

C H A P T E R - III

INTERPRETATION AND ANALYSIS OF DATA :

In this Chapter we intend to deal the aspects covered in the questionnaire in order to understand biodata, working conditions, length of service, awareness of employees towards the topic of study. We have already covered in the Key Concepts the meaning scope and application of workers' Participation in Management. The data based on responses is being presented hereafter.

C H A P T E R - I I I

- \* STATISTICAL TABLES,
- \* ANALYSIS AND
- \* INTERPRETATION OF DATA

T A B L E N O. 1.

Table showing the distribution of the respondents as per place of working.

The distribution of respondents as per the station where they were placed as per their job, requirements is being indicated below :

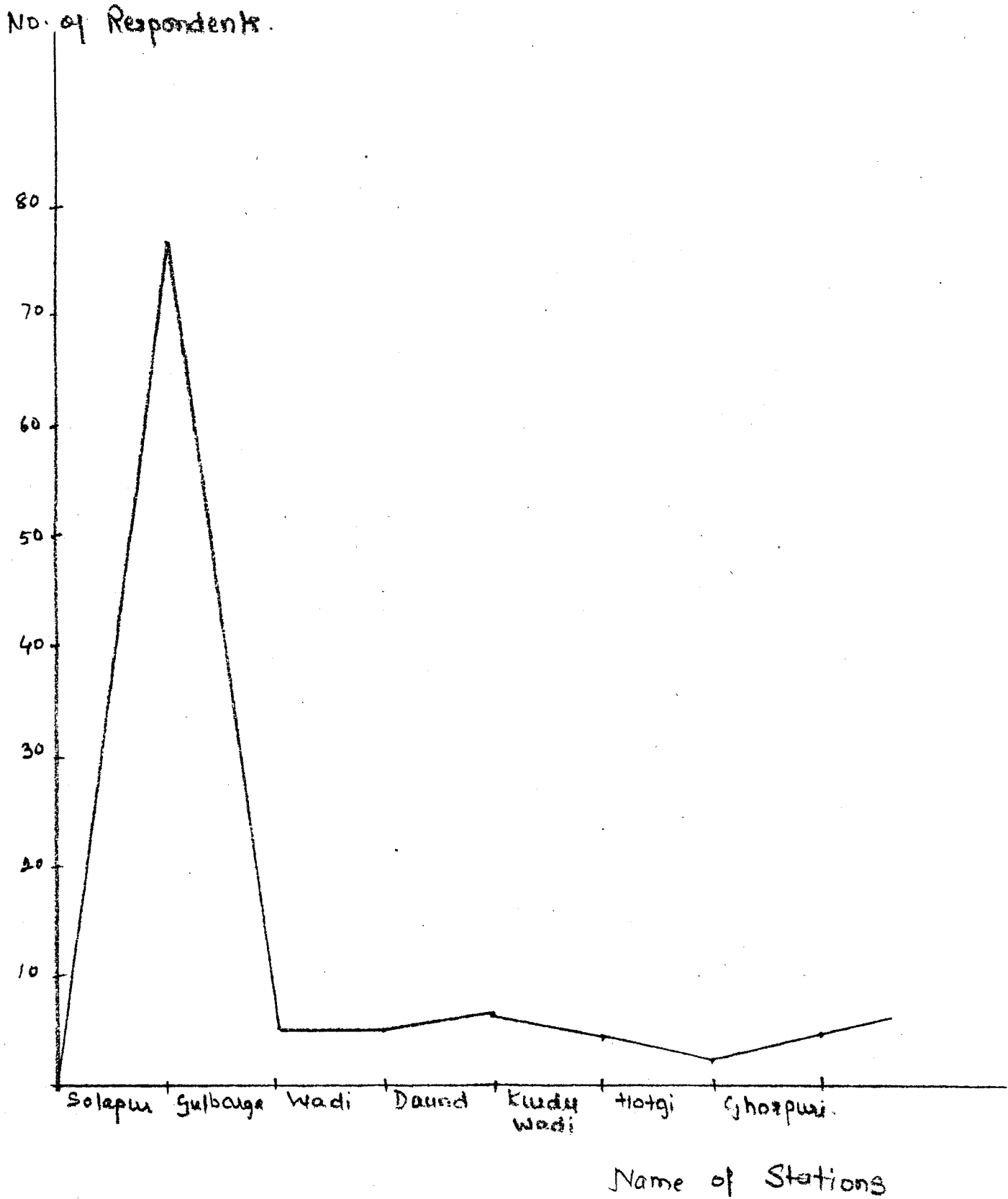
Name of the station		Number of Respondents
Solapur	..	76
Gulbarga	..	05
Wadi	..	05
Daund	..	06
Kurduwadi	..	03
Hotgi	..	02
Ghorpuri	..	03
		<hr/> 100

Scale:

Table No. 1

X axis = 2 cm = 1 Station

Y axis = 2 cm = 10 Respondents.



In all 6 different stations besides Solapur were represented in our study and the break has been indicated above. Out of these stations Ghorpuri is practically the area just 5 Kms. from Pune station and actually a long shunting yard lines are spread over upward to Pune side from Ghorpuri. However the staff required to work at Ghorpuri is experienced. Five junctions were represented in terms of selection of respondents. Out of these Kurduwadi and Daund being situated 78 Kms. and 187 Kms. on Madras-Bombay line and due to shortage of accomodation employees prefer to undertake journey daily till they are able to get quarters. The representation of outstation of respondents in the study was seen as 24%.

PS	:	Personnel Staff
OS	:	Office Superintendent
Guard	:	Guard
TTE	:	Train Ticket Examiner
WI	:	Welfare Inspector
PI	:	Personnel Inspector
MI	:	Micro Inspector
TCM	:	Tele-Communication Maintainer

ESM : Exchange Signal Maintainer.  
SUP : Supervisor  
CI : Catering Inspector  
Chargeman : Chargeman  
Mistry : Mistry  
Sr.Typist : Senior Typist

T A B L E N O . 2 .

Table showing the relation of the employees regarding their educational level and their designations.

Education Designation	Secondary	Technical	Secondary + Technical	College	College & Technical	Post Graduation	Total
Personnel Staff	25	-	01	25	04	02	57
Office Suptd.	04	-	03	01	-	-	08
Guard	07	-	-	02	-	-	09
Train Ticket Examiner	04	-	-	02	-	-	06
Welfare Inspectors	-	-	-	01	-	02	03
Personnel Inspectors	01	-	-	02	-	01	04
Micro Inspectors	-	-	02	-	-	-	02
Telecom Maintainer	-	02	02	-	-	-	04
Exchange Signal Maintainer	-	-	-	-	01	-	01
Supervisor	-	-	-	01	-	-	01
Catering Inspector	01	-	-	-	-	-	01
Chargemam	01	-	-	-	-	-	01
Mistry	02	-	-	-	-	-	02
Sr. Typist	-	-	01	-	-	-	01
<b>TOTAL :</b>	<b>45</b>	<b>02</b>	<b>09</b>	<b>34</b>	<b>05</b>	<b>05</b>	<b>100</b>

In Railways there is no dearth of position and or designation since the railways are providing jobs and positions to different categories of qualified and experienced people. In our study designations and positions were recorded and classified, in all there were 4 categories of clerical employees. Under personnel staff comprising 27 clerks, 6 Jr. Clerks, 13 Sr. Clerks and 11 Head Clerks. So these persons were engaged in assisting their officials in reducing their work load. There were 8 Office superintendents, 9 Guards, 6 TTE's 3 Welfare inspectors, 4 Personnel inspectors were also represented as our respondent. Besides telecom maintainers, micro-inspector, two mistries, supervisor, chargemen, catering inspector were also incidentally represented.

In all 45% were found to have received secondary education while 9 reported to have obtained technical qualification. 2 were working in telecom maintenance and their education was up to primary level, however 2 in the same department reported that they have taken technical course after high school 34% were discovered as having taken college education. 5% were discovered as



technically qualified after college. Education, while 5% were reported that they secured post Graduation. The incidence of technical education either or after primary level or school or college level was discovered as additional contributor towards promotion or confirmation.

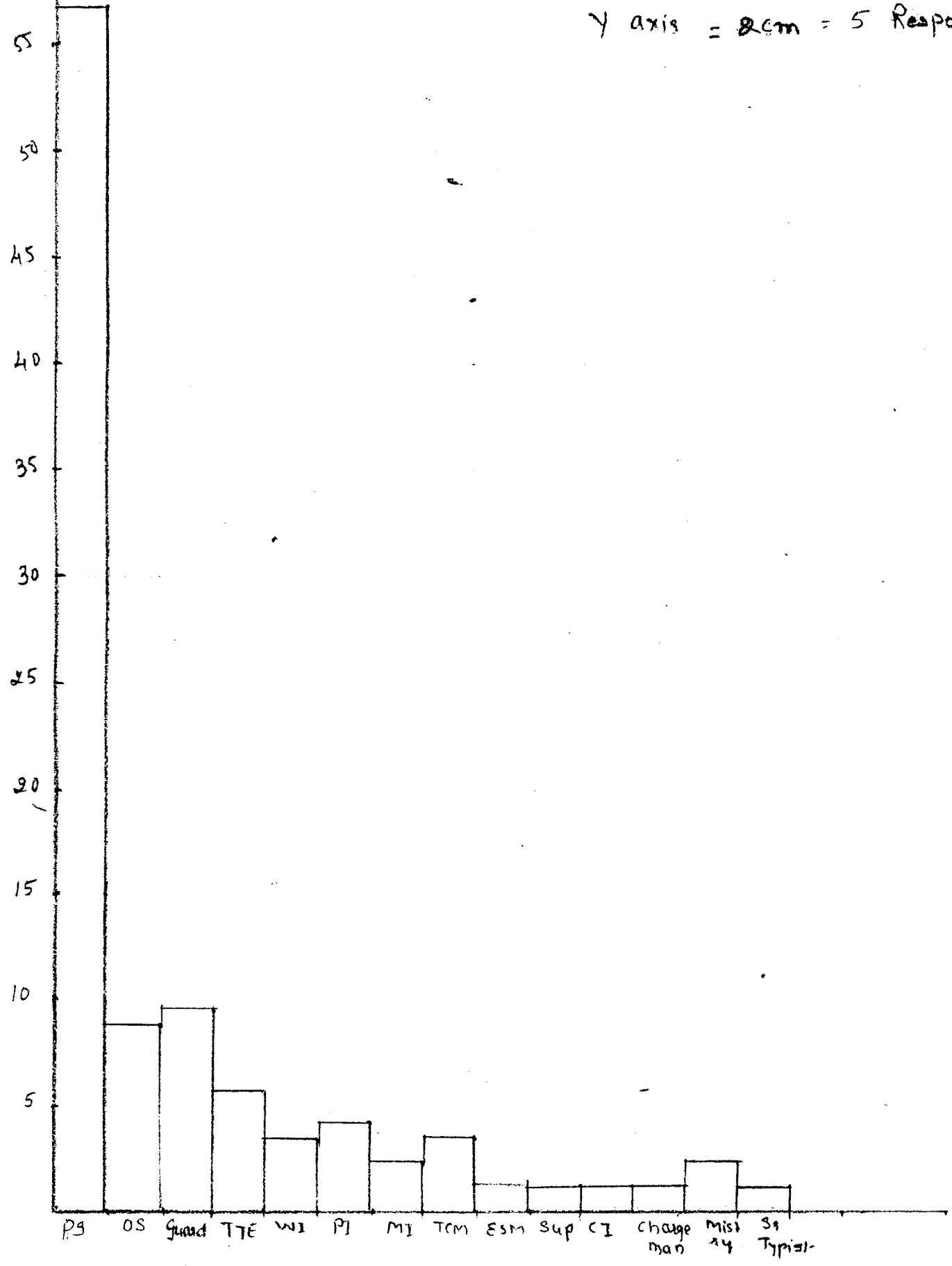
No of Respondents

Scale

Table No. 2

X axis = 1cm = 1 designation

Y axis = 2cm = 5 Respondents



Designations

Table showing the relation between year of recruitment and length of service within the organisation.

Year of Recruitment	L E N G T H O F S E R V I C E										Total
	0-5	5-10	10-15	15-20	20-25	25-30	30-35	35-40			
55-60	-	-	-	-	-	-	03	01	04		
60-65	-	-	-	-	01	03	15	-	19		
65-70	-	-	-	-	04	05	01	-	10		
70-75	-	-	-	07	01	-	-	-	08		
75-80	-	-	12	08	-	-	-	-	20		
80-85	-	14	03	-	-	-	-	-	17		
85-90	14	02	-	-	-	-	-	-	16		
90 & above	06	-	-	-	-	-	-	-	06		
TOTAL :	20	16	15	15	06	08	19	01	100		

The age of recruitment is one of the significant factor, since it indicates the total span of service which the employee may have, if it is considered suitable for confirmation.

In our study, 4% respondents were discovered as recruited during 1955-60 while 19% were seen as recruited between 1960-65 18% were recruited between 1965-75. The percentage of respondents recruited during 1975-80 coastraced as 20% and 17% were recruited in 1980-85, while 22% were recruited 1985 till today.

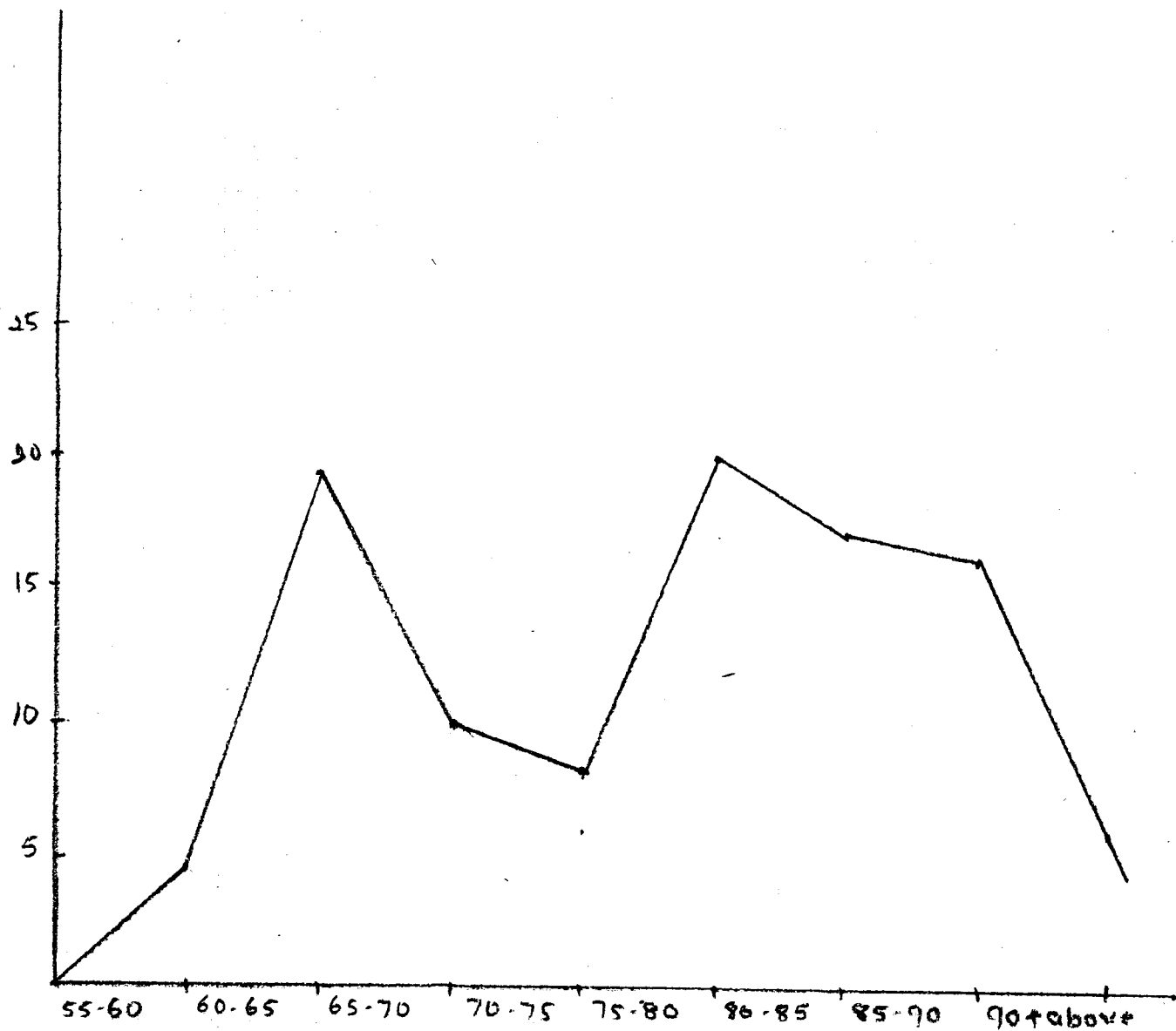
Scale:

Table No. 3.

X axis: 2cm = 1 Recruitment Year Range

Y axis: 2cm = 5 Respondents

No of Resppondents



Year of Recruitment

T A B L E N O. 4

Table showing the classification of the respondents according to length of service and remaining of service.

Remaining Service	0-5	6-10	11-15	16-20	21-25	26-30	31-35	36-40	Total
Length of Service									
0-5	-	-	-	-	2	5	6	6	19
6-10	-	-	-	2	5	7	2	-	16
11-15	-	-	1	4	9	3	-	-	17
16-20	-	1	8	4	2	-	-	-	15
21-25	1	5	1	1	-	-	-	-	8
26-30	3	2	1	-	-	-	-	-	6
31-35	11	6	1	-	-	-	-	-	18
36-40	1	-	-	-	-	-	-	-	1
TOTAL :	16	14	12	11	18	15	08	06	100

It was discovered that employees who have put in less than 5 years service were discovered as 19% followed by 16% & 17% those who have put in 10 to 15 years total service. The percentage of employees who have done more than 15 years but less than 25 years service was seen as 23% while employees who have put 26 to 30 years of service were seen as 6% while those who have worked in the range of 31 to 35 years were discovered as 18%.

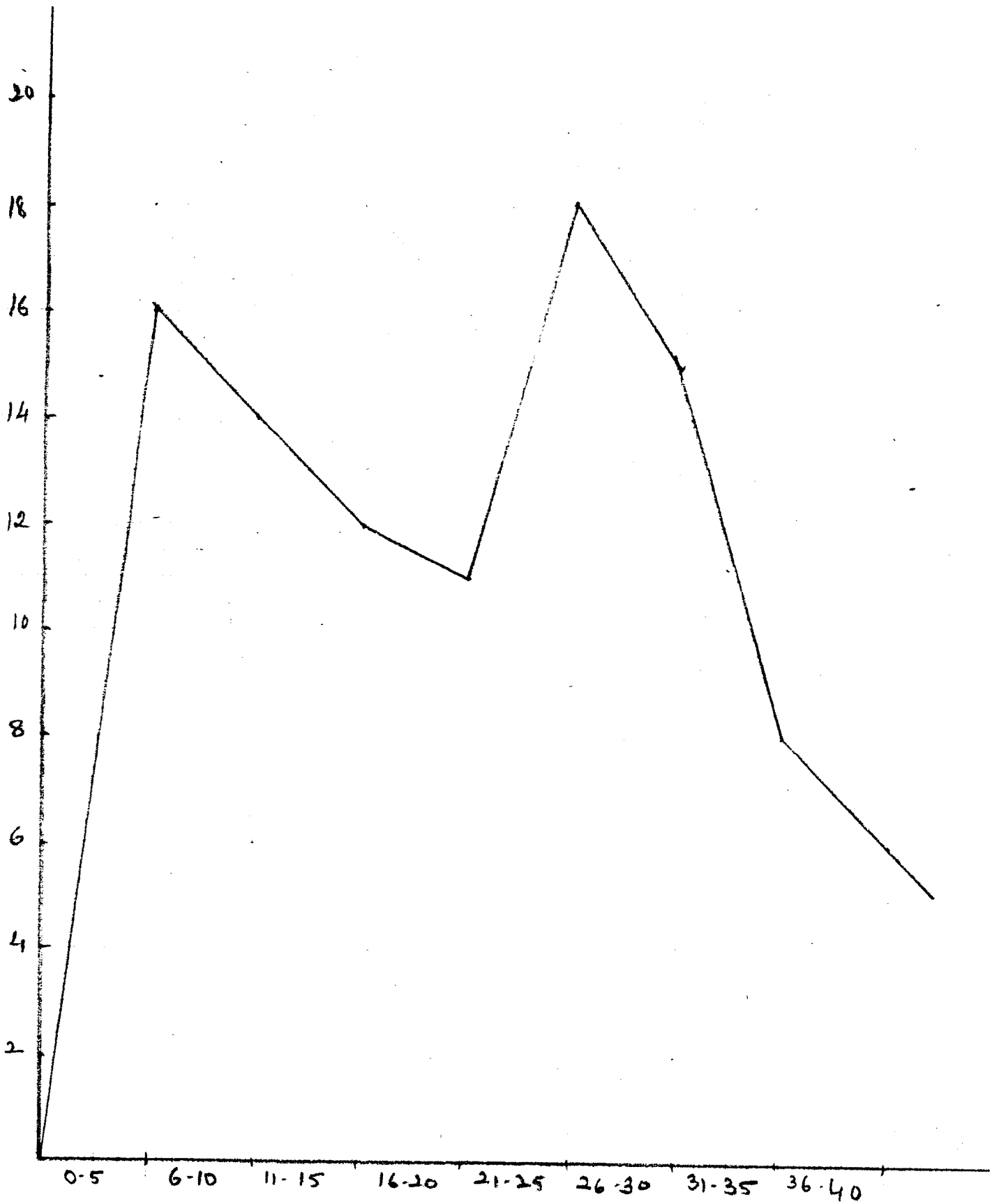
Scale.

Table No. 4

X axis = 1cm = 1 remaining service range

Y axis = 1cm = 1 Respondent

No. of Respondents.



Remaining Service.

T A B L E N O. 5

Table showing the relation between the age and length of service put in by the respondents in the organisation.

Age	Length of Service							Total	
	0-5	6-10	11-15	16-20	21-25	26-30	31-35		36-40
20-24	08	-	-	-	-	-	-	-	08
25-29	05	05	01	-	-	-	-	-	11
30-34	06	08	05	-	-	-	-	-	19
35-39	-	03	08	04	-	-	-	-	15
40-44	-	-	03	05	02	-	01	-	11
45-49	-	-	-	06	01	01	-	-	08
50-54	-	-	-	-	05	04	09	-	18
55-59	-	-	-	-	-	01	08	01	10
TOTAL : ..	19	16	17	15	08	06	18	01	100

Scale

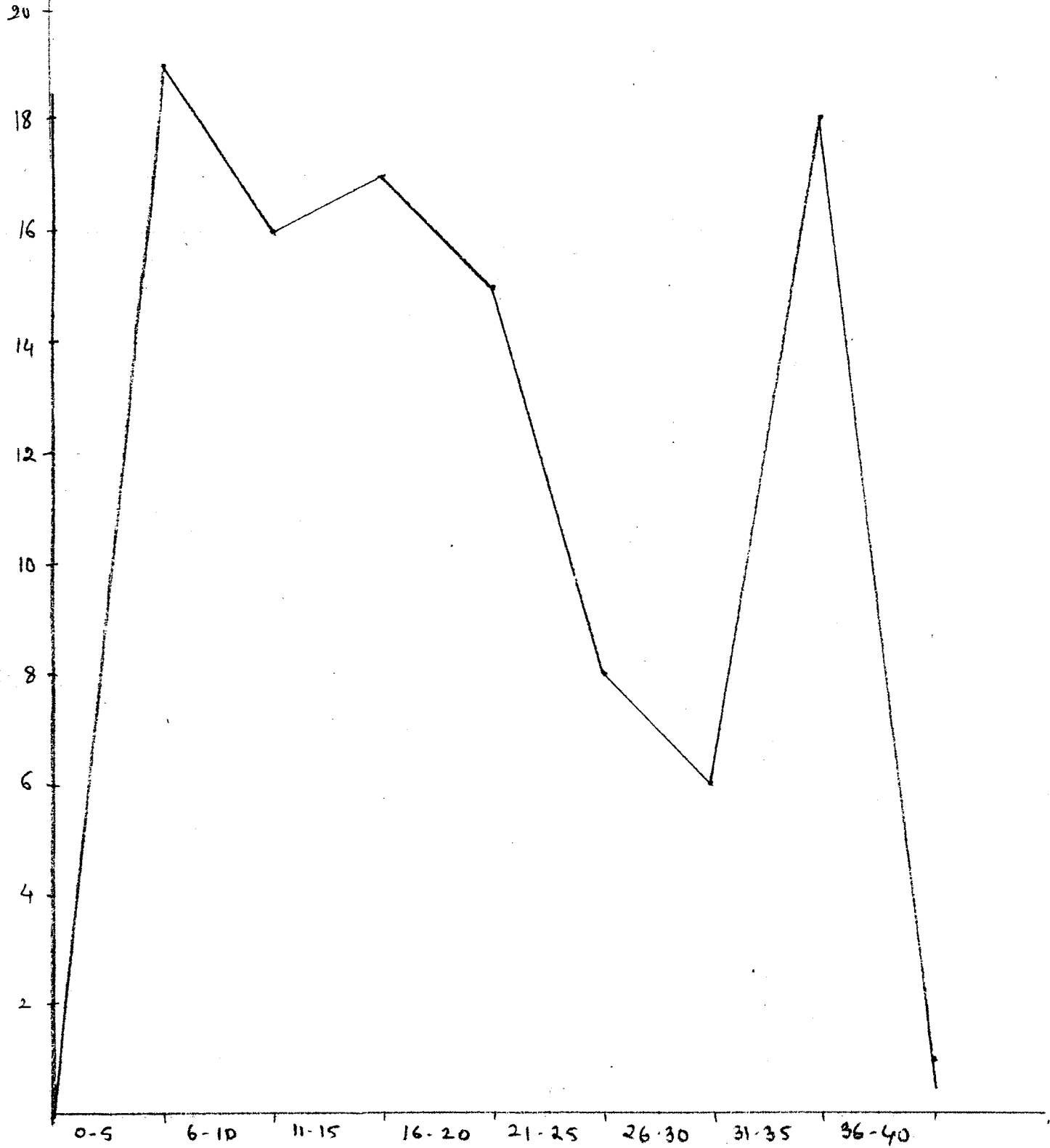
Table No. 5.

No. of

Respondents.

X axis = 2cm = 1 length of service range.

Y axis = 1cm = 1 Respondent.



Length of Service



In all 8% of respondents was seen as youngest age-group while 11% was found in the age 25-29 and 40-44 respectively. 34% were medium aged. 26% were seen in the age-group of 45-54 years while only 10% were traced as crossed the age limit of 55 years.

T A B L E N O. 6

Table showing the distribution of respondents  
having membership towards the various unions.

Name of the Unions		Number of Respondents
Central Railway Mazdoor Sangh	..	35
National Railway Mazdoor Union	..	31
Bharatiya Mazdoor Sangh	..	03
Central Railway Mazdoor Sangh & National Railway Mazdoor Union	..	10
None of the above	..	21
TOTAL :	..	100

In all 35% were traced as having membership of Central Railway Mazdoor Sangh while 31% were members of National Railway Mazdoor Union, 10% belonged to Central Railway Mazdoor Sangh as well as to National Railway Mazdoor Union and just 3% were affiliated with Bharatiya Mazdoor Sangh.

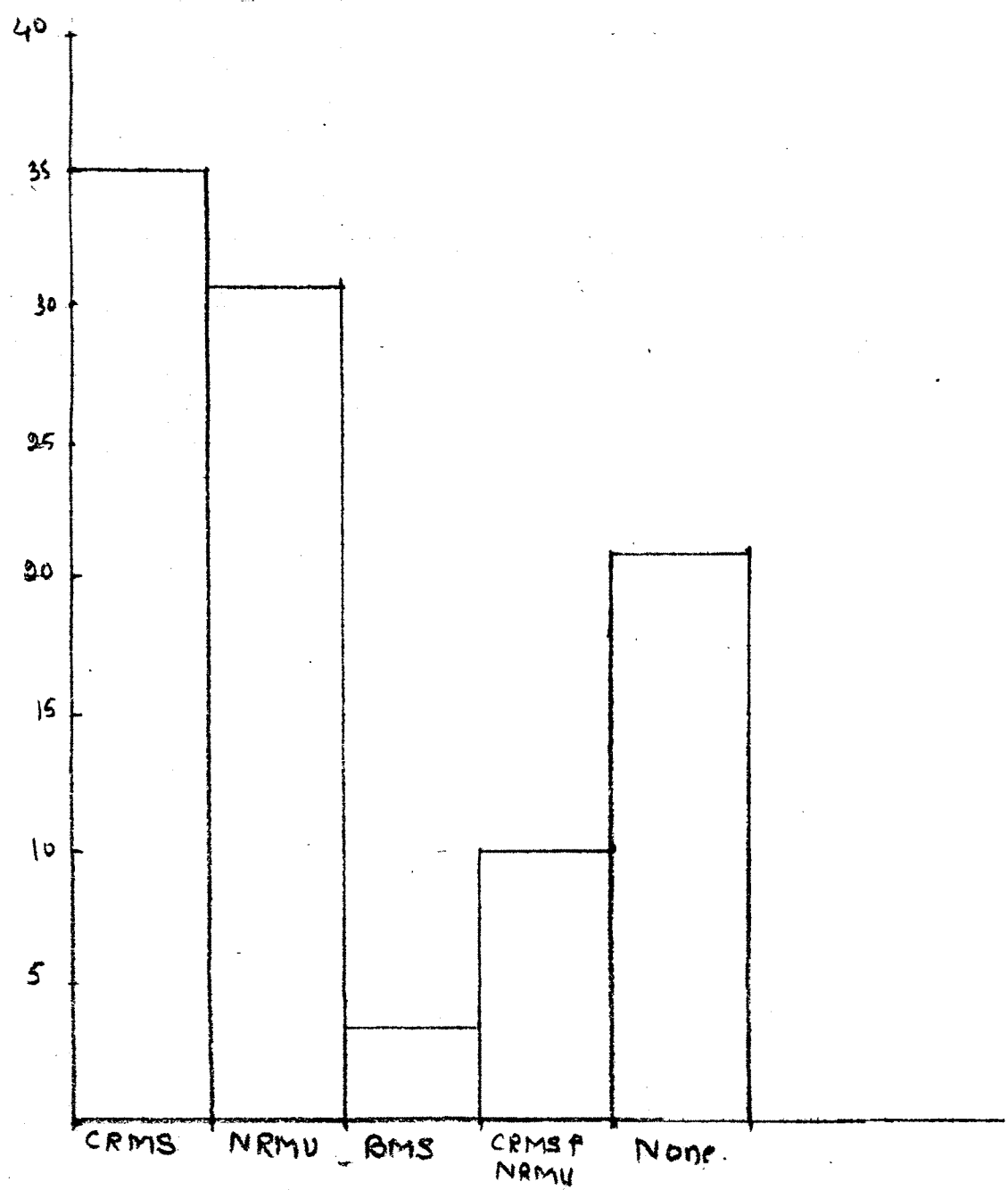
Scale

Table No. 8

X axis = 2cm = 1 name of union

Y axis = 2cm = 5 Respondents

No. of Respondents



Name of Unions

T A B L E N O. 7

Table showing awareness of the workers regarding the practice of workers' participation in management.

Awareness of Workers about the practice of workers participation.		No. of Respondents
Aware	..	68
Not Aware	..	32
TOTAL :	..	100

68% of the workers are aware about the practice of the workers' participation in management in various matters related to their job. The workers who were ignorant about the scheme prevailing were seen as 30%.

T A B L E N O. 8

Table showing the existence of various committees  
in Railway Organisation.

Committees		No. of Respondents
Works Committees	..	90
Joint Mgt. Council	..	07
Shop Council	..	--
No. Response	..	03
		<hr/> 100

In Railways Committees play a great role in minimising or easing out the problems which arise from day to day working environments. 90% of the respondents are aware of the existence of works Committees where their problems are hard. Joint Management Council shared a 7% where as the 3% workers were ignorant about the Committees.

T A B L E N O. 9

Table showing the classification of means & methods for making the workers capable for participation from respondents point of view.

Methods & Means		Number of Respondents.
Formal Education	..	63
Refresher Courses	..	07
Participation Training	..	30
		<u>100</u>

63% respondents told that they felt formal or specific education cum training be accorded to an employee, who was supposed to work on the committee, where in decisions about management be taken and in representative capacity. 7% opined that refresher courses could be conducted in order to have correct perspective about participative management.

We felt that the first set of respondents implied basic knowledge about the spirit and philosophy of labour participation in management and they meant for it as 'formal education' where as remaining 30% told that specific participation training is still required after basic knowledge is obtained by the employees.

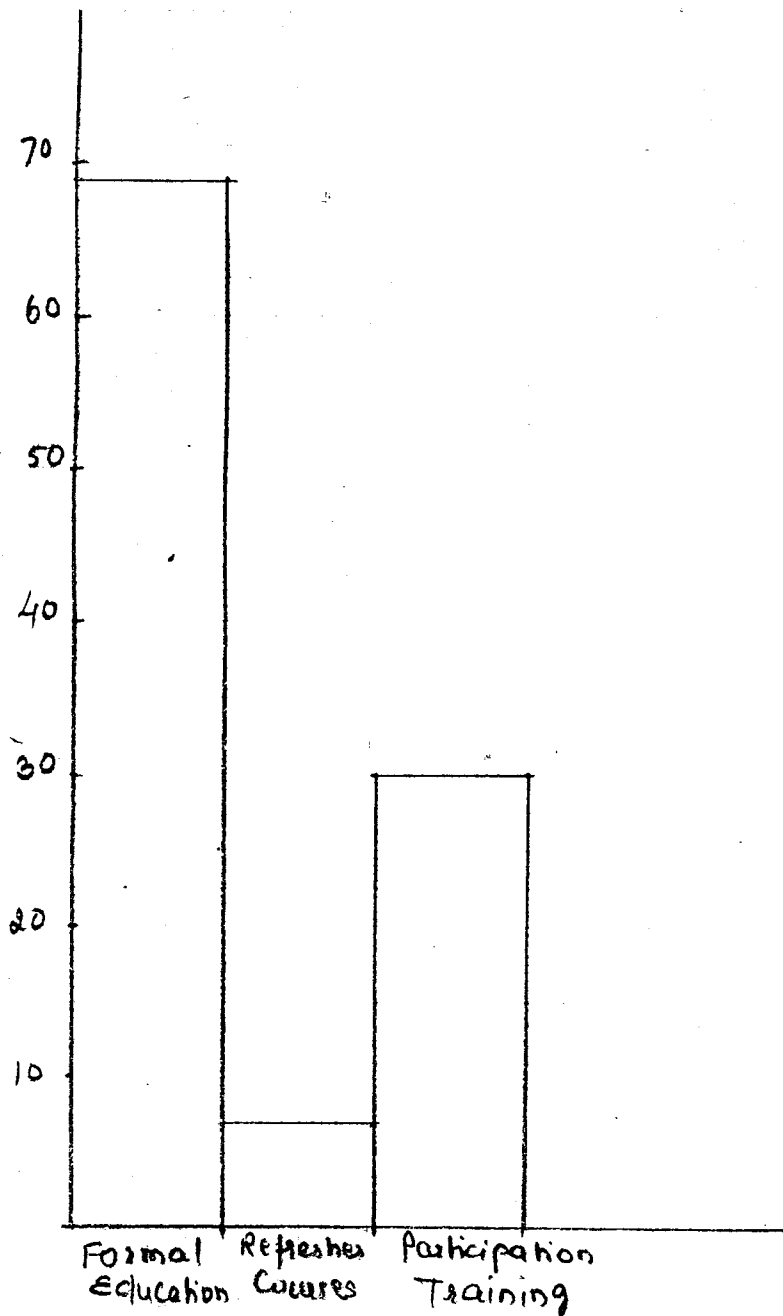
In short, the employees prefer to have specific background for an employee who is selected or supposed to work for administration in order to represent employees.

Scale . Table No. 9.

X axis = 2cm = 1 method and mean

Y axis = 2cm = 10 Respondents

No. of Respondents



Methods And Means.



T A B L E N O. 10.

Table showing different inclination towards  
active participation.

Inclination		No. of Respondents
Incentive Scheme	..	62
Money	..	--
Encouragement	..	05
Status	..	--
Delegated Power	..	33
		—
		100

Inclination has always shown an improvement  
in the morale by the workers. It has been revealed  
that 62% of workers favoured incentive schemes for

participation where as 33% thought that some delegated and decisive powers given to them would shown on inclination in participation 5% were ready to participate if some type of good positive encouragement is provided. But nobody favoured money and temporary status as a force for creating willingness.

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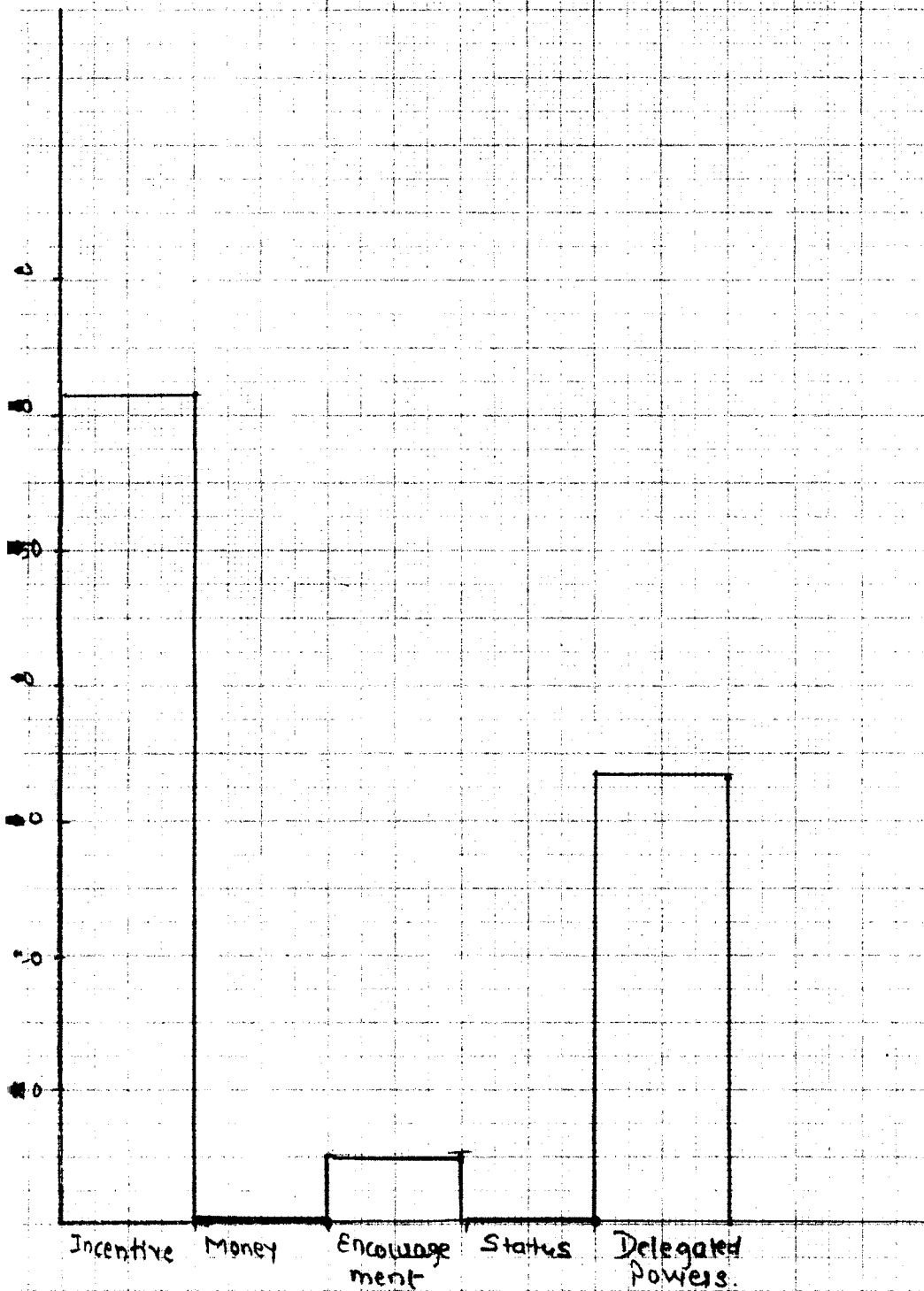
Table No. 13

Scale:

X axis: 2cm = 1 Indination

Y axis: 2cm = 10 Respondents.

10 of Respondents.



Indination.

T A B L E N O. 11

Table showing the problems solved due to  
the participation.

Problems solved due to Participation		No. of Respondents
Solved	..	13
Not Solved	..	05
Partly solved	..	50
No Response	..	32
		—
		100

The problems which are partly solved due  
to the participation in the management showed 50%  
and completely solved were reported as 13% only

5% were of the opinion that the problems do not change with the help of participation 32% of the respondents were ignorant about the problems and also about the solution of them.

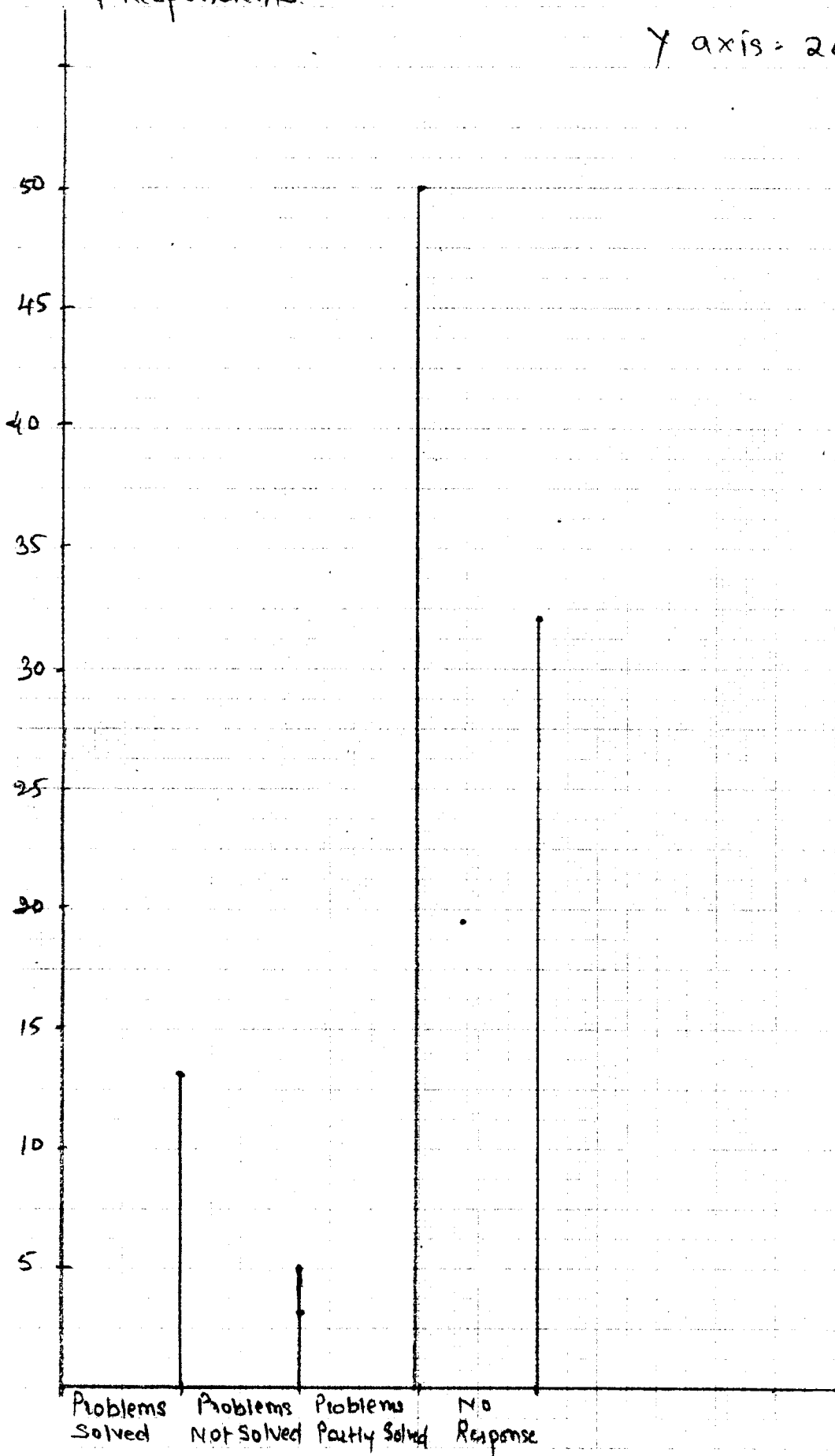
Scale

Table No. 11

No. of Respondents.

X axis = 2cm = 1 Problems Solved.

Y axis = 2cm = 5 Respondents.



Problems Solved.

T A B L E N O. 12

Table showing the permission to express opinions  
in the matters related to them.

Permission to Express Opinion	No. of Respondents
Entitled to Convey this Ideas ..	88
Not Entitled to Convey this Ideas ..	12
	<u>100</u>

The table shows that 88% of the respondents  
are permitted to convey this ideas, and express  
their opinions and 12% reported that they were not  
given a chance to convey feelings in the day to  
day matters.

T A B L E N O. 13.

Table showing the opinion of respondents about the scope of activity of the employees' delegate.

Field of Activity		Number of Respondents
Transfer	..	08
Promotion	..	05
Grievance	..	18
Union matters	..	69
		<hr/> 100

Majority of the respondents (69%) told that the employees' delegate is free to discuss union matters as and when raised. It means that the respondents were considering the role of their representative as exclusive in Union matters. 18% told that he should



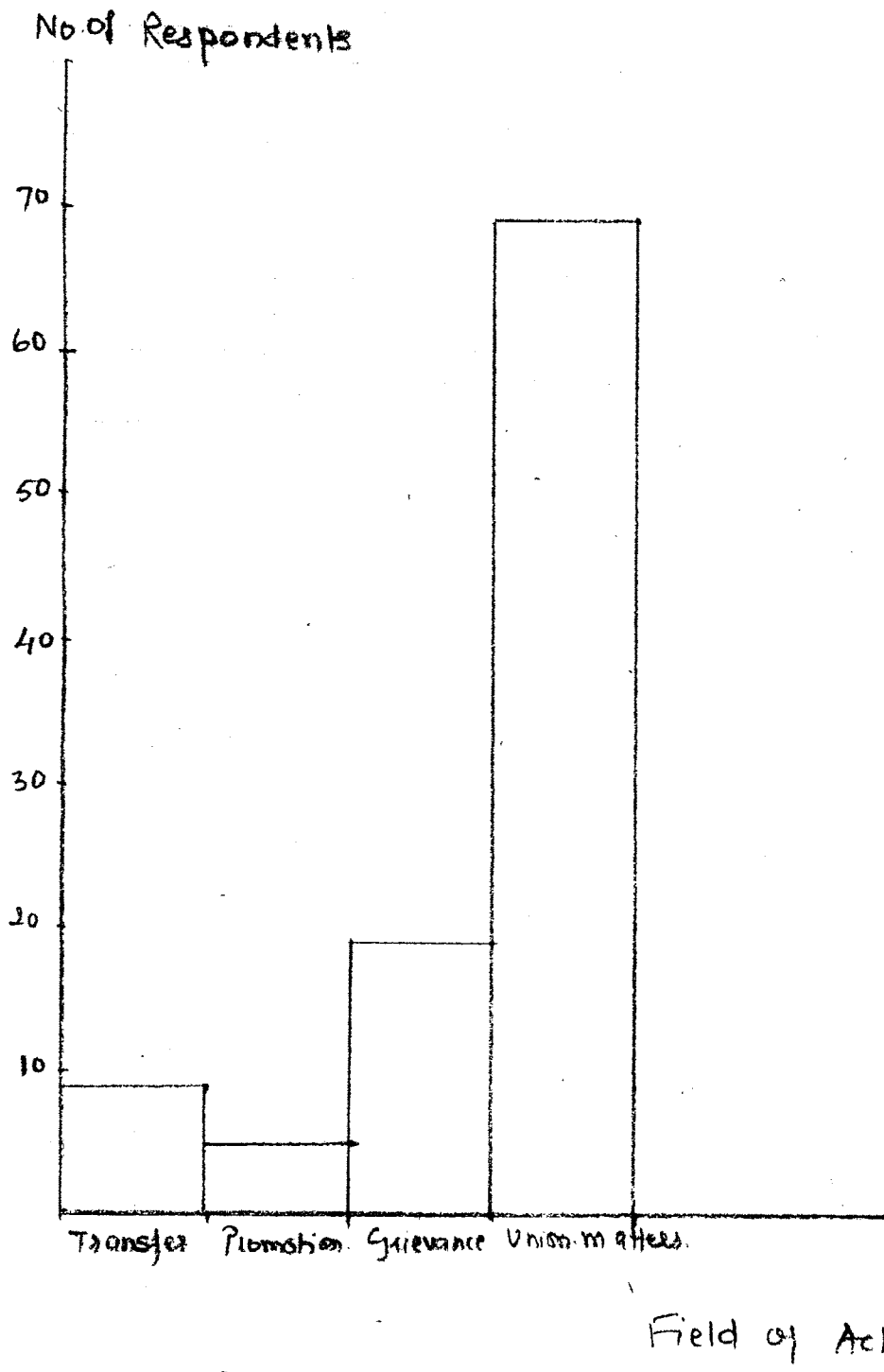
present grievances. 5% expected promotion matters be tackled in such meetings while 8% felt that the nominee is eligible to talk and decide about transfer matters also.

Scale.

Table NO. 13.

X axis: 2cm = 1 Field of Activity

Y axis: 2cm = 10 Respondents



T A B L E N O. 14

Table showing the communication done to  
representative working under the Workers Participation.

Communication about matters	No. of Respondents
Communicate ..	84
Don't Communicate ..	02
No Response ..	14
	<hr/>
	100

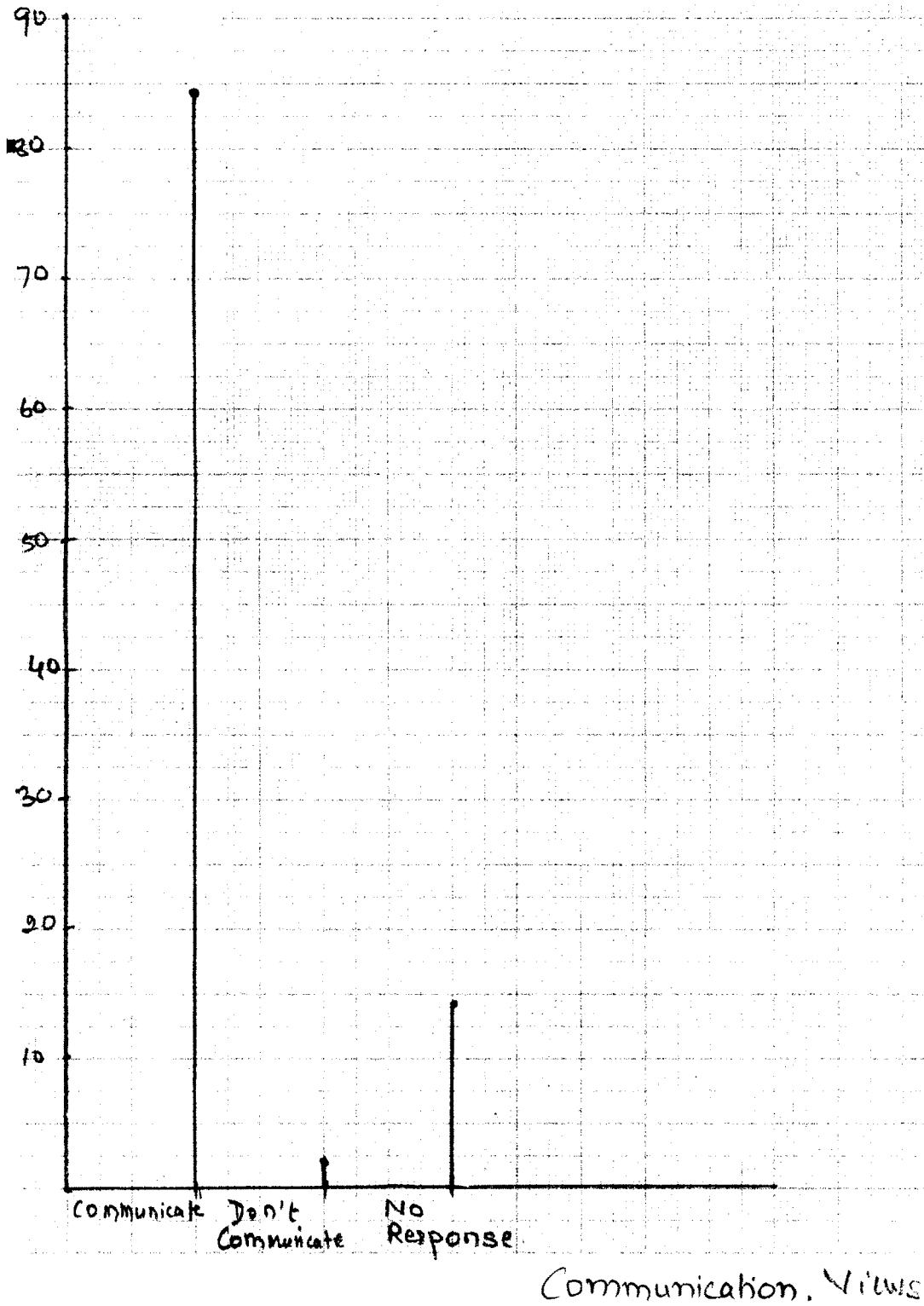
The representative working under workers participation in management are always informed about the various fields in which they are engaged 84% of the respondents felt that proper communication to the representative is done, where as just 2% of were of the view the communication is not present. The rest of the respondents did not respond at all.

Scale: Tobac 10/11

X axis = 2cm = 1 Communication Views

Y axis = 2cm = 10 Respondents

No. of Respondents.



T A B L E N O. 15

Table showing the observations about the future of workers Representation in view with increasing machine power.

Observations		No. of Respondents
Machine Power is necessary	..	10
Representation of Workers is necessary	..	61
No Response	r.	29
		<hr/> 100

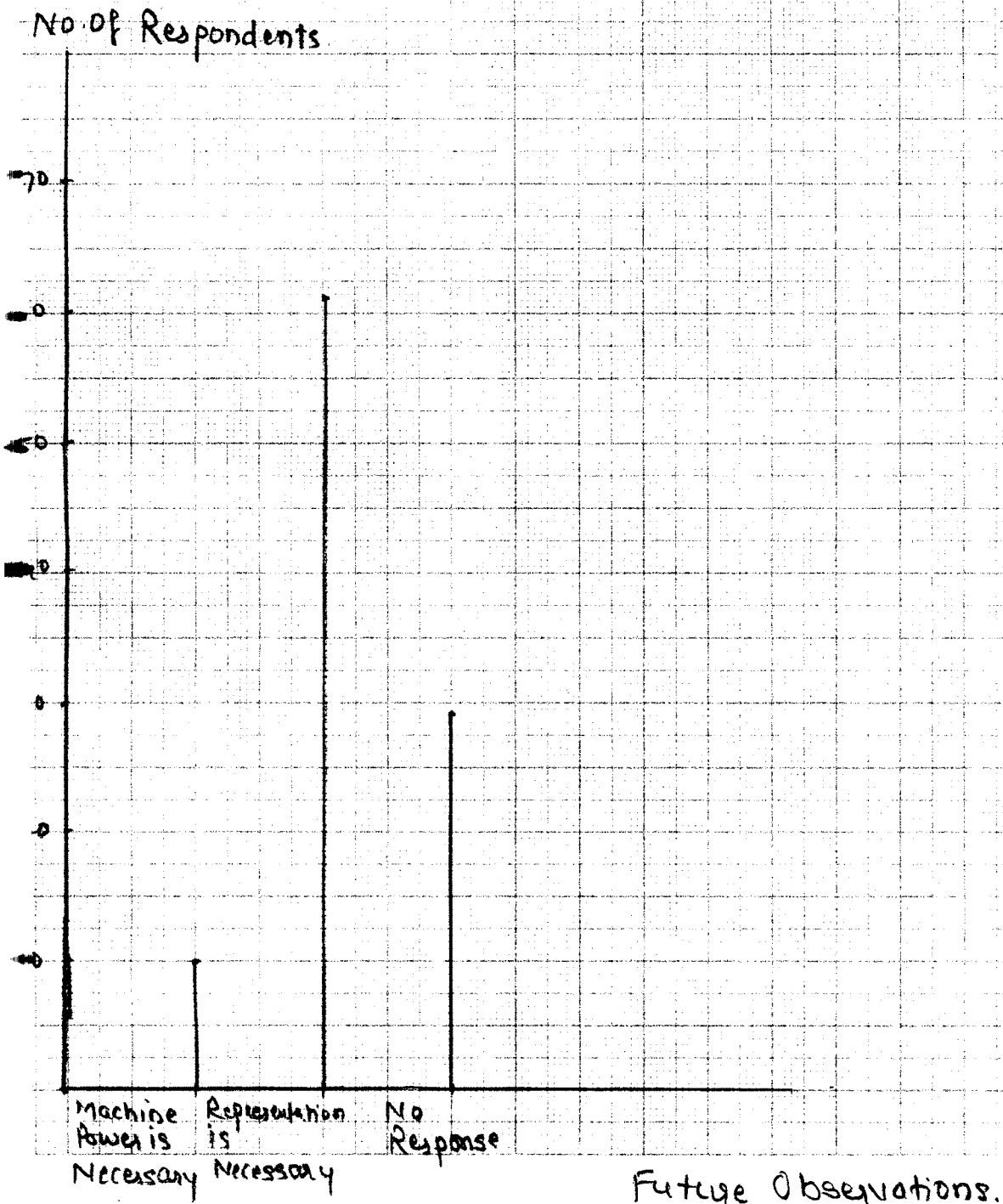
Even as computers are used for betterment of human being, the respondents feel that the representation of the employee is a must. They feel that the delegate of employees would ease day today problems and will be able to guide them properly.

Table No. 15

Scale.

X axis: 2 cm: 1 Observation

Y axis: 2 cm: 10 Respondents



Such category of respondents were 61% only 10% of respondents felt that due to the increase of machine power, representation of the workers will reduce. The rest of the respondents were not in a mood to record their observations about the future of W.R. in management.