

Chapter – VI
CASE STUDIES

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The case studies of 9 workers who are awarded by the factory as Best worker are studied here. Sut Girni give the award to the workers because workers do their work carefully and it increases the efficiency of workers. The quality of production has increased. When workers are awarded, then they enjoy good standard of living and their socio-economic status gets improved.

6.1 Criteria for Best Worker Award. :-

There are five criteria of the best worker award. The worker who fulfills these criteria, Sut Girni gives the award. The following are 5 criteria.

- 1) Maximum Presence in year.
 - 2) Department Performance.
 - 3) Work Progress
 - 4) Family Progress
 - 5) No Addiction
1. Presence:- Highest attendance, minimum 300 days in one year.
 2. Department Performance:- Relationship with the management, supervisor, other workers.
 3. Work Progress:- Production: Quality and quantity.
 4. Family Progress :- Situation of family before the Girni job and after the Girni job, education of the children, agricultural development.
 5. Addiction:- Without addiction.

Best worker Awards are divided into 3 workers for 3 numbers.

I st Award	-	3 workers
II nd Award	-	3 workers
III rd Award	-	3 workers

In 1st Award there are 3 workers who are given Rs. 4000/- each:
Total Rs. 12000/-

In 2nd Award there are 3 workers who are given Rs. 2500 each :
Total Rs. 7500/-

In 3rd Award there are 3 workers who are given Rs. 1100 each:-
Total Rs.3300/-

So the factory every year spends Rs. 20600/- for Best worker Awards.

6.2 Distribution of the Best Worker Award in 2006-2007

Workers Name	Department	Award Amount in Rs.
I Award		
Deshmukh Gopal Shivram	Blowroom	4,000
Khandagle Chagan Narayan	Ringframe	4,000
Gorad Shivaji Anand	Winding	4,000
II Award		
Mohite Abaso Mohan	Speed-Frame	2,500
Ghadge Kakaso Jagannath	Ring-Frame	2,500
Bhosale Prasant Bhimrao	Winding	2,500
III Award		
Yadav Ramesh Shivaji	Winding	1,100
Dhanvade Suresh Dnyanu	Ring-Frame	1,100
Suryavanshi Shrimant Sampat	Speed-Frame	1,100

This table shows that in 2006-2007 Sut Girni gave award to 9 workers.

On this background the case studies of 9 respondents conducted by the researcher the details are presented below :-

6.2.1 Suryavanshi shrimant Sampat:-

He is 35 years old. He has completed his secondary education in his village at Apshinge. He is staying with his mother, brother, wife and children. His mother and wife is house-wives. First he did service as watchman in Mumbai, where he use to get monthly income of Rs. 2000/- only. This income was inadequate for him and his family. So he joined the Sut Girni job, then his family got well settled.

He has been doing work in Sut Girni for 7 years in the Department of speed frame. His monthly income is Rs. 3,500/-.

He is living at his native place Apshinge. Apshinge is 6 k.m. from factory. So he uses cycle to join, his duty on right time. He is getting good returns of Rs. 800/- per month. His families economic condition is now improved. He wants to give higher education to his childrens.

He had two sons. He wanted his son to make business man and another son to enter in Govt. service. His future plan is to build a house and perform marriage of brother and complete the education of children.

He was very happy when he was awarded with Best Worker award.

6.2.2 Deshmukh Gopal Shivram

He is 40 years old. He has completed his secondary education. He is staying with his mother, wife and children. His monthly income is Rs. 4000/-

Firstly he used to do the work in his field. He has joined a Girni job in 1999 and his department is blow-room. He uses cycle to join his

duty on right time. When he gets free time, he does the work in his field with help of wife and children.

He has 2 daughters and a son. His future plan is to make elder daughter as police and son as soldier. He also wants to build small but sweet home and also to start business of flour mill.

Sut Girni gave 1st award of Rs. 4000/-. He added his Rs. 1000/- and made Rs. 5000/- fix deposit in his daughter's name. He was satisfied for the Sut Girni facilities.

6.2.3 Khandagale Chagan Narayan:-

He is 39 years old. He has completed his secondary education in his village at Kamti. He is staying with his father, mother, wife and children. He had two sons and his department is ring –frame.

He has joined the Sut Girni job in the year 1999. His monthly income is Rs. 3,700/-. When he joined this job, his family get well settled.

His father is staying at home because of illness. His future plan is to built a house and to make one son as doctor and other an engineer. He is fully satisfied with the Girni job. He was very happy when he has awarded with the 'Best Worker Award'. Sut Girni has gave the 1st award (Rs. 4,000/-) to him.

6.2.4 Gorad Shivaji Anand

He is 25 years old. He has completed secondary education in his village at Dhanewadi.

He has joined Girni job in the year 2000 and his department is winding. His monthly income is Rs. 3,700/-.

His father was expired in the year 1999. Shivaji is worried about the future condition of his family.

He wants to give his children higher education. He is maintaining whole family responsibilities.

After the death of father his familial economic condition was not well. Then he joined the Sut Girni job. He is the only earning member in his Family. He spends about Rs. 1500/- per month on household items. So he is able to save a little amount every month with which he want to complete of children education.

He is staying with his mother, brother, sister, wife and children. He have two sons. His brother is younger than him. His sister is studing in XII class. His family is middle class family.

His future plan is to built a house, perform marriage of brother and sister and complete the education of children. He wants to make one son an engineer and another a police.

He wanted transport or housing facility by the Girni, because his village is 16 km. away from the Sut Girni.

Sut Girni has given the 1st award, (Rs. 4000/-) to Gorad. When he received the 1st award, he was very happy.

6.2.5 Mohite Abaso Mohan :

He is 25 years old. He has completed secondary education and left school because of unfavorable economic condition.

He is staying with his mother, father, wife and his son. His monthly income is Rs. 3,300/- and his department is Speed-frame.

First he used to work in flour mill. Where he used to get monthly income of Rs. 1500/-only. This income was inadequate for him and his family. So he joined the Sut Girni job.

His mother and wife are house-wives. His future plan is development of agriculture. He wants his son to make a doctor. He is getting good returns of Rs. 900/- per month. He also want to built a house. All these dreams can be completed because of the Girni job.

6.2.6 Ghadge Kakaso Jagannath:-

He is 30 years old. He has completed secondary education in his village at Raygoan. His monthly income is Rs. 3500/- and his department is ring frame

He is fully satisfied about the Girni job. He was very happy when he was given the “Best Worker Award.”

His family is a joint family. In his family, two brothers and his family lived together. One brother was doing painting work and second brother does work in his field. Elder brother had 3 children, second brother had 2 children and he had 2 children and his wife are house-wives.

His future plan is to built a big house and to complete all children’s education. He wanted to make one son as an engineer and another as a teacher.

6.2.7 Bhosale Prasant Bhimrao:-

He is 25 years old. He has completed secondary education in his village at Saspade.

He is staying with his father and mother. His mother is house-wife, and father does the work in his field. Father’s income was inadequate for his family. So he joined the Sut Girni job in the year 2002.

When he joined this job, then his family got well settled. When he gets free time, he helps his parents.

He was been doing work in Sut Girni for 5 years and his department is winding. His monthly income is Rs. 3700/-. He was very happy when he was given 2nd Award of Rs. 2500/-.

His future plan is to built a house, do marriage and agricultural development. He is fully satisfied about his Girni job.

6.2.8 Dhanvade Suresh Dayanu :-

He is 25 years old. He has completed secondary education.

He is staying with his father, mother, two brothers and wife. Who is house-wife. In his family one brother does service in Sut Girni and another brother was doing painting work. All of them live together.

He joined the Sut Girni job in the year 1999 in the department of ring frame. His monthly income is Rs. 3,300/-.

His family is joint family. He had one daughter and one son. He wanted to make daughter as doctor and son to start any business. His future plan is to have agricultural development, built big home and buy cows and increase the milk production.

He is very happy when he was given the “ Best Worker Award”. Sut Girni has given 3rd Award Rs. 1100/- to him.

6.2.9 Yadav Ramesh Shivaji:-

He is 36 years old. He has completed secondary education in his village at Kadepur.

He has been doing work in Sut Girni for 9 years and his department is Speed frame. His monthly income is Rs. 3400/-.

He uses cycle to join his duty on right time. He is living in village Kadepur. Which is 5 k.m. away from factory. He is getting good returns of Rs. 1000/- monthly.

His father does the work in his field. He had one son and one daughter.

He wanted to make his daughter a teacher and son as any good serviceman. His future plan is to built a house and also to start business. He also wants to perform brother's marriage.

He is fully satisfied with the Girni job. He was very happy when he has received 3rd Award Rs. 1100/-.

6.3 Relationship between worker and manager.

All worker told that his manager regularly visits and asks workers problem. The manager gets along in all workers when they celebrate the functions.

All workers were fully satisfied with there Girni job. They were very happy when got the "Best Worker Award."

6.4 Relationship between fellow workers.:-

When the question was asked about their relationship with fellow workers, workers told that all workers doing work together. They help each other. There are no clashes with other workers. They help other workers apart from office hours. They mix with each other frankly and friendly.

6.5 Relationship between Supervisor :-

When the question was asked about there relationship between worker and supervisor.

All worker told that, there supervisors are frank men. If worker does wrong things, then supervisor's action is smooth.

6.6 Facilities of the Girni

When the question was asked about the facilities, all workers told that, Sut Girni provides maximum facilities. Girni Provides library, credit co-operative society and Canteen facility. Only transport and housing facility are not available. But these facilities are not needed because all workers live in local area.

All workers come from 5-10 km distance and Girni provide the room-rent.

So housing facility is not needed for the workers. Some workers needed these facilities because they come from 10-15 km distance.