

C H A P T E R VII

: CONCLUSIONS AND SUGGESTIONS :

7.1 History of Shri Dudhaganga Vedganga Sahakari Sakhar Karkhana Limited Bidri.

The present sociological study of management and workers relations is based on Dudhaganga Vedganga Sahakari Sakhar Karkhana, Limited, Bidri, factory is near by the gargoti. Shri V.T.Patil has mainly contributed to start this factory.

Until 1950, the sugarcane cultivators were using the sugarcane for production of Gur, because there was no sugar factory in that area. Walchandnagar Industries have provided sugar plant machinery. The area under this factory is from (1) Kagal taluka (2) Radhanagiri taluka (3) Budhargad taluka and (4) Karveer taluka from Kolhapur district.

7.2 Social Characteristics of the Workers:

The workers in Dudhaganga Vedganga Sahakari Sakhar Karkhana Limited, Bidri, belong to different social groups; social characteristics of the workers were studied.

Regarding the age, groups the position is that (3/50 i.e. 6 %) workers are younger in age group (18-25)

and remaining workers (47/50) i.e. 94 %) are in the age group of 26-41 (above). All workers are married.

As far as education is concerned, majority of the workers (28/50 i.e. 56 %) are having primary education. The remaining workers were (8/50 i.e. 16 %) educated upto S.S.C. and (9/50 i.e. 18 %) were Diploma holders. Only (5/50 i.e. 10 %) of the workers are illiterate.

The caste and religion background was taken. The workers of Shri Dudhaganga Vedganga Sahakari Sakhar Karkhana Limited, Bidri, are mainly from Maratha caste (40/50 i.e. 80 %). The remaining castes are Mahar (4/50 i.e. 8 %), Parit (2/50 i.e. 4 %), Simphi (1/50 i.e. 2 %), Muslim (2/50 i.e. 4 %), Gurav (1/50 i.e. 2 %).

As far as job experience (3/50 i.e. 6 %) workers were having 1 to 5 years' experience and remaining workers (47/50 i.e. 94 %) had 6-20 years experience.

There were (25/50 i.e. 50 %) workers in a permanent capacity and the remaining (25/50 i.e. 50 %) workers are seasonal in the sample of present study.

7.3 Welfare Facilities:

(37/50 i.e. 74 %) workers are using canteen facility but the dishes are not cheap according to

remaining workers reports (13/50 i.e. 26 %) are not going to canteen.

The majority of the workers suggested that following suggestions regarding canteen facility,

- 1) Seperate room for lunch.
- 2) Cleanliness must be maintained in canteen.
- 3) The dishes in hotel should be provided on cheap rate.

The majority of the workers utilising (Training) educational facility (38/50 i.e. 76 %) the remaining workers are not utilising (training) education facility (12/50 i.e. 24 %) workers suggested that educational tours and training should be for all workers.

The recreation facilities are made available on factory premises. Majority of the workers are utilising recreation facility (34/50 i.e. 68 %) remaining workers are not utilising recreation facility (16/50 i.e. 32 %).

Workers suggested that Talim centre should be opened on factory campus. Cinema, Tamasha, Kirthan, Bhajan activities should be performed once in month.

Majority of the workers are taking advantage facility of fair price shop (33/50 i.e. 66 %). The

remaining workers are not member of the shop (17/50 i.e. 34 %). As regards the fair price shop, the workers suggested that all kinds of food items or material should be available in the shop and sufficient food items, should be provided to each worker.

The medical facilities are made available on the factory premises. Majority of the workers are satisfied (39/50 i.e. 73 %) regarding this facility. The remaining workers are unsatisfied with the medical facilities i.e. (11/50 i.e. 22 %). Regarding medical facility, the workers suggested that the First-Aid box should be provided in each department and X-ray facility should be made available in the hospital and free medical facility should be provided to the workers' family.

The rest room is made available in the factory. Majority of the workers reported that rest-room facility is sufficient (28/50 i.e. 56 %). The remaining workers reported that the rest-room facility is not sufficient. The workers suggested that the rest-room should be kept clean, water should be made available in the rest-room. There should be separate rooms with attached toilets in the rest-room.

Few workers are staying in factory quarters.

67 or

7.4 Trade Union:

There are two unions in factory. The workers of sugar factory join trade union, mainly due to economic motive. Trade union leader reported that there are five or more unions meetings in a year. Majority of the workers are actively participating in the meetings (45/50 i.e. 90 %), and the remaining workers are not participating in the meetings (5/50 i.e. 10 %).

Majority of the workers keeping their problems in meeting (34/50 i.e. 68 %) and remaining workers are not keeping their problems before the meeting (16/50 i.e. 32 %).

Majority of the workers have participated in strike (27/50 i.e. 54 %) remaining workers have not participated in strike (23/50 i.e. 46 %).

Majority of the workers are having contact with the management. The contacts are for private reasons, sport and festival problems of workers, promotions. Management has given co-operation at time of social gathering.

According to majority of the workers all facilities are provided by the management and there are good relations between the management and the workers.)