

**CHAPTER I.**

**CONCLUSIONS AND SUGGESTIONS.**

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On the basis of the collected data the researcher has drawn the following findings and conclusions with the help of statistical tables given in chapter IV

CONCLUSIONS -- I

(1) PERSONNEL DATA :

- 1) AGE :There are no workers below the age group of 20 years. Majority of young and experienced workers are there. It showing that management has appointed the workers above the age group of 20 years as per factory Act, 1948.
- 2) SEX :In this factory all are was workers in the production sector. Only few women workers are working as clerks in office.
- 3) MARITAL STATUS :Most of the respondents are married and any few are unmarried.
- 4) DISTANCE FROM THE COMPANY :Majority of the workers come from 5 to 10 kms. distance. It means that, they are staying near the factory. It is good because workers can come to their duty intime without any problems.
- 5) MODE OF CONVEYANCE : Most of the workers use cycle to come to the factory for their work. It shows that they live near the factory and so there is no necessity of bus or any other means of conveyance.

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- 6) TYPE OF WORK :Majority of the workers are skilled workers, some are semi-skilled, and few are unskilled.
  - 7) NATURE OF EMPLOYMENT :In this factory, most of the workers are permanent and some are temporary and few are on the basis of probation.
  - 8) LENGTH OF SERVICE : Most of the workers are having experience of between 10 to 15 years. It means that, this factory has experienced workers. Further the relationship between the management and workers is good.

**II) WORKING CONDITIONS :-**

- 1) CLEANLINESS : as per the factory Act, 1948 (sec-11) this factory is cleaned every day with effective method. Dust and fumes are removed from all departments. All machines are cleaned, checked, and oiled every week. workers of this factory are satisfied with the cleanliness aspects.
- 2) LIGHTING :According to workers view, the management has provided sufficient lighting facility to every department, both natural and artificial. special lighting arrangement is also provided wherever necessary.

3) VENTILATION : According to factory Act, 1948(sec-13)  
 the Menon Pistons has provided effective  
 and suitable ventilation facility in  
 each department. Workers were of opinion  
 that, they get sufficient ventilation  
 both artificial and natural during their  
 working hours.

4) Drinking Water: As per the factory Act, 1948 (Sec-18)  
 Facility the management has provided sufficient  
 drinking water facility in every depa-  
 rtments. According to workers view. Cool  
 water is provided during summer season.  
 Steel glasses are provided to drink the  
 water.

5) SPITTOON : According to the factory Act, 1948(sec-20)  
 BOXES every factory should provide sufficient  
 spitton boxes in each department of the  
 factory. But in this factory there is not  
 even a single spitton box in any department.  
 All workers are dissatisfied with this  
 provision.

: FACILITIES :

III) ~~WELFARE~~ : WELFARE :

1) WASHING : According to workers, the management has  
 FACILITY provided adequate and suitable working  
 facilities in many departments, sufficient  
 water is provided in washing rooms.

- 2) **REST ROOMS** : In this factory. Suitable and sufficient number of rest rooms are there. Rooms are cleaned every day. Blankets are provided in every restroom.
- 3) **FIRST-AID BOXES** : As per the factory Act, 1948, the management has provided first-aid boxes to all the departments with sufficient medical equipments in thous. Workers are satisfied with this provision.
- 4) **CANTEEN FACILITY** : As per state Government rules where ever 250 workers are working in a factory the management of that factory has to provide canteen facility. As such in this factory canteen facility does exist. Most workers are not e satisfied with this provision, because rates are not satisfactory.
- 5) **MEDICAL FACILITY** : In this factory all workers do get medical facility for themselves and for their family members. All workers are satisfied fully with this provision.

**IV) SHIFT SYSTEM :**

In this factory four shift are going on. The following are shift times.

<u>SHIFTS</u>	<u>TIME</u>
1) First shift	- 8.00 am to 4.30 pm.
2) Second shift	- 4.30 pm to 1.00 am.
3) Third shift	- 1.00 am. to 8.00 am.
4) General Shift	- 8.00 am. to 4.30 p.m.

Majority of the workers are working in first and general shifts. In general shift only officers and few workers are working continuously. They have no changes of shifts. Remaining all workers re working in all shifts.

V) SAFETY MEASURES :

- 1) **SAFE GUARDS** : In this factory all machines are kept with sufficient safe guards. Machines are checked every week i.e. are the rest day.
- 2) **GOGGLES**: The management of this factory has provided goggles to its workers wherever necessary. Goggles provided by the management are checked by the Medical Officer.
- 3) **HAND GLOVES** : Every worker who has the necessity of hand gloves gets them for their work. Hand gloves are sufficient for every worker.
- 4) **SHOES**: The management has provided shoes to its workers wherever necessity. Shoes provided by the management are well prepared and do not give any bad effect to legs of the workers.
- 5) **DRESS**: Every worker gets two pairs of dress in a year. The management has provided dress to office staff also. All workers get washing allowance too their dress.

VI) ANNUAL LEAVE WITH WAGES :-

- 1) **LEAVE WITH WAGE**: The management of Menon Piston Factory has made provision for all types of leaves

to its permanent workers. The different types of leaves are as under.

- 1) Casual Leave.
- 2) Sick Leave.
- 3) Earned Leave.

First and second Category of leave is fixed by the management and third is calculated by the workers themselves at the rate of 1 day for every 20 days of their service of previous year.

2) WAGES: The management has provided reasonable wages to its workers. All the workers are satisfied with the wage structure of their factory.

There are however, some deductions from the workers wages e.g. provident fund, family pension, recovery of society loan, canteen deduction, monthly advance etc.

3) BONUS: The management of Menon Piston has provided yearly bonus to its workers i.e. 20% which shows that the factory is earning good profit out of its production. All are satisfied with this provision.

Majority of the workers spend their bonus amount for repaying their loans. It shows that most of them are in debt. Only a few workers spend their bonus amount for domestic expenditure. In every few cases the bonus amount is put in bank as saving.

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**VII) ALLOWANCES :**

**1) OVER TIME:** The management has provided over time allowance to its workers i.e. double of the basic and the dearness allowance wages.

There are other special allowances, e.g. for the workers who work in third shift, they will get 1 rupee extra per shift. Rs. 2 extra i.e. Milk allowance are provided for those working in laboratory.

**2) ALLOWANCES AS PER FACTORY ACT, 1948 :**

All workers of the Manan Pistons are getting the below noted allowances.

- |                       |                                  |
|-----------------------|----------------------------------|
| 1) Dearness allowance | 2) Conveyance allowance          |
| 3) Canteen allowance  | 4) Night and working allowances. |

**VIII) GENERAL :-**

**1) TRADE UNION:** In this factory only one Trade Union and there. Its name is "Manan Pistons Employees Association." Two hundred and ten members are there in this union. The membership fee per year is Rs.2/- only. As per workers view Union's activities are quite satisfactory. The relationship between trade Union and the management is very harmonious and good. Whenever necessary they they come together for solving the problems.

**2) DISCIPLINARY :** The management has adopted the following  
MEASURES disciplinary measures to keep the  
workers contributing to efficient

continuous work in the factory. e.g.,

- 1) Oral warning
- 2) Written warning
- 3) Transfer
- 4) Show cause notice
- 5) Dismissal

In this factory only a few workers in the past were served with oral and written warnings. Some are served with show cause notices and charge sheets. Only few are dismissed from the work.

**: SUGGESTION :**

During the course of data collection, the researcher discussed with the Personnel Manager of Menon Pistons factory and tried to ascertain the difficulties of the workers and limitations that existed in the factory. The following are the same of difficulties.

1) The main drawback that exists in this factory is the lack of spittoon boxes. As per factory Act, 1948 (sec-20), every factory has to provide this facility, but this is not provided in this factory. Most of the workers are dissatisfied with this provision. So, it is expected that the management should provide the spittoon box in every department where ever necessary and try to avoid the contamination of the whole environment of the factory.

2) Second difficulty seen in Menon Pistons factory is that of the poor quality and high prices of the eatable items available in the canteen. Workers are not satisfied with this. Hence, the management should try to improve the canteen facility by lessening the prices of various eatables.