

PART- III VIDARBHA MILLS BERAR, ACHALPUR.

CHAPTER-4

PERSONAL DATA AND SERVICE

CONDITIONS OF WORKERS

Chapter - 4Personal Data and Service Conditions of Workers

This chapter includes personal information and information about service of workers - Age, caste, religion, mother tongue, marital status, educational level of respondents. The education may tell the standard of living condition of the respondents. And also includes, year of joining present employment, previous employment, nature of previous work, nature of present service.

Age :- Age is very important factor in the life of individual. From the age individual changes his ability and thinking power. The age signifies the productivity capacity of an individual and of economic gain.

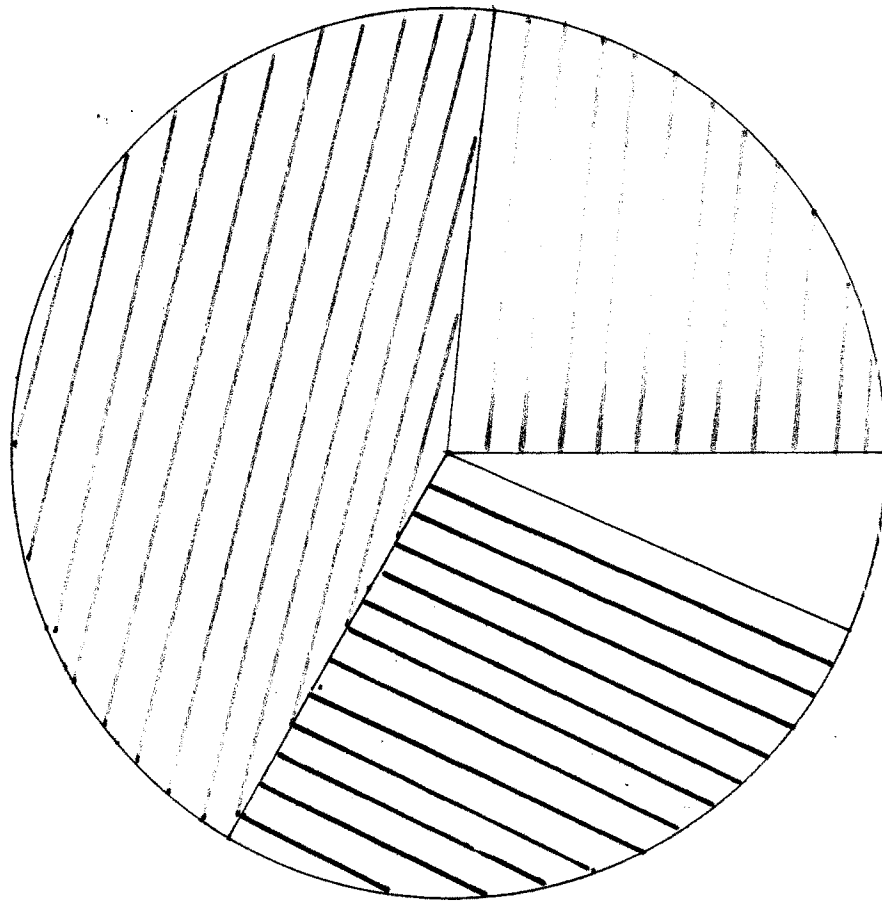
Table 4.1Age of the respondents

S.N.	Age	No. of Respondents	Percentage
1	20 - 30 years	6	6.66
2	31 - 40	24	26.66
3	41 - 50	39	43.33
4	51 - 60	21	23.33
	Total	90	100.00

DIAGRAM 4.1

AGE OF RESPONDENTS

SCALE: - 1 RESPONDENT = 4°



○ 20-30 Yr.

◐ 31-40 Yr.

◑ 41-50 Yr.

◒ 51-60 Yr.

The above table indicates that 6.66% of the respondents whose age is between 20 to 30 years, 26.66% are respondents between age group 31 to 40 years, 43.33% of respondents are in 41 to 50 and 23.33% are in 51 to 60 years age group.

Caste :- Caste system which is peculiar institution of Hindus has effect on their economic, social life in many ways. In Indian culture there are so many castes.

The following table shows the number of respondents belonging to different castes.

Table 4.2

Caste of Respondents

S.N.	Caste	No. of Respondents	Percentage
1	Brahmin	12	13.33
2	Kunbi	36	40.00
3	Mahar	12	13.33
4	Mali	9	10.00
5	Sonar	7	7.77
6	Others	14	15.55
Total		90	100.00

The above table indicates that maximum respondents are Kunbi i.e. 40%. Brahmins and Mahar are 13.33% each, 10% are Mali, 7.77% are sonar and 15.55% are others.

Religion :- Religion plays a very important role in social change and a means of social control and source of social progress and has certain other important functions to play in the personality development.

Following table indicates the religion of the respondents.

Table 4.3

Religion of respondents

S.N.	Religion	No. of Respondents	Percentage
1	Hindu	69	76.66
2	Muslim	7	7.77
3	Christian	Nil	-
4	Buddha	14	15.55
Total		90	100.00

Table 4.3 shows that 76.66% respondents are Hindus, 7.77% are Muslims and 15.55% respondents are Buddhas.

Marital status :- Marital status is very important factor in the social life of an individual. Among many castes there are various types of marriage and various conditions under which it can take place. It is an important institution in a community.

Following table shows the marital status of respondents.

Table 4.4

Marital status of respondents

S.N.	Marital status	No. of Respondents	Percentage
1	Married	84	93.33
2	Unmarried	6	6.66
	Total	90	100.00

The above table shows that 93.33% of the respondents are married and 6.66% are unmarried.

So most of the respondents are married.

Educational level :- Importance of education needs emphasis in the development of nation and real aim of education is the development of individuals to the utmost of their potentialities.

According to R.D. Weibe, "education play a catalytic role in socio-economic development and that education is a great factor in raising the productivity of the worker in any sector of the country".

Table showing the standards of education of respondents.

Table 4.5

Educational level of the respondents

S.N.	Education	No. of Respondents	Percentage
1	Illiterate	6	6.66
2	Primary	17	18.88
3	Middle school	38	42.22
4	SSC	20	22.22
5	Graduate	9	10.00
	Total	90	100.00

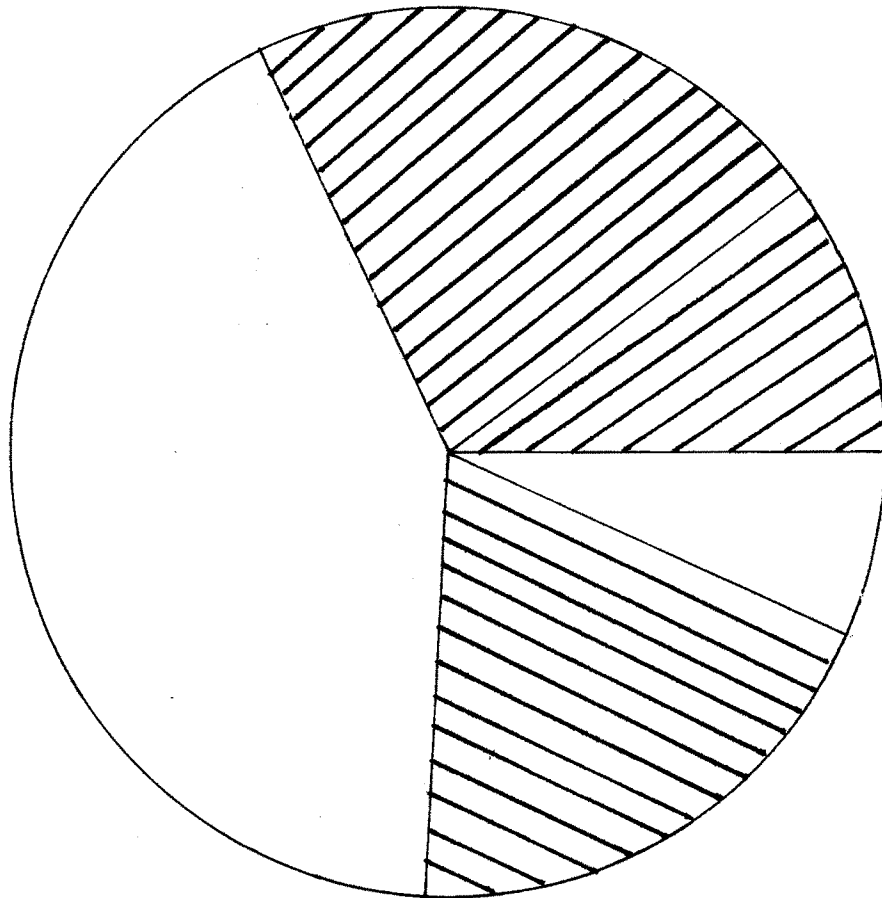
The above table shows that 6.66% respondents are illiterate, 18.88% are primary educated, 42.22% are middle school educated, 22.22% are S.S.C. and 10% are graduates.

DIAGRAM 4.2

EDUCATIONAL LEVEL OF RESPONDENTS

SCALE: -

1 RESPONDENT = 4°



ILLETERATE



PRIMARY



MIDDLE SCHOOL



S.S.C.



GRADUATE

Year of joining present employment :- The following table shows, in which year respondents joined present mill service.

Table 4.6

Year of joining present employment

S.N.	Year	No. of Respondents	Percentage
1	1960 to 1970	18	20.00
2	1971 to 1980	45	50.00
3	After 1980	27	30.00
	Total	90	100.00

The above table indicates that 20% respondents joined this employment in between 1960 to 1970, 50% respondents in between 1971 to 1980 and 30% of the respondents joined this employment after 1980.

So, maximum respondents joined this employment in between 1971 to 1980.

Were you employed previously?

The following table shows whether before this mill service respondents were working or not.



Table 4.7Employed previously

S.N.	Employed previously	No. of Respondents	Percentage
1	Yes	28	31.11
2	No	62	68.88
Total		90	100.00

Table 4.7 indicates that 31.11% respondents were working previously and 68.88% respondents were not working previously.

So maximum number of respondents have started earning from this employment.

Nature of previous work :-

In my study, 31.11% respondents were working previously. So following table shows, what was the nature of their previous work.

Table 4.8Nature of previous work

S.N.	Nature of previous work	No. of Respondents	Percentage
1	Agri. labour	21	75.00
2	Peon	3	10.71
3	Domestic servant	4	14.28
Total		28	100.00

Table 4.8 indicates that 75% respondents were agricultural labour before this employment, 10.71% were peon and 14.28% were working as domestic servants, previously.

So, maximum percentage of respondents are "agriculture labour" previously.

Nature of present service :

What is the nature of respondents' present service? He is temporary or permanent. Following table shows the nature of service.

Table 4.9

Nature of present service

S.N.	Nature	No. of Respondents	Percentage
1	Permanent	78	88.66
2	Temporary	12	13.33
	Total	90	100.00

The above table indicates that 88.66% respondents are permanent in their service and 13.33% respondents are temporary.

So maximum respondents are confirmed in present service.

Overtime :- According to the Minimum Wages Act, 1948, overtime means the work done by the workers in time over or above than the time prescribed.

In my study, 56.66% like over-time, due to less salary and weak economic condition.