

CHAPTER - 9

CONCLUSIONS

9.1 INTRODUCTION :

This Chapter is devoted to present the overall picture of the commitment of industrial workers in Maharashtra Vidyut Upakarane, Utpadak Audyogik Sahakari Society Ltd., Nerla. The background and findings of the present study are presented below.

9.2 NERLA VILLAGE AND THE FACTORY :

Maharashtra Vidyut Upakarane Utpadak Audyogik Sahakari Society Ltd., is located in Nerla village. The village is situated in Walwa Taluka of Sangli District in Maharashtra. The village is on the National Highway No. 4 Poona-Bangalore road.

Nerla is a small village having educational facilities upto High school. The area under irrigation was less than unirrigated area. Majority of the population was literate. In the main workers, the majority of the population were cultivators. This has been followed by agricultural labourers and other workers.

G.N. Rankhambe, Premchand Shah, N.V. Patil, Dr. V.S. Nerlekar, S.B. Patil and Anandrao Chavan- the dedicated leaders from Nerla formed an institution named "Maharashtra Vidyut Upakarane Utpadak Audyogik Sahakari Society" on 30th December, 1966, under the able guidance and

inspiration of late Pajaramhapu Patil. The institution aimed at starting bulb manufacturing project. The actual production started from 27th July, 1973.

Dr. Yashanveer Shinh, the President of the Khadi Ayog visited the factory on 27th March, 1989. Taking into consideration the activities undertaken by the factory, he sanctioned it as an undertaking of Khadi Gramodyog Ayog.

There were fluctuations in the total number of bulbs manufactured and total sale of bulbs. But the comparison of two points 1978-79 and 1991-92 indicates tremendous increase in both these aspects. The factory has gained profits from the year 1978-79 to 1983-84 and 1989-90 to 1991-92. The factory has incurred losses during 1984-85 to 1988-89.

The institution has started manufacturing electric equipments in the form of 'Tubes' through the medium of Khadi Gramodyog with the financial support of District Central Co-operative Bank.

The factory has set-up "Khadi Gramodyog Bhavan" and "Nerla Bazar" a departmental store on 18th August, 1990. In 1990-91 the factory started a store in addition to electric equipments, and tried to suit the name "Nerla Udyog Samuh".

In the year 1982-83 there were so many market problems due to the depression wave. Naturally there was an enormous increase in buffer stock and it affected the financial position of the factory.

As a part of Khadi Gramodyog undertaking 'Hand paper project' has been sanctioned by the Ayog in the year 1991-92. The paper project will

come into force soon after completion of labour training. The factory is looking forward to manufacture strips and chalks, the necessary materials for the manufacture of tubes. The factory 'Shriram Industrial Co-operative Soap and Detergent Powder' has been registered. The building required for the same is under construction. The factory also wants to set-up some industries in the form of process on agricultural produce in the future.

The endless efforts made by 'Nerla Udyog Samuh' are praiseworthy from the view point of employment to the needy persons in the rural area.

9.3 REVIEW OF LITERATURE :

The concept of commitment had been dealt both by Western and Indian scholars. The sociologists have conducted studies on commitment of Indian worker on the basis of a particular city or a particular factory. The review of studies regarding : R.D. Lambert's study of five factories at Poona; N.R. Sheth's study in engineering factory at Rajnagar in Gujarat; K.N. Vaid's study of workers at Kota in Rajasthan; Study of ten textile mills in Kanpur by V.B. Singh; B.R. Sharma's study of 262 workers in automobile plant at Bombay; A.K. Sengupta's study of a large factory employing several thousand workers in a new industrial centre in West Bengal; N.G. Panikkar's study of an automobile factory of a Nationalised Statutory Corporation, situated in the suburbs at Poona; Mark Holmstrom's study of 4 factories in Public and Private sectors in Bangalore; A.K. Srivastava's study of industrial units in Chandigarh; O.P. Gupta's study of "Commitment to work" of Industrial Workers" in Diesel Locomotive Works, a public sector undertaking based in Varanasi - has been taken. The studies indicate that Indian industrial worker is fairly committed to his job and to the industrial way of life.

9.4 METHODOLOGY OF THE STUDY :

The present study of commitment has been done in the industry which is situated in the rural set-up. The study has been undertaken to see the level of commitment of industrial workers on the background of agricultural occupation in rural set-up.

The specific objectives of the study were as follows : (1) To analyse the relation between socio-economic background of workers and level of commitment. (2) To find out worker commitment to industrial work and the comparative preference for industrial work in relation to other occupation. (3) To discuss to the commitment of worker to the present factory as a place of work.

The present study was conducted at Maharashtra Vidyut Upakarane Utpadak Audyogik Sahakari Society Ltd., Nerla. This is the only factory which is engaged in manufacturing of bulbs in co-operative sector. The present factory is the only unit where the study is undertaken. There were only 92 workers. Since this number was a small one, it was decided to make a census study rather than sample study out of the universe of 92.

For the present study, the interview schedule was prepared for collection of data. The interview schedule was prepared keeping in view the objectives of the study and the relevant data were collected. The data collection work was started on 22nd October 1992 and it was completed on 29th December 1992.

All the interviews were taken in the separate cabin of the factory. On an average the interview used to last for half an hour and with some

cases it took more than half an hour. The management allowed the workers for interview and they used to come to the cabin during the shift hour. The workers were co-operative towards the researcher while doing data collection as they read the letter of the researcher's purpose of collecting the information.

9.5 SOCIO-ECONOMIC BACKGROUND OF THE WORKERS :

Majority of workers were male workers and they had educational level upto S.S.C. The proportion of female workers having upto primary and graduate level of education was more than male workers. On the other hand, the male workers were having more proportion of the educational level upto S.S.C. than female workers. Thus there was a mixed picture about the relation between sex and level of education. The factory has been able to attract workers from fairly educated strata of the society.

The majority of the workers were in the age groups of 18-30 and were married. Thus there were more younger workers in the present factory. It also confirms the trend that modern industrial units have attracted comparatively more younger workers than old workers. The unmarried workers were mainly from the age group of 18-20 whereas the unmarried workers were mainly from 21-30 age group.

Majority of the workers were born in rural areas and they have also place of residence in rural areas. This trend is due to the fact that the workers have born in Nerla village and have been working in the Nerla village. The present factory is situated in rural area and the workers from surrounding rural areas have taken the employment of industrial work in the factory. Nearly half the factory workers were in the unskilled category.

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.1101-1300. The monthly salary is related to nature of the service, if the worker is temporary he received less monthly salary and if the worker is permanent he received more monthly salary. Thus the nature of employees service is related to the monthly wages.

Majority of the workers were from joint families and the remaining workers size of their families in the range of 1-5 members. When the type of family is seen in relation to the number of members, it indicates that all the workers having nuclear families were having 1-5 members whereas in the joint families, majority of the workers were having family members in the range of 6-20. The table thus indicates dominance of the joint families in the rural area which is true for Nerla and surrounding villages.

Majority of the workers were from Hindu religion and they were having Marathi as their mother-tongue whereas the remaining Muslim workers were having Urdu as their mother-tongue.

The attempt was made to see relation between religion and number of children. Muslim were having higher proportion in the case of no children and 1-2 children compared to other religions. Nav-Buddh workers were having higher proportion in case of 3-4 children than other religions and Hindus were having higher proportion in having 5-6 children than other religions. The data thus does not show relation between certain religion and more number of children due to no family planning restrictions.

Majority of the workers were belonging to Maratha caste. Apart from that the proportion of Harijan, Mali, Muslim workers was more than Bhol, Nhavi, Parit, Vanjari, Dhanagar,^Chambhar, Brahmin, Tell, Mang and Kumbhar workers. Nearly 1/3 of the workers were having no land; amongst those who were having land, majority of them had land upto 2 acres only either bagait or jirait or jirait bagait combine. Majority of the Harijan, Muslim, Vanjari, Chambhar, Tell and Mang were having no land and on the opposite hand when the bagait land of 3-5 acres and 6-10 acres is seen, all workers in this category were from Maratha and Brahmin castes.

In the case of majority of the workers, the earlier two generations were owning their land. When the occupational mobility of two generations was analyzed, in majority of the workers there was no occupational mobility in the earlier two generations and this was mainly in the categories of ownership of land, ownership of land + landlabour, land labour, occupation, twelve balutedar and own land + balutedar.

81 (88.0) workers were having own houses, whereas only 11 (12.0) were having rented houses. The housing situation seems to be better for the industrial workers as the factory is situated in rural area and the workers own their houses.

9.6 COMMITMENT OF THE WORKERS :

On the basis of same salary for rural and urban work, majority of workers born in rural areas have preferred rural work. 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.

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 occupations of office clerk, skilled worker in the factory and small independent farmer with reference to preference, prestige, necessity and satisfaction. The total points of 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 employee's service, level of skill, property ownership of house, land, preference of occupation, rural-urban work with same income, satisfaction of present job, range of industrial experience, experience in present factory were indicating high level of commitment of the workers.

The three jobs of office clerks, 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.

Majority of the workers irrespective of sex have preferred the job of skilled factory worker. The workers have preferred industrial occupation in comparison with agricultural work mainly due to continuous income and stability.

Majority of the workers irrespective of sex have responded that skilled factory work was the most respectable job. The workers were having rural background - as a native place and place of 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 noticeable. On the other hand, they have considered their present job of industrial work as the most respectable job.

Majority of the workers irrespective of sex have reported that skilled factory work is the most necessary job. 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 true as the workers under the present study have reported industrial work as the most necessary job.

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.

The skilled factory work was considered as the most satisfactory job irrespective of whether the worker is male or female. The 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.

Majority of the workers irrespective of male or female were fully satisfied with the present factory work. 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 here they have expressed the same type of trend.

The workers in majority, irrespective of permanent and temporary nature have reported that they will try to get another factory job, if they lost the present job.

Majority of the workers irrespective whether they had land or no land, have reported that they will try for another factory job, if they lost the present job. The trend indicates worker's desire to continue with factory work. 9 workers have reported that they will not try for another factory work if they loose present work.

9.7 RECRUITMENT AND INDUSTRIAL WORK :

Majority of the workers 51 (55.4) have reported that they had no acquaintance with the workers in the factory. The majority of the workers

49 (53.3) have reported that occupational competence was the most important attribute for recruitment in the factory. The workers in the bulb factory have given least importance to caste consideration and this is a noticeable factor. Majority of the workers 68 (73.9) reported that individual efforts was the most important factor for recruitment in Nerla Bulb Factor.

Majority of the workers were engaged in agricultural work, and here the proportion of female was more than male. Again some female were doing home-work, before coming to the present factory. The present study is conducted in Nerla village and therefore the natural trend of the workers coming from the agricultural background is clear.

More than 1/3rd of the workers (37.0) have reported that as they were having less land, Jirait land, they were unable to maintain their families entirely on agriculture. Therefore these workers have left agriculture and joined the factory. The main trend which is clear from the data is that when the workers were unable to maintain on the agriculture, they have shifted to industrial employment.

Nearly 1/3rd of the workers 29 (31.5) have taken up industrial work as they were having no land. This has been followed by the reasons of not depending on family members marked by 24 (26.1) workers. Nearly 1/5th of the workers, 17 (18.5) have taken industrial work due to good wages.

Majority of the workers were having 1-5 total years on industrial experience. There were only 10 workers who were having 1 year industrial experience and on the extreme other end, there were only 3 workers having 21-25 total years of industrial experience. If the workers are younger in

age, they have less total industrial experience and if the workers are older in age they have more years of industrial experience.

Majority of the workers were having 1-5 years of experience in the present factory. 10 workers were having experience upto 1 year only. On the other extreme, only 13 workers were having experience of 16-20 years. Those who were younger in age had less experience whereas the older workers were having more experience in the present factory.

The most prominent reasons reported by the workers for leave taken were family functions 20 (21.7), sickness 27 (29.3), family functions + sickness 13 (14.1), agricultural work 8 (8.7) and family functions + sickness + agricultural work 7 (7.6).

9.8 FACTORY AS A PLACE OF WORK :

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. Even though majority of the workers (70.5) were getting less monthly wages in the range of Rs.300 to 600, as they have reported that the wages were adequate.

Majority of the workers 48 (52.2) have reported that they were working with the co-workers whom they like. Majority of the workers 61 (66.3) were hopeful that they may get promotion in future. The workers were satisfied with the welfare facilities in the factory.

Nearly half of the workers 42 (45.7) reported security of service. Again nearly 1/3rd of the workers 28 (30.4) have reported increase in production as an advantage inco-operative sector.

Nearly half of the workers 41 (44.6) have reported that the workers are removed only if they commit serious mistake. More than 1/3rd of the workers 35 (38.0) have responded that they had confidence in their capacity and so they have feeling of security.

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

Nearly 1/3rd of the workers have responded that the condition are not better in other places. Nearly 1/5th of the workers have reported that life is adjusted to Nerla Bulb Factory and village and they are not moving to other places. 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.

One-fourth of the workers 23 (25.0) like the present job as they had an opportunity to show their skill. More than 1/5th of the workers reported that they like the present job due to good co-workers.

Majority of the workers 63 (68.5) have reported that the Nerla Bulb Factory was better than others. Thus general trend indicates of favourable rank to the present factory in comparison with other factories.

9.9 TRADE UNION :

Majority of the workers 59 (64.1) reported that they were not member of a trade union. The remaining workers 33 (35.9) were members of a trade union.

All the 27 permanent employees were union members. Out of 65 non-union members, majority 59 (90.8) were the temporary employees and only 6 (9.2) temporary employees were union members. The permanent members have security of job and therefore they have become union members to put their grievances to the management. On the other hand the temporary employees may not be feeling secure and therefore they have not joined the union.

Out of 33 union members, majority of the members 23 (69.7) reported that they attend all the meetings, whereas the remaining members 10 (30.3) have reported that they use to attend some of the meetings.

Out of the 33 union members, majority 24 (72.7) use to express their opinions in the union meetings.

Majority of the members 20 (60.6) reported that they have been involved in the union elections.

Majority of the members 31 (93.9) reported that they do participate in the strike.

The highest proportion of workers 15(16.3) have indicated the function of union to provide security of service + economic gain. Again 11 (12.0) workers indicated union function to provide security of the service. 8 (8.7) workers have indicated the union function of economic gain and the same number of workers have indicated the union function to help to increase production + economic gain.

More than 1/3rd of the workers 31 (33.7) reported economic gains as the advantages of the union. More than 1/4th of the workers 25 (27.2)

have reported the feeling of unity among the workers was the advantage of union. The trend indicates advantages of the union in economic gains and unity.

Some of the workers have indicated disadvantages of union. 11 workers 4 (36.3) workers reported increase in politics and 4 (36.3) workers reported constant tension as the disadvantages of union. The remaining 3 workers have indicated interference in work as disadvantage of the union.

9.10 OVERVIEW OF THE COMMITMENT OF WORKERS IN
MAHARASHTRA VIDYUT UPAKARANE UTPADAK
AUDYOGIK SAHAKARI SOCIETY LTD., NERLA :

As noted in the first chapter, the major objective of the establishment of the factory in rural area was to provide employment opportunities to the people in Nerla village and surrounding rural areas. The composition of the workforce in the factory clearly shows that this objective has been served. The rural industrialization has the aim of providing employment opportunities to the people in rural area without uprooting them and this has been served in Nerla Bulb Factory.

The general trend is that in nuclear families, the number of members is less due to the composition of only father-mother and children. On the other hand in joint families the number of members is more due to the composition of members from two to three generations. This trend has clearly emerged in the present study.

In the rural social structure, some castes like Maratha and Brahmin have been associated with land ownership. On the other hand the services

were provided by Bara Balutedars to the land owning castes. These Bara Balutedars with exception of few castes were not having their own land. The above mentioned facts confirm the trend of relation between castes and land ownership.

The trend of no occupational mobility in two earlier generations may be due to the factors like caste-land relations, lack of educational facilities and absence of employment in factories in the neighbouring areas. but the present generation worker shows occupational mobility from agriculture to industrial sector, and this has happened mainly due to opening of employment opportunity in the Nerla bulb factory.

It was assumed that the workers in the bulb factory may be having low, medium and high level of commitment. But the data indicates that all the workers were having high level of commitment. This fact has led to put restriction on the researcher's analysis. The researcher was interested to find out the high, medium and low level of commitment of the workers and the factors responsible for these three levels. The result shows high level of commitment and so the analysis is made on these lines. All the socio-economic variables were indicating high level of commitment.

The data indicates that majority of the workers irrespective of sex have marked skilled factory work as the most desirable, the most respectable, the most necessary and the most satisfactory job, in comparison to the office clerk and independent farmers job, with same annual income. All these preferences clearly indicate that workers were highly committed to the industrial work.

Apart from this, majority of the workers were fully satisfied with the present factory job. Again majority of the workers irrespective of whether they were temporary or permanent and irrespective of whether they had land or no land have reported that they will try to get another factory job, if they lost the present job. This indicates the desire of the workers for continuation of factory work. Thus both these factors of full satisfaction with the present factory job and continuation of factory job if they lost the present job indicate that the workers were highly committed to the industrial work.

A person has become committed to a new way of life if he has adjusted his own life expectations to include the new way of life and he does not attempt to return to the old way. As far as the commitment to industrial work is concerned, the stress is that, when a person takes industrial employment on the background of agricultural or other occupations and then if he tries to have acceptance and adjustment to industrial way of life both with overt actions and norms, then the person is said to be committed. Here the person internalises the norms of the organization and social system of industry. The commitment of labour to industrial way of life is required for the best performance and also for economic and industrial development.

There are three views regarding the commitment of Indian industrial workers. The first view asserts that Indian workers are uncommitted due to pull of rural society which has prevented the process of absorption of the workers into urban industrial society. The second view claims that workers are partially or semi-committed to industrial employment. The third view mentions that commitment of Indian worker is not a major problem.

The present factory is situated in Nerla village. Here the reference may be taken of the first view that workers are uncommitted due to pull of rural society which prevents absorption of workers into urban industrial society. But this situation is not prevalent for the workers in Nerla Bulb factory, as it may be in case of workers migrating from rural to urban industrial area. The workers have got employment opportunities in the village where they were residing, thus the question of migration has not arisen. These workers have not been uprooted from their social milieu. This was the main difference between workers being migrated from rural to industrial urban areas and workers remaining in the rural areas with industrial employment. Due to all these factors, the workers in Nerla Bulb Factory were highly committed to the industrial work.

The picture which emerges from the recruitment pattern is that the workers have stressed individual efforts as an important factor in recruitment to Nerla Bulb Factory than external influences and ascriptive attributes. Apart from this, before recruitment to the present factory the workers were having background in agricultural sector and they have shifted to industrial sector due to the reasons like less land, fertile land and inability to maintain on agricultural land. The recruitment pattern thus indicates that one of the objectives of providing employment opportunities to people in rural areas has been fulfilled by the Nerla Bulb Factory.

The data with reference to total years of service and service in the Nerla Bulb Factory indicates one trend that in both the categories the number of workers is almost the same. It means that majority of the workers were having their first experience in the present factory.

The general trend which emerges from the theme on factory as a place of work supports the high level of commitment of the workers. Here even though comparatively majority of the workers were getting less monthly wages in the range of Ra. 300-600, they have indicated these as adequate. The factors noticable from the point of view of the workers are, the workers are working with the co-workers they like, they have chances of promotion, they are satisfied with the welfare facilities and they have reported security of service as an advantage of co-operative sector. Apart from this, the workers have no desire to leave the factory as the life is fully adjusted in Nerla and there are no better chances elsewhere. On this background the workers have ranked the bulb factory as better than other factories. All these facts also confirm that the workers are highly committed to the industrial work in Nerla Bulb Factory.

The workers organize into trade union as a means through which they can deal with the employers collectively. In Nerla Bulb Factory, majority of the workers were not union members. The trend is that the permanent workers were union members whereas the temporary workers were not union members. The permanent workers were having security of service and they have joined the union whereas temporary workers were not feeling of security, therefore, they have not joined the union. Amongst the union members, they use to attend the meetings, express their opinions, involved in union elections and participated in strikes.

The views of all workers irrespective of whether union member or non member with reference to functions of union and advantages/disadvantages were noted. The workers have reported security of service and economic

gains as union functions. They have also marked economic gains and unity as advantages of the union. Some workers have expressed increase in politics and constant tension as the disadvantages of the union.

The high level of commitment of the workers to the industrial work in the Nerla Bulb Factory is being reflected in the membership of union. The workers have more commitment to the factory work than a trade union therefore, they have shown less interest in joining the trade union. For those workers who are union members have shown their active participation in trade union activities.

In a nutshell, it can be said that when a person takes industrial employment on the background of agricultural or other occupations and then if he tries to have acceptance and adjustment to industrial way of life both with overt actions and norms, then the person is said to be committed. The person here internalizes the norms of the organization and social system of industry. The view of uncommitted workers explains that the pull of rural society prevents absorption of workers into urban industrial society. This is applicable to the workers who have migrated from rural to urban industrial area. But this situation is not prevalent for workers in Nerla bulb factory as they have got employment opportunities in village where they were residing.

The workers were working with the co-workers they like, they have chances of promotion, they are satisfied with the welfare facilities and they have security of service as an advantage of co-operative sector. The workers have no desire to leave the factory as the life is fully adjusted

in Nerla and they have ranked the present factory as better than other factories. The workers have more commitment to the factory work than a trade union and they have shown less interest in joining the trade union.

Considering all these aspects together, it leads to the high level of commitment of the workers in Nerla Bulb Factory to the industrial work.