

## CHAPTER - 7

### FACTORY AS A PLACE OF WORK

#### 7.1 INTRODUCTION :

After dealing with the recruitment pattern it will be appropriate to look into the details of factory as a place of work and so information was collected with reference to opinion on adequacy of wages, attitude towards co-workers, chances of promotions, satisfaction regarding welfare facilities, advantages of work in co-operative sector, reasons for feeling of security, worker's desire/no desire to leave the factory, sex and reasons for not moving other places, attitude towards the present job and assessment of the factory by workers.

#### 7.2 ADEQUACY OF WAGES :

The workers were asked whether the wages were adequate for their livelihood. Here majority of the workers 51 (55.4) have reported that the wages were adequate whereas the remaining workers 41 (44.6) have expressed their opinion that the wages were not adequate.

Majority of the workers 65 (70.5) were in temporary service grade. These workers were getting monthly salary in the range of Rs.300-600. There were 27 permanent workers in the factory. These workers were getting monthly salary in the range of Rs.1101-1700. Thus though majority of the workers were getting less monthly wages, they have reported that the wages were adequate.



FEMALE WORKERS PACKING THE BULBS



### **7.3 ATTITUDE TOWARDS CO-WORKERS :**

In the factory as "a productive system in which the work of worker is routinized, specialized, diversified and simplified in accordance with the needs of efficiency and rationalization demands that the workers enter into certain types of social relationships with superiors and fellow-workers."<sup>1</sup> On this background, the workers were asked whether they have to work with the people whom they do not like. The information revealed that majority of the workers 48 (52.2) have reported negatively. Thus these workers were working with the co-workers whom they like. The remaining 44 (47.8) workers reported that they have to work in the company of co-workers whom they do not like.

### **7.4 PROMOTION :**

The well regulated promotion policy in industry is quite essential and this view has been expressed by Thakkar in the following terms : "progress is the essence of life. Possibility of progress within the factory serves as the best incentive for workers to develop their capacities and interests. Hence any programme calculated to stabilise the working force, create interest and cultivate loyalty to the organization is obviously incomplete without a well-defined plan of promotion."<sup>2</sup> On this background, the workers were asked whether they have got chances of promotion in the present factory in future. The information revealed that majority of the workers 61 (66.3) were hopeful that they may get promotion in future. When the data are seen with reference to the workers chances of no promotion, there were 31 workers. If these 31 workers are considered

as cent percent then majority of workers 24 (77.5) were not hopeful for promotion due to lack of adequate qualification. 3 (9.6) workers have reported that they have no chances of promotion as they were satisfied with the present position. Apart from this, the remaining 4 (12.8) workers have indicated four different reasons such as supervisor as the last post, favour by officers, lack of political pressure and bad luck for no promotion in the factory.

#### 7.5 WORKER'S SATISFACTION WITH THE WELFARE FACILITIES :

The labour welfare is concerned with the worker "to work in better and more congenial surroundings, and also to live in a more meaningful manner, physically, socially, morally, economically and intellectually."<sup>3</sup> On this background, the workers were asked whether they were satisfied with the welfare facilities provided by the factory. The information revealed that absolute majority 89 (96.7) have reported positively and only 3 (3.3) workers reported negatively. Thus the trend is that workers were satisfied with the welfare facilities in the factory.

#### 7.6 ADVANTAGES OF THE WORK IN CO-OPERATIVE SECTOR :

In India the industries may broadly be divided into three types as private, co-operative and government. In Maharashtra the co-operative sector is having major contribution in rural development and it is especially in the co-operative sugar factories and spinning mills. These co-operatives are based in rural areas. The present factory is also in co-operative sector and based in Nerla village. On this background, the workers were

asked to indicate the advantages of work in co-operative sector. The information revealed that nearly half of the workers 42 (45.7) reported security of service. Again nearly 1/3 of the workers 28 (30.4) have reported increase in production as an advantage in co-operative sector. Apart from this 11 (12.0) workers have expressed relief from exploitation and 10 (10.9) workers have marked socialistic objective as the advantages of work in co-operative sector. The only 1 (1.1) remaining workers have indicated check on private property as an advantage of work in co-operative sector.

#### **7.7 REASONS FOR FEELING OF SECURITY :**

The workers were asked to indicate the reasons for feeling of security and the information revealed that nearly half of the workers 41 (44.6) have reported that the workers are removed only if they commit serious mistake. More than 1/3 of the workers 35 (38.0) have responded that they had confidence in their capacity and so they have feeling of security. 9 (9.8) workers have indicated faith in the knowledge of their officials as a reason for security. The remaining 7 (7.6) workers have indicated the reason of strong union as the feeling of security.

#### **7.8 WORKER'S DESIRE TO LEAVE THE FACTORY :**

The workers were asked whether they desire to leave the present factory. The data indicated that absolute majority 87 (94.6) have reported that they have no desire to leave the factory. Only 5 (5.4) workers expressed their desire to leave the factory. Thus the trend is indicating that the workers have no desire to leave the factory.





MALE WORKERS TESTING THE BULBS



FEMALE WORKERS WORKING IN THE FACTORY





MALE WORKERS WORKING IN THE FACTORY



The workers have fully adjusted with the work in the bulb factory and therefore they had no desire to leave the present factory.

#### 7.9 SEX AND REASONS FOR NOT MOVING TO OTHER PLACES :

The workers were asked whether they had desire or no desire for leaving the factory occupation. The details regarding reasons for these have been shown in the Table 7.1.

The table indicates that nearly 1/3 of the workers have responded that the conditions are not better in other places. Nearly 1/5 of the workers have reported that life is adjusted to Nerla bulb factory and village and they are not moving to other places. There were also few workers who have reported that there were chances of promotion in bulb factory and the management was good and the family is stable at Nerla village.

When the analysis is made on the basis of sex, there was more proportion of female employees who have reported life adjusted at Nerla, good management than male employees. On the other hand male employees were having more proportion than female employees for the reasons like conditions not better outside, chances of promotion and presence of family. The five workers were having a desire to leave this factory and therefore this question was not applicable to them.

Here the above picture shows the natural tendency of human being. When the person is adjusted to a certain type of factory and place of work, then he gets stability. This tendency has been reported by the worker in the factory.

TABLE 7.1

SEX AND REASONS FOR NOT MOVING TO OTHER PLACES

Sex	Not applicable	Reasons for not moving other places			Total		
		Life is adjusted	Conditions are not better at other places	Chances of promotion are here		Presence of familiar persons	Good management
Male	3 (4.3)	10 (14.5)	23 (33.3)	13 (18.8)	10 (14.5)	10 (14.5)	69 (75.0)
Female	2 (8.7)	8 (34.8)	4 (17.4)	2 ( 8.7)	2 ( 8.7)	5 (21.7)	23 (25.0)
Total	5 (5.4)	18 (19.6)	27 (29.3)	15 (16.3)	12 (13.0)	15 (16.3)	92

#### 7.10 ATTITUDE TOWARDS THE PRESENT JOB :

The workers were asked whether they like the present job and if they liked it, what were the reasons thereof. The details of the data indicate that 1/4 of the workers 23 (25.0) like the present job as they had an opportunity to show their skill. More than 1/5 of the workers reported that they like the present job due to good co-workers. The another prominent category of 12 (13.0) workers have expressed their view that they like the present job as the work was considered important. Some of the workers like the present job due to security of service 7 (7.6) and good wages 6 (6.5). Only few workers like the job for good supervisor 5 (5.4) and chances of promotion 3 (3.3). The remaining 16 (17.5) workers have indicated combination of the above mentioned reasons.

#### 7.11 ASSESSMENT OF THE FACTORY BY WORKERS :

The workers were asked to assess Nerla bulb factory in comparison to other factories. The information revealed that majority of the workers 63 (68.5) have reported that the Nerla bulb factory was better than others. Again nearly 1/3 of the workers 27 (29.3) have reported that Nerla bulb factory as equal to other factories. Only 2 (2.2) workers reported that compared to other factories the present factory was not good. Thus general trend indicates of favourable rank to the present factory in comparison with other factories.



REFERENCES

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