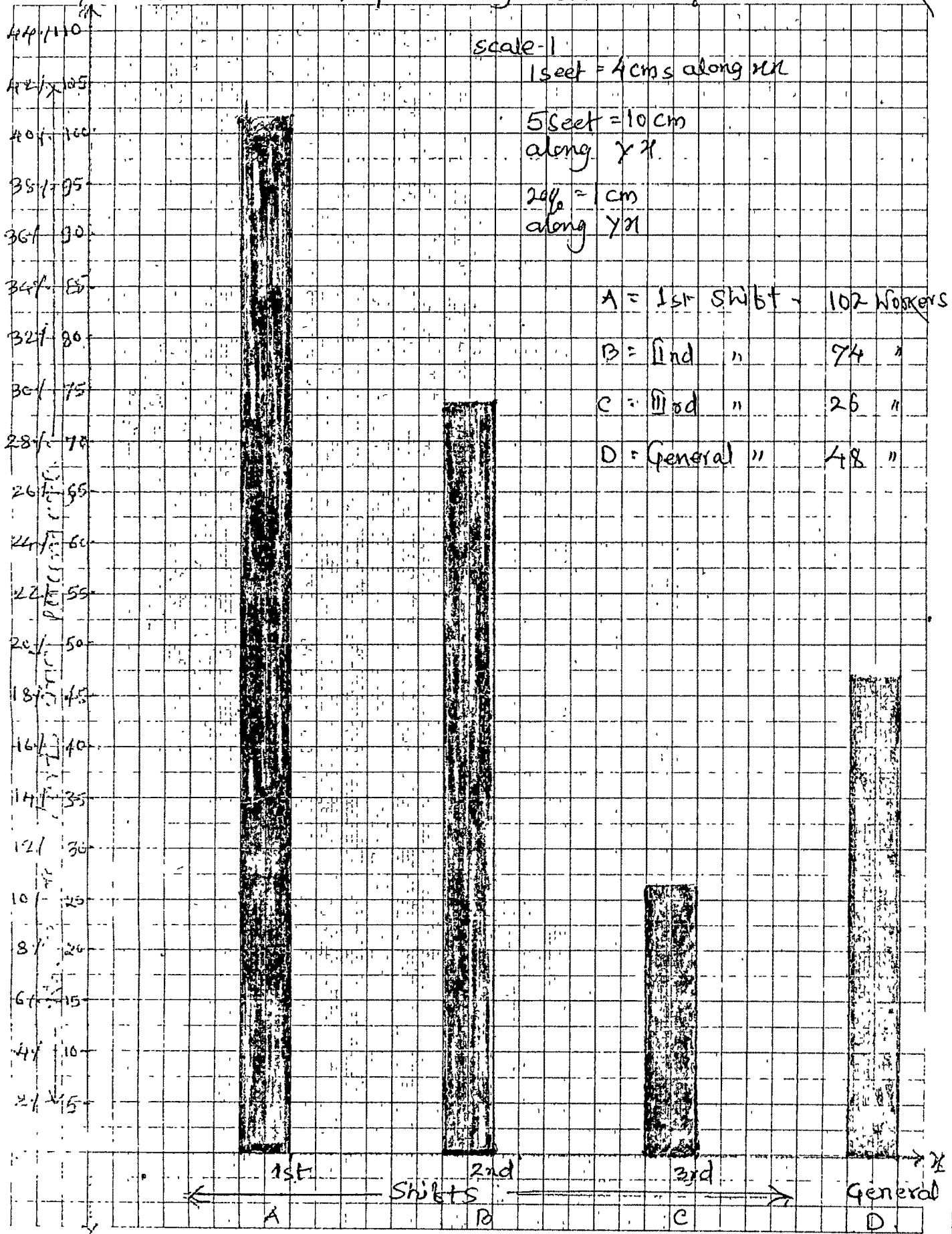


Table No. 13 -

A table showing safe guards provided to the machines.

S.No.	Safe Guards	No. of respondents	Percentage
1)	Safe Guards provided to the machines.	216	86.4%
2)	Safe Guards not necessary	34	13.6%
Total		250	100.0%

A) ANALYSIS -

- 1) 86.4% of respondents are working with the help of safe guards.
- 2) 13.6% of them are working without the help of safe guards.

B) INTERPRETION -

1) Majority of workers are working in the factory with sufficient safe guards i.e. 86.4%. According to this all machines are kept full safe guards, e.g. striking gear, devices for cutting off power, moving belts. Periodically factory checks all the machines. If they find any mistakes with the machines the they change the machine or parts thereof.

2) 13.6% of respondents are not provided safe guards, because they are working in officies. It is not necessary to provide any safe guards to those who are working in the officer. That is why there workers working without any safe guards.



Table No. 14 -

A table showing distribution of the goggles to the workers.

S.No.	Distribution of Goggles	No. of respondents	Percentage
1)	Goggles are given	18	7.2 %
2)	Goggles are not given	06	2.4 %
3)	Goggles are not necessary.	226	90.4 %
	Total	250	100.0 %

A) ANALYSIS -

- 1) 7.2% of respondents are having goggles to wear on work spot.
- 2) 2.4% of them have no goggles on work spot.
- 3) Out of 250 workers 90.4 % have no necessity of goggles during the work hours.

B) INTERPRETION -

1) With the help of above table here we can explain as under :

According to factories Act, 1948 (sec-35) factory has provided goggles to the workers for protection of their eyes against any danger, in working period. The risk of injury to the eyes may be from the particles or by reason of exposure to excessive light.

~~2) Management has not given goggles to the workers i.e.~~

2) Management has not given goggles to the workers i.e. 2.4% respondents, eventhough they are working on dangerous places. The researcher asked the workers whether they have necessity of goggles, then they said 'Yes', but management has not provided.' Because that

work is not dangerous like other work. But as per workers view some times injury may take place.

3) 90.4 % of respondents have no goggles. It means management has not provided and also it is not necessity to provide goggles to them. Because they are not working on dangerous places, because of which injury will happen to the eyesight of the workers.

Table No. 15 -

A table showing distribution of hand gloves to the workers according to their work.

S.No.	Distribution of the Hand gloves	No of respondents	Percentage
1)	Hand gloves are given	158	63.2%
2)	Hand gloves are not given	15	6.0%
3)	Hand gloves are not necessary.	77	30.8%
Total		250	100.0%

A) ANALYSIS -

- 1) The management has given hand gloves to the majority of workers i.e. 63.2 %.
- 2) Hand gloves are not given to some workers 6.0%.
- 3) 30.8% of respondents have no necessity of hand-gloves.

B) INTERPRETION -

- 1) As per factory Act, 1948 (sec-36A) Factory has provided hand gloves to the workers where ever necessary. Because hand gloves are very essential for them who are working in the foundry. With handgloves worker can work properly and without any danger. That is why to avoid any danger or injury, or because of heavy work hand gloves are very essential.
- 2) 6.0 % of respondents have no handgloves. It

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means factory has not provided hand gloves to them. They are also working in foundry. The management has to provide hand gloves to them too.

3) 30.8 % of them are working without handgloves. It means they have no necessity of them. They are not working in foundry and because of their work no injury will happen to them without hand gloves they can work.

Hand gloves given to the workers are fit for their hands. They have no problems. They use one pair hand gloves up to one or two weeks.

Table No. 16 -

A table showing distribution of shoes to the workers.

S.No.	Distribution of Shoe	No. of respondents	Percentage
1)	Shoes are given	71	28.4 %
2)	Shoes are not given	14	5.6 %
3)	Shoes are not necessary	165	66.0 %
	Total	250	100.0 %

A) ANALYSIS -

- 1) Factory has provided shoes to workers i.e. 28.4 %
- 2) 5.6% of them have no shoes provided.
- 3) 66% of respondents have no necessity of shoes.

B) INTERPRETION -

1) Above table shows that as per factory Act, 1948 the management has provided shoes to the workers, where ever necessary. Because shoes are very essential to the workers who are working in the foundry and in dangerous places. In foundry without shoes worker can not work properly and easily. Small iron pieces and lot of heat is there. In this situation workers have to shift materials from one place to another place to do work. Without shoes is difficult like these areas. So, shoes are necessary to avoide injuries, accidents due to heat, iron peaces, heated liquid, casting etc.

2) The management has not provided shoes to 5.6% of respondents. It is one of the drawbacks. These respondents are working in foundry. They have too much necessity of shoes. But when investigator asked them why they are not using shoes while working, they said, the management has not provided them shoes.

3) 66 % of them have no necessity of shoes. Because they are not working in foundry or in any dangerous place. Because of their work no injury will happen. That is why factory did not provide shoes to them.

Shoes provided by the factory are well prepared. After using a shoes workers do not feel any adverse effect to their legs, while working. After every five months the shoes are changed.

Table No. 17 -

A table showing distribution of Dress of the respondents.

S.No.	Distribution of Dress	No. of respondents	Percentage
1)	Dress is distributed to Blue colour worker	182	72.8%
2)	Dress is distributed to white colour worker	34	13.6%
3)	Dress is not distributed	34	13.6%
Total		250	100.0%

A) ANALYSIS -

- 1) Factory has provided dress to respondents i.e. 72.8%
- 2) Factory has dress (uniform) of the office staff i.e. 13.6 %.
- 3) 13.6 % of them have dress is not provided.

B) INTERPRETION -

1) The management has provided factory dress to the permanent workers i.e. 72.8%. Every year Two Pairs of dress are provided. It is binding to every management to provide the dress. Because while working workers will not use their dress. It is one of the welfare facilities. If factory provides dress then worker will work freely with the machines.

In above table firstly mentioned in is blue colour worker. As per factory Act, 1948. Blue colour worker is one who is working on shopt. These workers dresses are different than the office staff.

White colour means a worker who is working in office, Their dress colour is different. Outside person can immediately identify who is worker and who is staff member. For this purpose every factory is separated into above the categories.

2) . Factory has provided dress to office workers also. They also having two pairs of dress in a year.

3) Factory does not provide dress to 13.6 % respondents because they are not permanent workers. Only permanent workers are eligible to get dress.

Table No. 18 -

A table showing provision of leave with wage
to the workers.

S.No.	Provision of leave will	No. of respondents	Percentage
1)	Leave with wages provided	182	72.8%
2)	Leave with wages not provided	68	27.2%
	Total	250	100.0%

A) ANALYSIS -

- 1) Factory has provided leave with wages to the workers i.e. 72.8 %.
- 2) 27.2% of them have no leave with wages.

B) INTERPRETATION -

- 1) Above table indicates that majority of workers get leave with wages, because they are permanent any permanent workers are eligible to get leave with wages.
- 2) 27.2% of respondents have no leave with wages because they are not permanent workers. They are on temporary basis, casual and on probationary period. These workers are not eligible to get leave with wages as per Act. So factory does not give leave with wages to them.
- 3) Factory has provided leave with wages as below.
 - a) Casual Leave - 7 days in a year.
 - b) Sick Leave - 7 days in a year.
 - c) Earned Leave - It is dependent upon his previous years working days, i.e. one day for every twenty days of work done by him during the previous calendar year.
- 4) Workers are allowed to encash their leaves in the last week of the year. Only Earned Leave and Casual leave may

be encashed and sick leave will be carried in next
year leaves.

Table No. 19

A Table showing the distribution of workers according to their wages / salaries.

S.No.	Wage/Salary group	No. of respondents	Percentage
1)	Below 500 Rs. P.M.	37	6.8%
2)	501 to 1000 Rs. P.M.	120	24.4%
3)	1001 to 1500 Rs. P.M.	48	48.0%
4)	1501 to 2000 Rs. P.M.	40	16.0%
5)	2001 and above	12	4.8%
Total		250	100.0%

A) ANALYSIS -

- 1) 6.8% of respondents get wages below 500 Rs. P.M.
- 2) 24.4% of respondents get wages between 500 to 1000 Rs. per month.
- 3) 48.0% respondents get between 1000 to 1500 Rs. per month.
- 4) 16% respondent get wages range of 1500 to 2000 Rs.p.m.
- 5) Only 4.8% of respondents get wages more than 2000 Rs. permonth.

B) INTERPRETATION -

Above table clearly indicates that majority of respondents get wages/salaries in between 1000 to 1500 Rs. per month. It shows wages of the workers in this factory are good and workers are satisfied with their wages.

There are some workers who are working below the wage of 500 Rs. per month i.e. 6.8%. They are in probationary period. After permenance they will get good wages/salaries.

In this factory work is rated by time rate not by piece, so workers feel this is good.

Table No. 20 -

A table showing the distribution of the workers according to deductions from their monthly wages.

S.No.	Deduction from wages	No. of respondents	percentage
1)	Recovery of society loan	134	53.6 %
2)	Recovery of Advance	40	16.0 %
3)	Absence from duty	20	8.0 %
4)	Canteen deduction.	56	22.4 %
	Total	250	100.0 %

A) ANALYSIS -

- 1) 53.6% of respondents amount is deducted from their monthly wages for recovery of loans.
- 2) 16% of respondents amount is recovery of advance.
- 3) 8% respondents amount is deducted for their Absence from duty.
- 4) 22.4% them have canteen deductions.

B) INTERPRETION -

- 1) Above table shows majority of workers have borrowed society loan from the factory i.e. 53.6% so some amount is deducted from their wage every month.
- 2) Some workers amount is deducted as advance recovery. It means workers get cash as a advance before month end to meet their necessary requirements. That may be personal or domestic.
- 3) If workers remain absent from their duty after completing of their all leaves then automatically wages will be deducted.
- 4) If workers use canteen service on coupon basis then

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this amount is deducted from monthly wages.

This shows that several facilities are extended by the factory to the workers. But, many a times the workers do not use these facilities in right spirit.

Table No. 21 --

A table showing distribution of yearly Bonus.

S.No.	Distribution of Bonus	No. of respondents	Percentage
1)	Bonus given to	178	71.2%
2)	Bonus not given to	72	28.8%
	Total	250	100.0%

A) ANALYSIS -

- 1) 71.2% of respondents have got yearly bonus i.e. 20%.
- 2) 28.8% of them have not got bonus.

B) INTERPRETION --

1) As per above table we can state that majority of respondents got yearly bonus i.e. 71.2%. As per bonus Act, 1965 factory has provided 20% of bonus. It shows factory is in profit. Factory has provided 20% in its own interest. It means relationship between the management and workers is good.

2) 28.8% of respondents have not got yearly bonus because they are appointed newly and some are in probationary period.

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Table No. 22 - Table

A table showing the distribution of the workers according to bonus utilization.

S.No.	Bonus amount expenses on	No. of respondents	Percentage
1)	Repaying the loan	92	36.8 %
2)	Daily expenses	56	22.4 %
3)	Domestic work	45	18.0 %
4)	For festival	35	14.0 %
5)	Saving	22	8.8 %
Total		250	100.0 %

A) ANALYSIS -

- 1) 36.8% of respondents spend their bonus amount to repay their loans.
- 2) 22.4% of respondents use their bonus amount for daily expenses.
- 3) 18 % of respondents spend their bonus amount for domestic work.
- 4) 14% of respondents spend their bonus amount for festival activities.
- 5) Only 8.8% of respondents save in banks.

B) INTERPRETATION -

1) This table shows that majority of respondents i.e. 36.8% use their bonus amount to repay the loans. It means most of workers are in debt. Some spend it on daily expenses, for domestic work, e.g. repairing the house, building new houses, purchase foodgrains etc. Others spend for festival purpose.

Only few workers save their bonus amount in bank accounts i.e. 8.8%. They are those who have other sources


of income, e.g land income, business etc.


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
GRAPH-22


This Graph showing distribution ^{utilization} of ~~of~~ Bonus of the workers.


scale - 1 Degree = 3.27 Respondent

 = 132.48% Repairing the loan

 = 80.48% Daily expenses

 = 64.8% Domestic work

 = 50.48% for festival

 = 31.6% Saving

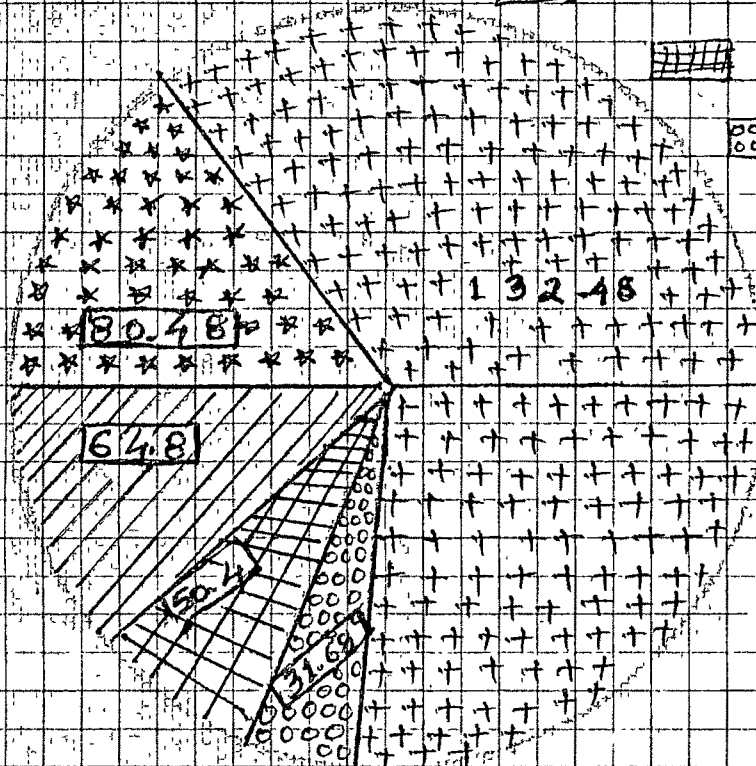


Table No. 23 --

A table showing distribution of workers allowed to

Over time ----

S.No.	Workers' categories	No. of respondents	Percentage
1)	Blue Colour worker including shopfloor supervisors.	226	90.4 %
2)	White Colour worker & whole office staff	24	9.6 %
	Total	250	100.0 %

A) ANALYSIS -

- 1) 90.4% of respondents are allowed overtime work.
- 2) Only 9.6% of respondents are not allowed over time work.

B) INTERPRETION --

1) Above table indicates that majority of workers are allowed to do over time work in this factory. Generally all are allowed to over time work in an industrial establishments except office staff. It means workers are satisfied with their work. This table also shows that quality goods are produced by this factory which has a fair demand in market. That is why majority of workers are allowed over time work i.e. 90.4 %.

2) Only few workers are not allowed over time because they are working in offices and office staff has not been allowed over time. However if work is heavy then overtime will be allowed for some days, but it is not given universally as in the case of workers.

3) Workers get over time amount double their basic wage.

Table No. 24 -

A table showing distribution of workers according to special allowance given.

S.No.	Special allowance group	No. of respondents	Percentage
1)	Special allowance given	182	72.8 %
2)	Special allowance not given	68	27.2 %
	Total	250	100.0 %

A) ANALYSIS -

- 1) 72.8% of respondents get special allowance amount along with their monthly wage.
- 2) 27.2% of respondents do not get special allowance.

B) INTERPRETATION -

1) With the help of above table we can explain have that majority of workers get special allowance amount. It means those are working in a third shift, will get one rupees per day extra and who are working in laboratory in third shift will get one rupees and will allowance two rupees extra. Generally, shifts are changing every week. So all workers are working in all shifts. So majority of workers get special allowance. It is very good idea of the management. Because worker will feel happy with management and production increases too.

2) 27.2% of respondent do not get special allowance because they are not working in third shift. They are working in general, first, and second shift. As per rule only those working in the third shift are allowed to get special allowances.

Table No. 25 --

A table showing distribution of respondents according to allowances categories.

S.No.	Allowances Categories	No. of respondents	Percentage
1)	Only Basic wage (fixed)	6	2.4%
2)	Conveyance allowance		
3)	HRA		
4)	Basic + Dearness allowance		
5)	Washing allowance	244	97.6%
6)	Night shift allowance		
Total		250	100.0%

A) ANALYSIS -

- 1) Only 2.4% of respondents get fixed allowances.
- 2) 97.6% of respondents get all allowances.

B) INTERPRETION -

The table shows that majority of respondents have got all allowances provided by the factory as per factory Act, 1948 i.e. 97.6%.

They include -

- 1) Dearness allowance.
- 2) Conveyance allowance.
- 3) Washing allowance.
- 4) Night Shift allowance.

It indicates that only worker and below managerial level workers are allowed to enjoy above allowances. That is why majority of respondents are getting all allowances.

- 2) Only 2.4% of respondent are not eligible to Dearness allowance because their basic amount is fixed. If is high than the worker. They also get conveyance allowance and House Rent allowance. Other than these two allowances they are not eligible to any other allowances.

Table No. 25 -

A table showing distribution of workers view points regarding Canteen Services.

S.No.	Canteen Services	No. of respondents	Percentage
1)	Good	122	48.8 %
2)	Some what good	91	36.4 %
3)	Not good	37.	14.8 %
Total		250	100.0 %

A) ANALYSIS --

- 1) 48.8 % respondents said that Canteen Services are good.
- 2) 36.4 % of respondents opined that Canteen Services are some what good.
- 3) Only 14.8 % of them mentioned that Canteen Services are not good.

B) INTERPRETION -

- 1) Above table indicates that in this factory Canteen facility is available and its services are good as per majority of respondents views i.e. 48.8 %.
- 2) 36.4% respondents said that Canteen Services are some what good. It means its rates are not satisfied.
- 3) Only 14.8% respondents said that Canteen Services are not good, because its rates are unreasonable and the quality of food and other eatables served is not good.

U -

(I) Working Conditions ---

1) Cleanliness -- As per Factory Act, 1948 Sec-II every factory shall be kept clean and free from effluvia arising from any drain, privy or other nuisance. Accumulation of dirt and refuse shall be removed daily by some effective method.

According to workers view this factory is cleaned everyday with effective method. Dust and fume are removed from all departments where ever it existed.

2) Wherever machines are kept for production purpose they are cleaned and checked periodically, without fail. After cleaning machines are oiled.

3) As per rules factory has made drainage facilities in the work spot. They are cleaned on rest day.

4) Where ever roofs, belts, safty guards are there with the machines, they are checked on rest day. If there are any drabacks then they change the parts.

5) Each walls of the factory building is painting every year. They use white colour to paint the walls.

(II) Lighting Arrangements --

1) As per Factory Act, 1948(sec-17) in every part of the factory where workers are working or passing there sufficient and suitable lighting both natural and artificial is provided and maintained.

All work rooms are kept with sufficient glasses.

Every worker should get light both artificial and natural.

As per workers view point every worker gets sufficient light both natural and artificial during his working hours. Some worker use special light for finishing the materials.

(III) Ventilation --

1) According to factory Act, 1948 (sec-13) every factory has to provide effective and suitable ventilation in each department.

All workers said that, they get sufficient during their work hours. There are effective arrangement in each department for keeping suitable temperature. e.g. Air cool machines, fans, open windows etc. Exite machines are kept for out going of bad ventilation from work place.

(IV) Drinking water facility --

1) As per factory Act, 1948 (sec-18) each factory has to effective arrangements for ~~in~~ drinking water facility at suitable places.

According to workers view in each departments drinking water facility is made. Every day fresh water is provided. Arrangement of cool water is made in hot days. From 20 feet of washing place and urinal and la latrins drinking water is kept. steel glasses are kept for drinking the water.

(V) Latrins and Urinals --

According to factory Act, 1948 (sec-19) had

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laid down that every factory, seprate enclosed accommo-
dation of latrines and uninals of prescribed type for
males and femals worker shall be provided.

As per workers view point factory has provided
sufficient latrines and uninales. Seprate arrangements
in made for male and female workers. Latrines and
uninals are cleaned with effective method every day.
Sufficient. Sufficient lighting and ventilation arrange-
ment is made in all latrines and uninales.

(VI) Spittons --

As per factory Act, 1948(sec-20) every factory,
there shall be provided a sufficient number of spittons
in convenient places and they shall be maintained in a
clean and hygienic condition.

According to workers view, in this factory no
spittons boxes provided by the factory.

So, this is are of the main drabacks of the
factory that it has not provided spitton boxes. It is
binding that each management has to provide this Facility.

Generally every man has some habits, e.g. smoking,
eating pan and tubaco. So factory has to provided spitt-
ons boxes to spit. Other wise worker will spit near the
machines. Because it is not possible to go out side
every time to spit. Going out side off only means they
have to top machines. If they stop machines off every

time, it will have effects on production as well as on the worker. If a worker spits inside the factory, it will have bad effect on the other workers, i.e. bad smell will start.

So, above all these reasons every management has to provide spitton boxes in all department of the factory.

Welfare Facilities --

According to factory Act, 1948 (sec-40 to 50) every employer has to provide all welfare facilities to his employees. It is binding on each owner of the industrial establishment. The various provisions in this regard are as follows.

(I) Washing Facility --

In this factory the management is provided adequate and suitable washing facilities in many department. All work basins are with sanitary tiles and all are kept clean with effective method every day. Sufficient water is provided to wash hands and faces. All workers use wash basins to wash their hands.

However, there is no separate arrangement of washing facility to males and females.

(II) Rest Rooms --

The management has made suitable and sufficient arrangement for taking rest in rest hours. In that room worker can take their meals freely. It is kept clean every day. Blankets are provided in rest room. Because

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thirt shift workers~~are~~ are using those blankets for sleep. Blankets are washed every month.

(III) First - Aid boxes --

As per Factory Act, 1948 factory has provided first -aid boxes in all departments. All boxes are kept with sufficient and necessary medical equipments. They are kept at suitable places. On each box they have written "First-Aid Box", with red colour. As and when necessary workers use these first-aid boxes. Management has given training to some workers as to how these boxes can be used.

(IV) Canteen Facility --

The state govt may make rules requiring that in any specified factory where in more than 250 workers are ordinarily employed, a Canteen shall be provided. So, in this factory too Canteen facility is available. It provides meals, snacks, and tea. Tea and snacks are provided on the work spot ~~times~~ a day. Services are good but Canteen rate are not satisfactory. It means items are not provided at cheap rate.

(V) Medical Facility --

This factory has provided medical facility to its workers and their families. The workers are satisfied with this service. There are few workers who get help from the factory for their special medical treatments due to their prolonged illness. There are five factory Medical Officers designated by the factory in different areas of city. workers go to their hospitals any in case of need.

According to workers view point all are sufficiently satisfied with all above welfare facilities provided by the management. There is no problems related to these facilities among the workers.