

CHAPTER - 5

COMMITMENT OF THE WORKERS

5.1 INTRODUCTION :

The present chapter deals with the commitment of the industrial workers in Maharashtra Vidyut Upakarne Utpadak Audyogik Sahakari Society Ltd., Nerla. The present chapter deals with the different aspects of commitment with reference to preference of factory work and other work, rural work and urban work and comparative preference for the occupation like office clerk, skilled workers in factory and small independent farmer with reference to prestige, necessity, satisfaction and tiresome. The information was also collected regarding workers' satisfaction about present factory work and the alternatives they had in mind if they lost the present factory work.

5.2 PLACE OF BIRTH AND CHOICE OF PLACE OF WORK :

The workers were asked the question, on the same salary whether they would prefer work in rural area or urban area. The details on this aspect are presented in Table 5.1.

TABLE 5.1PLACE OF BIRTH AND CHOICE OF PLACE OF WORK

Place of Birth	Choice of place of work		Total
	Rural work	Urban work	
Rural	79 (91.9)	7 (8.1)	86 (93.5)
Urban	6 (100.0)	-	6 (6.5)
Total	85 (92.4)	7 (7.6)	92

The table indicates that the majority workers born in rural areas have preferred rural work. Only few workers born in rural areas have preferred urban work whereas some workers born in urban areas have preferred rural work. The table thus indicates preference of the work in which the workers have been born.

As noted in Chapter I the factory is based in Nerla village. Majority of the workers were having native place in rural area. On this background naturally the workers under study have preferred to work in the rural area rather than urban area.

5.3 PLACE OF RESIDENCE AND CHOICE OF PLACE OF WORK :

The details regarding place of the present residence and choice of place of work with the same salary is indicated in Table 5.2.

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TABLE 5.2

PLACE OF RESIDENCE AND CHOICE OF PLACE OF WORK

Place of Residence	Choice of place of work		Total
	Rural work	Urban work	
Rural	82 (92.1)	7 (7.9)	89 (96.7)
Urban	3 (100.0)	-	3 (3.3)
Total	85 (92.4)	7 (7.6)	92

The table clearly indicates that majority of the workers having place of residence in rural area have preferred rural work. All the workers residing in urban area have also preferred rural work. Only few workers from rural area have preferred urban work. Thus the trend indicates preference for the rural work on same salary.

The workers have native place background, in rural area and they were also staying in villages. On this background the workers have expressed their natural attitude for the preference of rural work on the same salary.

5.4 LEVEL OF COMMITMENT :

The level of commitment of workers has been classified into three classes of low, medium and high. The questions asked for this purpose were comparative choices for three occupation of office clerk, skilled workers in the factory and small independent farmer with reference to

preference, prestige, necessity and satisfaction. The factory work was assigned 3 points, office work 2 points and the agricultural work 1 point. Apart from this, the satisfaction with the present factory work was assigned fully satisfied as 3 points, partly satisfied as 2 points and unsatisfied as 3 point. The workers were asked whether they will try for another factory work if they lost the present factory work. Here two points were given to positive answer and one point given to negative answer. The total points from 1 to 17 were classified in 3 levels as 1 to 6 low commitment, 7 to 10 medium commitment and 11 to 17 as high commitment. When the data were seen for the level of commitment, it indicated that all the workers were in the high level of commitment.

It was assumed that the workers may be having low, medium and high level of commitment but in fact all the workers in the factory were found in high commitment category. Therefore, it is clear that irrespective of categories in the variables of socio-economic background, the workers were having high level of commitment. Therefore, the data with reference to all the variables like place of birth, place of residence, sex, age, caste, mother-tongue, marital status, number of children, type of family, size of family, education, monthly salary, nature of employees' service, level of the skill, property ownership of house, land, preference of occupation, rural, urban work with same income, satisfaction of present job, range of experience, experience in present factory were indicating high level of commitment of the workers.

5.5 COMPARATIVE PREFERENCES FOR DIFFERENT JOBS :

The three jobs of office clerk, skilled factory worker and small independent farmer with the same annual income were put before the workers and they were asked to assign the job which they considered as the most desirable, the most respectable, the most necessary, the most tiresome and the most satisfactory.

The factory worker has been considered here as an important factor in measuring commitment to industrial work. As noted in the Chapter 4, majority of the workers were having agricultural background in the earlier two generations and so the workers must be having some ideas regarding the small independent farmer. Apart from this, the workers were having contacts with the clerk in the office. The job of office clerk is an example of white collar work which is entirely different from the blue collar work and agricultural work. Though the jobs are different in nature, the annual income suggested was equal. The data were collected on comparative preferences for different jobs and these have been analyzed on the basis of sex in the following tables.

5.6 SEX AND THE MOST DESIRABLE JOB :

The workers were asked when the annual income of three jobs namely office clerk, skilled factory worker and independent farmer were same, which job was most desirable to them. The workers in the factory were both male and female so the data are analysed on the basis of sex and the most desirable job in Table 5.3.

TABLE 5.3
SEX AND THE MOST DESIRABLE JOB

Sex	Most desirable job			Total
	Office clerk	Skilled factory worker	Independent farmer	
Male	9 (13.0)	59 (85.5)	1 (1.4)	69 (75.0)
Female	2 (8.7)	21 (91.3)	-	23 (25.0)
Total	11 (12.0)	80 (87.0)	1 (1.1)	92

The table clearly indicates that majority of the workers irrespective of sex have preferred the job of skilled factory worker. The table also indicates only few male workers have preferred office work and independent farmer and this proportion was higher than female workers.

The workers have preferred industrial occupation in comparison with agricultural work mainly due to continuous income and stability. The workers from steel plant in West Bengal have also commented that "one should not depend solely on land, crops might fail any year on account of drought or flood. In this respect factory jobs were better : these gave a stable and satisfactory amount of income."¹ The similar type of trend has been expressed by the workers under the present study.

5.7 SEX AND THE MOST RESPECTABLE JOB :

The three jobs mentioned above were put before the workers and asked to rank the job as the most respectable. The workers have not mentioned independent farmer as the most respectable job. Therefore the data on other two jobs are presented in Table 5.4.

TABLE 5.4
SEX AND THE MOST RESPECTABLE JOB

Sex	Most respectable job		Total
	Office clerk	Skilled factory worker	
Male	14 (20.3)	55 (79.7)	69 (75.0)
Female	4 (17.4)	19 (82.6)	23 (25.0)
Total	18 (19.6)	74 (80.4)	92

The table clearly indicates that majority of the workers irrespective of sex have responded that skilled factory work was the most respectable job. Few workers have reported office work as the most respectable job and here the proportion of male workers was more than female workers.

As noted earlier the workers were having rural background - as a native place and place residence. The workers therefore, have the idea about independent small farmer. Here the workers have not considered

farmer as the most respectable job and this is noticable. On the other extreme they have considered their present job of industrial work as the most respectable job.

5.8 SEX AND THE MOST NECESSARY JOB :

The workers were asked to point out the most necessary job and the responses of workers are presented in Table 5.5.

TABLE 5.5

SEX AND THE MOST NECESSARY JOB

Sex	Most necessary job			Total
	Office clerk	Skilled factory worker	Independent farmer	
Male	8 (11.6)	60 (87.0)	1 (1.4)	69 (75.0)
Female	2 (8.7)	21 (91.3)	-	23 (25.0)
Total	10 (10.9)	81 (88.0)	1 (1.1)	92

The data clearly indicates the majority of the workers irrespective of sex have reported that skilled factory work is the most necessary job. Only few workers have reported office clerk and independent farmer as necessary jobs and here the proportion of male was more than female.

Food, clothing and shelter are the three basic necessities of human beings. Food is being produced by the farmers and therefore this may be considered as the most necessary occupation. But this assumption is not proved as the workers under the present study have preferred industrial work as the most necessary job.

5.9 SEX AND THE MOST TIRESOME JOB :

The work in the factory is being considered tiresome as the worker has to perform repetitive actions in his shift. On this background it was assumed that the factory work may be considered as the most tiresome job compared to other two jobs. The details in this connection are presented in Table 5.6.

TABLE 5.6

SEX AND THE MOST TIRESOME JOB

Sex	The most tiresome job			Total
	Office clerk	Skilled factory worker	Independent farmer	
Male	16 (23.2)	5 (7.2)	48 (69.6)	69 (75.0)
Female	2 (8.7)	4 (17.4)	17 (73.9)	23 (25.0)
Total	18 (19.6)	9 (9.8)	65 (70.7)	92

The table indicates that the factory work has been considered as the most tiresome by the least number of workers. Majority of the workers irrespective of sex have considered independent farmer as the most tiresome job. Apart from this, the table indicates that nearly 1/5 of the workers have reported office clerk as the most tiresome job. Thus the trend indicates that the factory worker have not considered the factory work as the most tiresome job.

It was assumed that as the workers have to perform repetitive jobs for the shift of eight hours, the factory work may feel tiresome. But this is not proved and the workers have reported agricultural and office work as tiresome.

5.10 SEX AND THE MOST SATISFACTORY JOB :

The workers were asked their opinion about the most satisfactory job. The information on this aspect is presented in Table 5.7.

TABLE 5.7

SEX AND THE MOST SATISFACTORY JOB

Sex	The most satisfactory job			Total
	Office clerk	Skilled factory worker	Independent farmer	
Male	8 (11.6)	57 (82.6)	4 (5.8)	69 (75.0)
Female	4 (17.4)	18 (78.3)	1 (4.3)	23 (25.0)
Total	12 (13.0)	75 (81.5)	5 (5.4)	92

The table clearly indicates that skilled factory work was considered as the most satisfactory job irrespective of whether the worker is male or female. Few workers have reported office clerk as most satisfactory job and here the proportion of female was more. The independent farmer was considered as the most satisfactory job by the least workers and here the proportion of male workers was more than female workers.

In continuation of the earlier trends with reference to the most respectable, most necessary, most desirable job, the workers here have also pointed out that the industrial work was the most satisfying than other two jobs.

5.11 SEX AND LEVEL OF SATISFACTION :

The workers were asked about level of the satisfaction as a worker in the present factory. Their responses are presented in Table 5.8.

TABLE 5.8

SEX AND LEVEL OF SATISFACTION

Sex	Level of satisfaction			Total
	Fully satisfied	Partly satisfied	Unsatisfied	
Male	46 (66.7)	21 (30.4)	2 (2.9)	69 (75.0)
Female	21 (91.3)	2 (8.7)	-	23 (25.0)
Total	67 (72.3)	23 (25.0)	2 (2.2)	92

The data clearly indicates that majority of the workers irrespective of male or female were fully satisfied, with the present factory work. Apart from this, there were more than 1/4 of the workers who have indicated partly satisfaction and no satisfaction and here the proportion of male was more than female.

This trend can be seen on the background of the most satisfactory job. As noted earlier for majority of the workers have considered factory

work as the most satisfactory than the other two jobs, and hence they have expressed the same type of trend.

**5.12 NATURE OF EMPLOYEE'S SERVICE AND ANOTHER
FACTORY JOB :**

The workers were asked if they loose the present factory job, whether they will try to get another factory job. The details in this connection are presented in Table 5.9.

TABLE 5.9

NATURE OF EMPLOYEE'S SERVICE AND ANOTHER FACTORY JOB

Nature of employee's service	Another factory job		Total
	Yes	No	
Permanent employee	20 (74.1)	7 (25.9)	27 (29.3)
Temporary employee	63 (96.9)	2 (3.1)	65 (70.7)
Total	83 (90.2)	9 (9.8)	92

The table clearly indicates that the workers in majority, irrespective of permanent and temporary nature have reported that they will try to get another factory job. Amongst those who have reported that they will not try for another factory job, the proportion of permanent employees was more than temporary employees. The reason for this trend may be that the permanent employees older in age might be thinking in terms of other than factory job.

5.13 LAND AND ANOTHER FACTORY JOB :

It was assumed that if the workers were having land, they may not try for another factory job if they loose the present job. The details regarding relationship between land and another factory job are presented in Table 5.10.

TABLE 5.10

LAND AND ANOTHER FACTORY JOB

Land	Another factory job		Total
	Yes	No	
No land	27 (90.0)	3 (10.0)	30 (32.6)
Land	56 (90.3)	6 (9.7)	62 (67.4)
Total	83 (90.2)	9 (9.8)	92

The table indicates that majority of the workers irrespective whether they had land or no land, have reported that they will try for another factory job. The proportion of the workers with no land and no attempts for factory job was more than the workers having land. The trend indicates workers' desire to continue with factory work.

5.14 ALTERNATIVE JOBS OTHER THAN FACTORY WORK :

As noted earlier, 9 workers have reported that they will not try for another factory work if they loose present work. Out of these 9 workers nearly half of them i.e. 4 workers have preferred to work in agriculture, 2 workers reported to work in the tailoring and the remaining one workers individually preferred to work in painting work, business and confectionary.

REFERENCES

1. Sengupta, Anil K. : "Workers' Needs and Expectations and Strategies of Motivation : The Indian Case" Economic and Political Weekly. Vol. XIV, No.34
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