

---

C H A P T E R - V

SUMMARY AND CONCLUSIONS

---

## CHAPTER - V

### SUMMARY AND CONCLUSIONS

#### 5.1 INTRODUCTION :

The present chapter is devoted to summarize the findings of the present study noted in earlier Chapters.

The present study dealt with the office workers in Engineering Industrial Units located in Kolhapur. More precisely, the study dealt with the clerks; the lower level category of office workers in Engineering Industrial Units in Kolhapur.

#### 5.1 INDUSTRIAL DEVELOPMENT OF KOLHAPUR :

The first Chapter is designed to outline the industrial development of Kolhapur with particular emphasis on the development of Engineering Industry.

By the mid 19<sup>th</sup> Century, Kolhapur remained a feudal organism, whose economic ties with the outer world were still very insignificant and one sided. It may be assumed that in this feudal reservation the traditional Socio-economic structure was subjected to minimum change. The city witnessed the begining of the industrial development around the First Quarter of the present

century, especially due to the efforts taken by the social reformer and the visionary late SHRI. SHAHU MAHARAJA, the then Chhatrapati of Kolhapur. In September 1906 the Late Chhatrapati Shahu Maharaja laid the foundation of Shri. Shahu Chhatrapati Mills, which was the foundation of industrial development in Kolhapur City.

After Independence, Kolhapur witnessed rapid industrial development. Apart from big units in textile, sugar and engineering industries in Kolhapur city, in Shivaji Udyamnagar, many small engineering units have sprung up after its establishment in 1945-46. As it could not expand to the West or North, the engineering units have been established at the M.I.D.C. Industrial Estate at Shirol. These units are engaged in the production of oil engines and its spare-parts, electric starters, auto batteries, metal work foundry, motor and tractor repairs and agricultural implements etc. These units in Udyamnagar and Shirol are in the Private Sector. A special feature of these units is that "Most of them are owned run by small entrepreneurs rather than big industrialists, majority of whom were skilled workers once upon time in their life."

### 5.3 REVIEW OF LITERATURE ON WHITE COLLAR WORKERS IN

#### INDIA :

As the present work deals with the office workers in engineering industry, in this Chapter an attempt is made to present a brief review of literature on white collar workers in India.

In the beginning the views of scholars about the concept of "New Middle Class" and the concept of "White Collar Workers" are presented then, the studies carried out by the scholars like, S. M. Pandey, R. M. Goil, Punekar S. D., Goil R. C., Ramnathan G. and Punekar and Savur are reviewed. The brief review of available literature indicated that, the studies on White-Collar Workers in India are very few and most of the available studies have focussed their attention on White-Collar Unionism. Therefore, there is an urgent need to undertake full-scale studies on white collar workers in India.

### 5.4 THE RESEARCH PROBLEM AND METHODOLOGY :

In the Third Chapter, the methodological details of the present study like, the selection of the problem, objectives of the study, scope of the study, selection of sample units, selection of the respondents, tool for data collection, the process of data collection and analysis,

interpretation, and presentation of data are discussed in detail.

The objectives of the present study were as under :

- 1) To study Socio-economic background of officer workers in industrial units.
- 2) To study office workers' attitude towards their job.
- 3) To study the views of office workers about the trade unionism and to study their involvement in trade unions.

5.5 OFFICE WORKERS : SOCIO-ECONOMIC BACKGROUND, ATTITUDE.  
TOWARDS THE JOB AND UNION-INVOLVEMENT :

The 4<sup>th</sup> Chapter deals with the Socio-economic background, respondents attitude towards their job and their union involvement.

The detailed account of various factors relating to personal and Socio-economic background of the office workers (i.e. clerks) presented above shows that, majority of the respondents were married, men, belonging to middle age group and having planned families,



restricting number of children upto 3. Majority (30 or 65.22 per cent) of the respondents were graduates, they were having much more education than what is required for their job. Again 5 (10.86 per cent) respondents were highly educated; they were post graduates.

A study of family background of the respondents revealed that majority of the respondents were having nuclear families and therefore, families having small size consisting of 2 to 5 members. The data regarding the property held by the respondents' families revealed that, majority of the respondents were having their own houses however nearly  $\frac{1}{4}$ <sup>th</sup> of them were living in the rented houses. Majority of the respondents were not having any landed property, and majority of those who had landed property, were having upto 2 acres of land. Majority of the respondents were drawing monthly salary in the range of Rs. 2,001 to 3,000. The data regarding average monthly family income of the respondents families revealed that, in case of majority of the respondents it was reported in the range of Rs. 2,001 to 4,000, indicating that the families were not very sound economically. Majority of the respondents subjectively identified themselves with the middle-class. The information regarding occupational mobility, In case of majority of the respondents their grand fathers were



farmers, while in case of next generation i.e., in case of respondents father, occupational mobility was observed as many of them were involved in salaried jobs. The respondents were clerks, hence in case of majority of them occupational mobility can be seen as their fathers were performing various non-clerical jobs.

Looking at the rural-urban background, the data of this study revealed that, majority of respondents hail from urban areas (native places where they were born and brought up). Again the information regarding the place of residence of the respondents revealed that, majority of them were living in Kolhapur City.

The caste-wise distribution of the respondents revealed that, majority of the respondents were Marathas.

It was also observed that, in the sample, the proportion of upper castes such as Marathas and Brahmins was more as compared to the OBCs and BCs. The data also indicates that, members of various castes are giving-up their traditional occupations and are entering into white collar jobs; which can be attributed to the spread of education and employment opportunities in urban area. Religion-wise distribution of the respondents clearly indicated the numerical preponderance of Hindus.

The majority (24 or 52.17 per cent) of the respondents could get employment in industrial establishments because of their qualifications and excellent performance in interviews.

Again the majority (28 or 60.87 per cent) of the respondents were having 11 or more than years' experience upto 10 years was low.

Some questions were asked to the respondents with an intention to elicit their responses which reveal various aspects of their attitude towards their job. Some of these questions have directly elicited their responses indicating their attitude towards the job while others have indirectly elicited attitudinal responses.

The majority of the respondents like their present job (43 or 93.48 per cent), are "Fully satisfied" with their present job (39 or 84.78 per cent), feel that their job is prestigious (42 or 91.30 per cent), derive satisfaction from their work (41 or 89.13 per cent), and also feel it as challenging (33 or 71.74 per cent). Majority (24 or 52.17 per cent), of them however feel their routine work monotonous, and some (12 or 26.10 per cent) have reported that, they do not feel new type of

*Contradictory*  
9

work (involving change in routine work) as monotonous as routine work. Again majority (37 or 80.43 per cent) of them give importance to both the "Salary for the work". Thus, the trend clearly suggests that, the respondents were having positive attitude towards their present job. The responses elicited by some other indirect questions also indicated the same. Majority of the respondents feel that of the three jobs.(i.e., office clerk, skilled factory worker and a small independent farmer) job as office clerk is most desirable (29 or 63.04 per cent), most respectable (31 or 67.39 per cent) and most satisfactory (33 or 71.74 per cent), though some of the respondents have given names of some other jobs (such as accountant, own business etc.) as most desirable, respectable and satisfactory jobs. Again, majority (20 or 43.48 per cent) of the respondents have indicated that, a job of skilled factory workers is most tiresome, followed by farmer's job (18 or 39.13 per cent).

The data of the present study thus indicates that the respondents were having positive attitude towards their job.

In the opinion of our respondents, workers join the unions mainly because they want to protect and promote their economic interest and to have job security. The

responses indicate that, the economic and job related interests are the prominent motivational forces behind workers' joining the unions.

An open ended question was also asked to the respondents to know why some workers do not join the unions?

The respondents have pointed out various reasons for workers' not joining the unions. As the frequency distribution indicates, 'Workers disagreement with the union policy', 'employers pressure' and 'disputes between leaders and workers' were the main reasons for workers' not joining the unions.

The respondents have perceived various advantages of the trade union such as its role in assuring security of the employment, protecting and promoting economic and other interest of the workers and its usefulness for solving collective and individual problems.

An attempt was made in this study to examine the office workers' involvement in the union. It is surprising to note that, office workers were not having their separate trade union in any of the 11 engineering

industrial units covered under the present study, 7 units were having exclusively blue-collar workers' unions and 2 units had no union at all. In case of remaining 2 engineering establishments, the unions functioning the term recruited members from both the blue-collar and white-collar workers. Of the respondents interviewed from these 2 units 16 clerks were members of the union functioning in their respective establishments.

Majority of the union members reported that, they attended all the union meetings and they also participate in union election (10 or 62.5 per cent). However, proportion of respondents who express their opinions in the union election was low (6 or 37.5 per cent).

On the whole, the present study revealed that the office workers were not much interested in the trade unionism. The office workers in engineering industrial establishments were not having their separate union in any of the units covered in the present study. In case of 7 units where blue-collar workers have not joined with them in the unions. It was observed that they were reluctant to do so. Again in the units where they had common union for both blue and white-collar workers, office workers were not really interested in the trade union activities. This was observed during the field work. It is important to note that, except one, all



other units were in private sector. Therefore, the reasons for non-unionization and low-interest in unions can be inferred from the respondents' answers to the question, 'why workers do not join the union?' (See table 4.17). In the opinion of the respondents worker do not join the unions (as indicated by the frequency distribution) mainly because of 'employers pressure', their dis-agreement with the union policy, 'disputes between union leaders and workers' and 'workers' better relations with the management'. Thus, office workers' lack of unionization and low interest in trade unions can be partly explained in terms of the reasons just mentioned. However, the researcher on the basis of field observation feels that, office workers were themselves lacking the motivation to organize themselves and from the union and to participate whole-heartedly in the trade unions.

\*\*\*\*\*