
CHAPTER : VI

ANALYSIS & INTERPRETATION

SECTION I: BACKGROUND FACTORS:

SECTION II: OCCUPATIONAL BACKGROUND

FINDINGS, CONCLUSION AND DISCUSSION:

CHAPTER VI

ANALYSIS AND INTERPRETATION:

SECTION I: BACKGROUND FACTORS:

The present chapter elicits the demographic variables pertaining the workers. This chapter is meant to provide not only a profile of the workers, but also an insight into the background factors that may be found significant in the analysis of their participation level, attitudes and disparities. These background factors are tested for their relationship with the extent of participation in the Union activities.

This chapter includes data regarding personal characteristics of the respondents pertaining to their age, religion, caste, marital status, education, family type, family size and family income.

TABLE NO. 1

DISTRIBUTION OF RESPONDENTS BY AGE.

AGE	FREQUENCY	PERCENTAGE
YOUNG (21-35)	26	17.33
MIDDLE (36-45)	79	52.67
OLD (46-58)	45	30.00
TOTAL	150	100.00

Table No. shows the age distribution of the respondents. The respondents are classified into three age groups as Young, Middle and Old. Respondents falling between 25 and 35 years are considered as young, 36-45 years as middle aged and between 46-58 as old. It may be observed from the table that the workers who fall in the age group of 36-45 constitute the largest single proportion representing more than 50 percent of the total sample, followed by old age group representing 30 percent. Young age Group constitute only 17.33 percent. The data displays the fact that matured and experienced workers are in major group. From the angle of age, every generation is represented and the middle age group is dominant.

TABLE NO. 2

DISTRIBUTION OF RESPONDENTS BY RELIGION.

RELIGION	FREQUENCY	PERCENTAGE
HINDUS	140	93.66
CHRISTIANS	02	3.66
MUSLIMS	05	1.66
JAIN	03	1.02
TOTAL	150	100.00

The data presented in the above Table No.2 reveals that an overwhelming majority (94 percent) are Hindus. while the Muslims constitute nearly 4 percent, Christians are less than 2 percent. Representation of Jain community is only a meagre 1.02 percent.

Thus, the religious affiliations of the respondents reveal that Hindus constitute a significant proportion among the workers.

TABLE NO. 3

DISTRIBUTION OF RESPONDENTS BY CASTE.

CASTE	FREQUENCY	PERCENTAGE
MARATHA	131	93.57
OTHERS	09	6.43
TOTAL	140	100.00

As far as Table No. 3 is concerned, it can be observed that a major proportion of the respondents belongs to Maratha caste. Only 6.43 percent represent other castes like Lingayats, Kumbhars, etc. Here Non-Hindu religions group has been excluded.

The data presented above highlights the fact that only one caste is dominant. The organisation being in a rural setting, it has not attracted much other caste groups.

TABLE NO. 4

DISTRIBUTION OF RESPONDENTS BY MARITAL STATUS.

MARITAL STATUS	FREQUENCY	PERCENTAGE
MARRIED	143	95.34
UNMARRIED	07	4.66
T O T A L	150	100.00

Table No.4 depicts that among the 150 respondents, 95.34 percent are married and only 4.66 percent are unmarried. The majority of workers are in the married group. The data reveals that the workers do not have any contradicting implications in their marital life. It is notable that there is no single case of divorced or separation found in the study.

TABLE NO. 5

DISTRIBUTION OF RESPONDENTS BY EDUCATION.

EDUCATION	FREQUENCY	PERCENTAGE
ILLITERATE	16	10.66
PRIMARY	39	26.00
SECONDARY	70	46.67
GRADUATE & TECHNICAL	25	16.67
T O T A L	150	100.00

Concerning Table No.4 which depicts the educational background of the workers, it is apparent that except a few i.e. 10.66 percent, rest have acquired some education. When a bulk of nearly 73 percent of the respondents fall in the primary or secondary educational group only 16.67 percent have either acquired technical education or reached college level.

It is notable that though the factory is located in rural area it has retained those who are mostly educated.

TABLE NO. 6

DISTRIBUTION OF RESPONDENTS BY BACKGROUND.

BACK GROUND	FREQUENCY	PERCENTAGE
RURAL	150	100
URBAN	-	-
T O T A L	150	100

Table No.6 shows that cent percent respondents are from rural background and not a single one is from urban locality. The factory being located in the rural area, the workers are drawn from the surrounding villages and hence it is quite obvious that the workers hail from rural areas and has not attracted people from urban areas.

TABLE NO. 7

DISTRIBUTION OF RESPONDENTS BY TYPE OF FAMILY.

FAMILY TYPE	FREQUENCY	PERCENTAGE
NUCLEAR	120	80.00
JOINT	30	20.00
T O T A L	150	100.00

Data pertaining to the type of family (Table No.7) indicates that a great majority of the respondents have nuclear family. Workers living in joint families constitute to only 20 percent.

It is significant to note that nuclear family system is the accepted form as far as the workers are concerned, though they have a rural orientation.

TABLE NO. 8

DISTRIBUTION OF RESPONDENTS BY SIZE OF FAMILY.

FAMILY SIZE	FREQUENCY	PERCENTAGE
SINGLE	03	2.00
2 - 4	57	38.00
5 - 7	33	22.00
8 - 10	40	26.67
ABOVE 10	17	11.33
T O T A L	150	100.00

Table No.8 highlights the size of family of the respondents. The size of the respondents' families vary from single to as many as more than 10 members. However, nearly 60 percent of the respondents come from families having 2 to 7 members. It is also notable that nearly 40 percent are having a size of more than 8 members in the family. Though the trend in the previous table showed towards nuclear family, the size seems to be large.

TABLE NO. 9

DISTRIBUTION OF RESPONDENTS BY INCOME.

INCOME RS.	FREQUENCY	PERCENTAGE
1000-2000	05	3.33
2000-3000	40	26.67
3000-4000	70	60.00
ABOVE 4000	15	10.00
T O T A L	150	100.00

Table No.9 displays the monthly income of the respondents. It can be seen that the income of most of the respondents range between Rs.2000 to Rs.4000. Those who are getting more than Rs.4000 is 10 percent, whereas those drawing an income below Rs. 2000 is only a negligible percent, i.e., 3.33. The data shows that the income pattern of the respondents is satisfactory.

TABLE NO. 10

DISTRIBUTION OF RESPONDENTS BY TOTAL FAMILY INCOME.

FAMILY INCOME RS.	FREQUENCY	PERCENTAGE
LESS THAN 2000	05	3.33
2001-3000	40	26.67
3001-4000	80	54.67
4001-5000	08	5.33
5001-6000	10	6.67
6001-7000	05	3.33
T O T A L	150	100.00

As far as Table No.10 is concerned it can be observed that the total family monthly income ranges between Rs.2000 to Rs.7000. However, data reveals that the bulk of the respondents drawing a family income ranges between Rs.2000 to Rs.4000. It is apparent that most of the respondents' families get a moderate income.

SECTION II: OCCUPATIONAL BACKGROUND:

The present section deals with the occupational background of the workers. Here an attempt is made to understand the present condition of the workers in the organisation in terms of their occupational status, total experience in the present organisation, distance from workplace, their job satisfaction and so forth.

TABLE NO. 11

DISTRIBUTION OF RESPONDENTS BY OCCUPATIONAL STATUS:

PRESENT DESIGNATION	FREQUENCY	PERCENTAGE
SKILLED	60	40.00
UNSKILLED	90	60.00
T O T A L	150	100.00

* The designation has been classified into skilled and unskilled workers.

Table No.11 shows the occupational status of the respondents. Wherein, nearly 64 percent respondents are unskilled, remaining 40 percent are rendering skilled services. The company absorbs both skilled and unskilled workers accordingly to cater to the needs and nature of the organisation. The factory being a sugar mill the service of both skilled and unskilled workers are required.

TABLE NO. 12

DISTRIBUTION OF RESPONDENTS BY TOTAL EXPERIENCE:

SERVICE PERIOD	FREQUENCY	PERCENTAGE
0 - 10	16	10.67
11 - 20	76	50.67
21 - 30	44	29.34
30 - 40	14	09.32
T O T A L	150	100.00

Table No.12 shows the experience of the respondents. Those having experience upto 10 years is nearly 11 percent and the range of experience between 11 years to 30 years is wide which shows the percentage upto 80 and between 30 to 40 shows the percentage upto 9.32. Hence the majority range of experience criterion is between 11 years to 30 years. The table depicts that the company at present has strong experienced labour force.

TABLE NO. 13

**DISTRIBUTION OF RESPONDENTS BY
EXPERIENCE IN PRESENT ORGANISATION:**

SERVICE PERIOD	FREQUENCY	PERCENTAGE
0 - 10	16	10.67
11 - 20	76	50.67
21 - 30	44	29.34
30 - 40	14	09.32
T O T A L	150	100.00

The experience in the present organisation and the total life experience is same in the case of all respondents. This shows that the respondents have started their career in this organisation and have not made any change in their job. This indicates a health sign showing their faith and loyalty to the organisation.

TABLE NO. 14
DISTRIBUTION OF RESPONDENTS BY
SECONDARY OCCUPATION :

SECONDARY OCCUPATION	FREQUENCY	PERCENTAGE
HAVE SECONDARY OCCUPATION	14	9.32
DO NOT HAVE SECONDARY OCCUPATION	136	90.68
T O T A L	150	100.00

Table No.14 displays the status of secondary occupation of the respondents. Wherein 91 percent respondents depend upon the main occupation, only 9.32 percent depend upon other secondary occupations. Hence, the majority of the respondents depend upon the organisation for their livelihood.

TABLE NO. 15

DISTRIBUTION OF RESPONDENTS BY DISTANCE FROM WORKPLACE:

DISTANCE	FREQUENCY	PERCENTAGE
LESS THAN 2 KMS.	25	16.67
2 - 4 KMS.	72	48.00
5 - 7 KMS.	38	25.33
7 KMS ABOVE	15	10.00
T O T A L	150	100.00

Table No.15 highlights that most of the workers have their residence within a range of 2 to 7 Kms. Only 10 percent do have to travel more than 7 Kms. It shows that reaching the workplace is not a great problem for most of the workers.

TABLE NO. 16

DISTRIBUTION OF RESPONDENTS BY JOB SATISFACTION:

JOB SATISFACTION	FREQUENCY	PERCENTAGE
SATISFIED	82	54.67
SOMEWHAT SATISFIED	52	34.67
NOT SATISFIED	18	10.66
T O T A L	150	100.00

It can be observed from Table No.16 that more than 50 percent of the respondents are satisfied with their job. However, nearly 35 percent are only partially satisfied with their job. 10.66 percent projected that they are not satisfied with their job.

The data on the whole presents that half of the respondents are satisfied. The other half is only somewhat satisfied or not satisfied. The reason perhaps is the generation gap.

UNION PARTICULARS AND LEVEL OF PARTICIPATION:

Trade Union is the best and socially most desirable association to conduct bargaining on behalf of the workers' organisation and is an essential basis for the establishment of peace in industry. Since Trade Unions aim at economic, social, mental and moral advancement of the working class, it is imperative to find out as to how the workers view their union and thus participate in Union activities.

The present chapter is an attempt to see the extent of involvement of the workers in their union active or passive to get their benefits.

TABLE NO.17.
DISTRIBUTION OF RESPONDENTS BY LENGTH OF
MEMBERSHIP IN UNION.

LENGTH OF MEMBERSHIP	FREQUENCY	PERCENTAGE
0 - 10	16	10.67
11 - 20	76	50.67
21 - 30	44	29.34
30 & ABOVE	14	09.32
T O T A L	150	100.00

Table No.17 displays the length of membership of the respondents in the Union. A majority (50.67%) of the respondents have membership between 11-20 years followed by nearly 30 percent having 21-30 years. When nearly 11 percent have membership less

than 10 years, those having more than 30 years constitute 10 percent. The length of membership in the union and length of service in the organisation goes hand in hand. Any member who joins the organisation is also absorbed in the union simultaneously. The long stay of the respondents in the union is an indication of their trust in the union.

TABLE NO.18.

**DISTRIBUTION OF RESPONDENTS BY PRESENT
POSITION IN THE UNION.**

POSITION	FREQUENCY	PERCENTAGE
MEMBERS	147	98.00
OFFICE BEARERS	03	02.00
T O T A L	150	100.00

Table No.18 displays the present position of the respondents in the union. It can be observed that a great majority of them (98%) hold only membership. Only two percent are working as office bearers.

It can be deduced that most of the workers are continuing as members to show their solidarity in the union.

TABLE NO.19.

DISTRIBUTION OF RESPONDENTS BY REPRESENTATION
AS OFFICE BEARERS EARLIER.

POSITION HELD EARLIER	FREQUENCY	PERCENTAGE
MEMBERS ONLY	126	84.00
OFFICE BEARERS	19	12.67
LEADERS	05	03.33
T O T A L	150	100.00

Regarding the positions held in the union by the respondents earlier, Table No.19 discloses that a great majority, i.e. 84 percent have stayed as members only in the union. While 12.67 percent have represented as office bearers, only 3.33 percent have contributed as leaders earlier.

The data shows that most of the members are desirous of staying as members only to support the union.

TABLE NO. 20.

DISTRIBUTION OF RESPONDENTS BY REASONS
FOR JOINING UNION.

REASON	FREQUENCY	PERCENTAGE
FOR SECURING BENEFITS	26	17.33
JOB SECURITY	38	25.33
TO ENHANCE SOLIDARITY AMONG WORKERS	12	08.00
FOR SECURING BENEFITS & JOB SECURITY	66	44.00
PERSONAL INTEREST	04	02.67
PRESSURE BY FRIENDS	04	02.67
T O T A L	150	100.00

From the Table 20 above it can be seen that a majority (44%) of the workers have joined the union both for securing benefits and job security followed by job security (25.33%) when, 17.33 have joined for securing benefits, 8 percent are for enhancing solidarity among workers. An equal number (2.67%) have joined either because of pressure by friends or due to personal interest. It can be inferred that a bulk of the respondents give importance for job security as well as benefits than other reasons.

TABLE NO.21.

**DISTRIBUTION OF RESPONDENTS BY SATISFACTION
WITH UNION.**

SATISFACTION	FREQUENCY	PERCENTAGE
SATISFIED	90	60.00
NOT FULLY SATISFIED	46	30.67
DIS- SATISFIED	14	09.33
T O T A L	150	100.00

Table No.21 depicts the satisfaction of respondents with regard to their union. Though 60 percent projected themselves for having satisfaction with their union, 30.67 percent are only partially satisfied. However, nearly 10 percent have shown dissatisfaction towards the present union.

The data on the whole shows that the workers demands are not fully met and are not happy with the functioning at present by some workers, as nearly 40 percent are either not fully satisfied or totally dissatisfied.

TABLE NO.22.

DISTRIBUTION OF RESPONDENTS BY AGE AND
UNION SATISFACTION.

UNION --> SATISFACTION	SATISFIED	NOT FULLY SATISFIED	DIS- SATISFIED	TOTAL
AGE				
YOUNG	09(26.92)	10(46.16)	07(26.92)	26(100)
MIDDLE AGED	39(26.59)	34(53.16)	06(20.25)	79(100)
OLD	42(42.22)	02(24.45)	01(33.33)	45(100)
T O T A L	90(60.00)	46(30.67)	14(09.33)	150(100)

From the Table No.22 above, it can be seen that a majority (38.46%) of the young respondents satisfaction with union is only partial. But both among the middle aged and old age group majority falls (49.3% and 92.33%, respectively) in the satisfied group.

The above table highlights that when the age increases the satisfaction also increases as far as their union affiliation is concerned. Their long stay in the union perhaps is the reason for perceiving their union positively.

TABLE NO.23.

DISTRIBUTION OF RESPONDENTS BY EDUCATION
AND SATISFACTION WITH UNION.

UNION --> SATISFACTION	SATISFIED	NOT FULLY SATISFIED	DIS- SATISFIED	TOTAL
EDUCATION				
ILLITERATE	05(31.25)	08(50.00)	03(18.75)	16(100)
PRIMARY	21(53.85)	15(38.46)	03(07.69)	39(100)
SECONDARY	53(75.72)	12(17.14)	05(07.14)	70(100)
GRADUATE + TECHNICAL	11(44.00)	11(44.00)	03(12.00)	45(100)
T O T A L	90(60.00)	48(30.67)	14(09.33)	150(100)

The data from the above Table No.23 reveals that except among the illiterates all the educated groups are satisfied with their union. When more than one half among primary educated, and 44 percent among graduates and technically educated are satisfied with their union, a high percentage (50%) is found among the illiterates in the partially satisfied category.

In view of this it may be stated that educated, and uneducated are divided as far as their union satisfaction is concerned. Lack of awareness or ignorance among illiterates could be the reason for the indifference.

TABLE NO.24.

DISTRIBUTION OF RESPONDENTS BY LENGTH
OF SERVICE AND UNION SATISFACTION.

UNION --> SATISFACTION	SATISFIED	NOT FULLY SATISFIED	DIS- SATISFIED	TOTAL
LENGTH OF SERVICE				
0 - 10	05(31.25)	07(43.75)	04(25.00)	18(100)
11 - 20	55(72.38)	18(23.68)	03(03.94)	76(100)
21 - 30	28(59.09)	14(31.81)	04(20.90)	44(100)
30 & ABOVE	04(28.57)	07(50.00)	03(21.43)	14(100)
T O T A L	90(60.00)	46(30.67)	14(09.33)	150(100)

Table No.24 shows respondents length of service and satisfaction with the Union. Both among the 11-20 and 21-30 years service group are in the satisfaction category i.e., 75.26 percent and 59.09 percent respectively. Whereas among the less experienced and highly experienced the satisfaction is only partial. Similarly, the data shows that dissatisfaction is high among the less experienced followed by highly experienced. This perhaps is because of the new entrants' new views regarding unions and the highly experienced who are in the verge of exit may not have achieved the expected returns.

TABLE NO.25.

DISTRIBUTION OF RESPONDENTS BY LEVEL
OF PARTICIPATION.

PARTICIPATION LEVEL	FREQUENCY	PERCENTAGE
HIGH	47	31.40
MODERATE	65	43.30
LOW	38	25.30
T O T A L	150	100.00

Table No.25 displays the level of participation of the respondents in trade union activities. It is apparent that 31.40 percent of the respondents fall in the high participation category, 43.30 percent in the moderate and 25.30 percent rate in the low participation level.

The table reflects that the highest percentage i.e. 43.40 percent is in the moderate level. Thus the workers perceive their own participation at the moderate level.

TABLE NO.26.

DISTRIBUTION OF RESPONDENTS BY AGE
AND LEVEL OF PARTICIPATION.

LEVEL OF -> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
AGE				
YOUNG	09(34.62)	08(30.72)	09(34.61)	26(100)
MIDDLE	26(32.91)	43(54.43)	10(12.68)	79(100)
OLD	12(26.67)	14(31.11)	19(42.22)	45(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

As far as Table No.26 is concerned, it is apparent that young aged respondents' participation is equally distributed (34.62%) among both high and low participation. Whereas the participation level is moderate (54.43%) among the middle aged group. However, the participation level is low (42.22%) among the old age group.

It can be seen from the data presented that compared to all the three age groups the participation level is high among the young age group and low among the old age group.

It can be inferred that young age group with their new views perhaps are more active.

TABLE NO.27.

DISTRIBUTION OF RESPONDENTS BY MARITAL STATUS AND
LEVEL OF PARTICIPATION.

LEVEL OF -> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
MARITAL STATUS				
MARRIED	45(31.30)	63(43.50)	37(25.50)	145(100)
UNMARRIED	02(40.00)	02(40.00)	01(20.00)	05(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

The Table No.27 shows the marital status of the respondents and the level of participation.

Among the married the participation is only moderate whereas among the unmarried group the participation is either high or moderate. The lower participation is only 20 percent.

The table illustrates that the unmarried group is active in union participation. This may be because of their less home responsibility.

TABLE NO.28.

DISTRIBUTION OF RESPONDENTS BY EDUCATION
AND LEVEL OF PARTICIPATION.

UNION --> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
EDUCATION				
ILLITERATE	05(31.25)	08(50.00)	03(18.75)	16(100)
PRIMARY	12(30.77)	19(48.72)	08(20.51)	39(100)
SECONDARY	25(35.71)	32(45.71)	13(18.58)	70(100)
GRADUATE + TECHNICAL	05(20.00)	08(24.00)	14(56.00)	25(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

Concerning Table No.28, the data shows that except among the college and technical educated respondents, all the other groups participate moderately in union activities. The highest percentage (50 percent) of illiterates fall in the moderate level group, followed by 48.72 percent, secondary educated. Whereas 56 percent among the highly educated fall in the low participation category.

The table illustrates that the college and technical educated have a better mobility and they are keeping a low profile in union activities.

TABLE NO.29.

DISTRIBUTION OF RESPONDENTS BY CASTE
AND LEVEL OF PARTICIPATION.

UNION --> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
CASTE				
MARATHA	45(31.91)	59(41.85)	37(26.24)	141(100)
OTHERS	02(22.22)	06(66.66)	01(11.11)	09(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

As far as Table No.29 is concerned, it can be observed that both among the Marathas and other caste groups, the participation level is only moderate. 41.85 percent of the Marathas and 66.66 percent of other castes rate themselves as moderate level of participation. However, relatively 31.91 percent high participation is projected by the Marathas whereas it is only 22.22 percent among other caste groups. The Table reflects that participation level is similar irrespective of the caste.

TABLE NO.30.

DISTRIBUTION OF RESPONDENTS BY RELIGION
AND LEVEL OF PARTICIPATION.

UNION --> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
RELIGION				
HINDUS	45(32.14)	59(42.14)	38(25.72)	140(100)
MUSLIMS	01(20.00)	03(60.00)	01(20.00)	05(100)
CHRISTIANS	-	01(50.00)	01(50.00)	02(100)
JAINS	01(25.00)	02(75.00)	-	03(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

Regarding the above Table (No.30) the data shows that invariably the participation level is moderate among Hindus, Muslims, Christians and Jain groups. Comparatively the percentage of low participation is high among Christians i.e. 50 percent fall in the low participation category.

The table highlights that the respondents, irrespective of their religions background perceive in the same line as far as trade union participation is concerned.

TABLE NO.31.

DISTRIBUTION OF RESPONDENTS BY FAMILY
SIZE AND LEVEL OF PARTICIPATION.

UNION --> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
FAMILY SIZE				
SINGLE	01(33.33)	01(33.33)	01(33.33)	03(100)
2 - 4	22(38.60)	20(35.09)	15(26.31)	57(100)
5 - 7	05(15.15)	17(51.52)	11(33.33)	33(100)
8 - 10	10(25.00)	22(55.00)	08(20.00)	40(100)
10 & ABOVE	09(52.94)	05(29.41)	03(17.65)	17(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

The data presented in the Table No. 31 above reveals that among the respondents who remain single the level of participation is equally distributed, i.e. 33.33 percent in all the categories.

Respondents having 2-4 members the participation is moderate. i.e. 35.09 percent. Similar is the trend as far as workers having 5-7 members (51.52%) and 8-10 members (55%) is concerned. But the respondents who come from families having more than 10 members, the participation level is high i.e., 52.94 percent. The data infers that when the number of members are more they are more concerned with the benefits and security.

TABLE NO. 32.

DISTRIBUTION OF RESPONDENTS BY TYPE OF FAMILY
AND LEVEL OF PARTICIPATION.

UNION --> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
TYPE OF FAMILY				
NUCLEAR	39(32.50)	51(42.50)	30(25.00)	120(100)
JOINT	08(26.67)	14(46.67)	08(26.68)	30(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

Table No. 32 shows the respondents' family type and the level of participation. It is obvious from the table that among both family patterns the concentration of high percentage is in the moderate level of participation, i.e. 42.5 and 46.67 percent respectively. However, relatively respondents who have nuclear family pattern, the level of participation is high i.e., 32.5 percent. Similarly participation is low among the respondents who are from joint families. In the nuclear family this could be because of the respondents' responsibility to look after the family as bread winner.

TABLE NO. 33.

DISTRIBUTION OF RESPONDENTS BY OCCUPATIONAL STATUS
AND LEVEL OF PARTICIPATION.

UNION --> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
OCCUPATIONAL STATUS				
SKILLED	28(35.00)	32(40.00)	20(25.00)	80(100)
UN-SKILLED	19(27.10)	33(47.10)	18(25.70)	70(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

Table No. 33 shows that a majority of skilled workers have moderate participation in trade union activities, while 35 percent have high participation. When the participation level is moderate among the unskilled workers, 27.1 percent have high participation. Whereas in both cases the highest percentage constitute in the moderate category.

The findings makes it apparent that irrespective of the occupational status, they keep a moderate participation level.

TABLE NO. 34.

DISTRIBUTION OF RESPONDENTS BY LENGTH OF EXPERIENCE
AND LEVEL OF PARTICIPATION.

UNION --> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
EXPERIENCE				
0 - 10	06(37.60)	08(50.00)	02(12.50)	16(100)
11 - 20	24(31.50)	36(47.00)	16(21.00)	76(100)
21 - 30	12(27.20)	18(40.00)	14(31.80)	44(100)
30 & ABOVE	05(35.00)	03(21.00)	06(42.00)	14(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

The table above (No. 34) reveals that a majority of the workers who have less experience, those having 11-20 years experience and workers who are in the 21-30 years category keep a moderate level of participation. Considering the highly experienced, a majority (42%) fall in the low participation category. As far as the experience is concerned none has high participation level. Workers who are highly experienced, who are in the verge of exit do not have anything to achieve hence their participation is not very active.

TABLE NO.35.

**DISTRIBUTION OF RESPONDENTS BY INCOME AND
LEVEL OF PARTICIPATION.**

LEVEL OF--> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
INCOME				
BELOW RS.2000	03(60.00)	01(20.00)	01(20.00)	05(100)
2001 - 3000	14(35.00)	18(40.00)	10(25.00)	40(100)
3001 - 4000	25(27.78)	41(45.55)	24(26.67)	90(100)
ABOVE 4000	05(33.33)	07(46.67)	03(20.00)	15(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

Table No. 35 discloses that low income group respondents' participation is high i.e., 60 percent take active part in union activities. All other income group workers' participation is moderate.

It is quite obvious from the table that those having a low income is active in getting benefits through their trade union.

TABLE NO. 36.

DISTRIBUTION OF RESPONDENTS BY PRESENT POSITION IN
UNION AND LEVEL OF PARTICIPATION.

LEVEL OF--> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
PRESENT POSIT- ION IN UNION				
MEMBER	46(31.30)	63(42.55)	38(25.85)	147(100)
OFFICE BEARERS	01(35.00)	02(40.00)	-	03(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

It can be seen from the Table No.36 that irrespective of their positions in the Union the level of participation is only moderate that is, the highest percentage constitute in the moderate level both among the members and office bearers.

The Data presents that the workers feel all are part and parcel of the Union.

TABLE NO. 37.

DISTRIBUTION OF RESPONDENTS BY POSITION HELD EARLIER
IN UNION AND LEVEL OF PARTICIPATION.

LEVEL OF--> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
POSITION HELD EARLIER IN UNION				
MEMBER	40(31.75)	54(42.85)	32(25.40)	126(100)
OFFICE BEARERS	08(31.58)	09(47.37)	04(21.05)	19(100)
LEADER	01(20.00)	02(40.00)	02(40.00)	05(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

From the table No. 37 we can observe that the respondents those with high level of participation constitute to 31.75 percent and and 42.85 percent in the moderate level and 25.40 percent participate less in union activities.

Those respondents who were office bearers earlier show that 31.58 percent fall in the high category and 47.37 percent and 21.05 percent in the moderate and low level of participation respectively. As far as past leaders are concerned the data shows that 40 percent each are in the moderate and low participation group. Whether the workers are members or were office bearers the participation level is only moderate among all the groups.

TABLE NO.38.

**DISTRIBUTION OF RESPONDENTS BY JOB SATISFACTION
AND LEVEL OF PARTICIPATION.**

LEVEL OF--> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
JOB SATISFACTION				
SATISFIED	20(24.39)	36(43.90)	26(31.71)	82(100)
PARTIALLY SATISFIED	20(38.46)	24(46.15)	08(15.38)	52(100)
DISSATISFIED	07(43.75)	05(31.25)	04(25.00)	16(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

The responses of the workers regarding their job satisfaction and level of participation shows that (Table No.38) those who are satisfied with their jobs constitute to 24.29 percent in the higher participation category, 43.90 in moderate and 31.71 percent in low participation level. Those who are partially satisfied shows that 38.46 percent fall in the high participation, 46.16 percent in moderate and 16.38 percent in low category. As far as dissatisfied group is concerned 43.75 percent actively participate in union activities and 31.25 percent and 25 percent respectively in the moderate and low participation category.

The table reveals that when the satisfaction decreases the participation is higher as the highest percentage (43.75%) among

the dissatisfied group and both among the satisfied group and partially satisfied group the majority falls in the moderate level. The trend shows that when the satisfaction is less participation is more.

TABLE NO.39.

DISTRIBUTION OF RESPONDENTS BY UNION SATISFACTION
AND LEVEL OF PARTICIPATION.

LEVEL OF--> PARTICIPATION	HIGH	MODERATE	LOW	TOTAL
UNION SATISFACTION				
SATISFIED	38(42.22)	36(40.00)	16(17.78)	90(100)
PARTIALLY SATISFIED	08(17.39)	25(54.35)	13(28.26)	46(100)
DISSATISFIED	01(07.14)	04(28.57)	09(64.29)	14(100)
T O T A L	47(31.40)	65(43.30)	38(25.30)	150(100)

Table No.39 illustrates the respondents union satisfaction and their participation level in union activities. It can be seen that about 42.22 percent of the respondents satisfied with their union participate actively, 40 percent moderately and 17.78 percent among the partially dissatisfied participate actively, majority (54.35%) fall in the moderate category. Those participate at low level constitute to 28.26 percent. Among the dissatisfied the highest percent is in the low category followed by 28.57 percent in the moderate and 7.14 percent in the low level.

The table demonstrates that the dissatisfied group's participation is low. It is quite apparent that when the workers' satisfaction is less with the union the participation level is low.

ATTITUDE AND OPINION:

It is quite logical to believe that attitudes and opinions of an individual determine, to a considerable extent, his behaviour patterns. Attitudes make a considerable difference in the life of almost everybody and the success and failure depends on the attitude to one's abilities and work.

The present chapter is an attempt to study the attitudes and opinions of the workers towards the management, their union and opinion regarding multiple unions, outside leadership etc.

TABLE NO.40.

DISTRIBUTION OF RESPONDENTS BY ATTITUDE TOWARDS MULTIPLICITY OF UNION.

ATTITUDE	FREQUENCY	PERCENTAGE
ONE UNION	121	80.67
TWO UNIONS	15	10.00
MORE THAN TWO UNIONS	14	09.33
T O T A L	150	100.00

It is obvious from the above table No. 40 that a great majority (80.67%) favour only one union. However, 10 percent of the respondents opined that there should be two unions. While only 9.33 percent favour for multiplicity of unions.

The table demonstrates that majority of the respondents favour single union, and it clearly indicates that they are satisfied with the present union. But, however, there appears a gradual change in the attitude.

TABLE NO.41.

DISTRIBUTION OF RESPONDENTS BY AGE AND
OPINION ABOUT MULTIPLICITY OF UNIONS.

OPINION -->	ONE UNION	TWO UNIONS	TWO OR MORE	TOTAL
AGE				
YOUNG	08(30.77)	09(34.62)	09(34.61)	26(100)
MIDDLE	68(86.08)	06(07.59)	05(06.33)	79(100)
OLD	45(53.33)	-	-	45(100)
T O T A L	121(80.67)	15(10.00)	14(9.33)	150(100)

As far as Table No.41 is concerned it is obvious that young age groups are more disposed towards Two (34.62%) or More Unions (34.61%) i.e., a majority (86.08%) among the middle aged and all the old respondents favour only one union.

It can be deduced that the young generation are not aware of the consequences of multiplicity of unions.

TABLE NO.42.

DISTRIBUTION OF RESPONDENTS BY EXPERIENCE
AND PINION OF MULTIPLICITY OF UNION.

OPINION -->	ONE UNION	TWO UNIONS	TWO OR MORE	TOTAL
AGE				
0 - 10	04(25.00)	06(37.50)	06(37.50)	16(100)
11 - 20	66(86.84)	06(07.90)	04(05.26)	76(100)
21 - 30	38(86.36)	03(06.82)	03(06.82)	44(100)
30 +	13(92.66)	-	01(07.14)	14(100)
T O T A L	121(80.67)	15(10.00)	14(9.33)	150(100)

Regarding Table No.42 it can be seen, that less experienced workers comparatively view differently as far as attitude towards multiplicity of unions. When an equal (37.5%) percent favour either for two or more than two unions, among young group 86.84 percent among 11-20 years experienced, 86.36 percent among 21-30 experienced group and an overwhelming 92.86 percent high experienced disfavour it.

It is apparent that the experienced determine the attitude.

TABLE NO.43.

**DISTRIBUTION OF RESPONDENTS BY OPINION ABOUT
OUTSIDE LEADERSHIP.**

OPINION ABOUT OUT- SIDE LEADER	FREQUENCY	PERCENTAGE
FAVOURABLE	23	15.33
UNFAVOURABLE	127	84.67
T O T A L	150	100.00

Table No. 43 illustrates the opinion of respondents about outside leadership. Nearly 85 percent of the respondents stood unfavourable as only 15.33 percent favour it.

The data pertaining to the above shows that they are aware of the consequences of outside leadership.

TABLE NO.44.

DISTRIBUTION OF RESPONDENTS BY AGE AND OPINION
ABOUT OUTSIDE LEADERSHIP

ATTITUDE ->	FAVOURABLE	UN- FAVOURABLE	TOTAL
AGE			
YOUNG	18(61.54)	10(38.46)	28(100)
MIDDLE	05(06.33)	74(93.67)	79(100)
OLD	02(04.44)	43(95.56)	45(100)
T O T A L	23(15.33)	127(84.67)	150(100)

The table above (no.44) depicts that more than 60 percent of the young generation hold a favourable opinion towards outside leadership. Whereas both among the middle aged (93.67) and old aged (95.56) the attitude is negative.

The data suggests that the old generations have more faith in internal leadership.

TABLE NO.45.

DISTRIBUTION OF RESPONDENTS BY EXPERIENCE AND
ATTITUDE TOWARDS OUTSIDE LEADERSHIP

ATTITUDE ->	FAVOURABLE	UN- FAVOURABLE	TOTAL
AGE			
0 - 10	09(58.25)	07(43.75)	16(100)
11 - 20	05(08.58)	71(93.42)	76(100)
21 - 30	05(11.36)	39(88.64)	44(100)
30 +	04(28.57)	10(71.43)	14(100)
T O T A L	23(15.33)	127(84.67)	150(100)

Regarding Table No.45 it can be seen that except among the less experienced (58.25%) all the other experienced groups projected an unfavourable attitude towards outside leadership.

It can be inferred from the above data that the attitude of the less experienced is transforming into new dimension.

TABLE NO.46.

**DISTRIBUTION OF RESPONDENTS BY OPINION
ABOUT THE PRESENT LEADER.**

OPINION	FREQUENCY	PERCENTAGE
GOOD	107	71.33
NEUTRAL	32	21.33
BAD	11	07.34
T O T A L	150	100.00

From the table No. 46 above, it is evident that a good majority (71.33%) are having a good opinion about their leader. When 21.33 percent stood neutral a meagre 7.34 percent opined as bad.

The table above makes it apparent that a majority favour the leadership of the present leader as it is satisfactory for them.

TABLE NO.47.

**DISTRIBUTION OF RESPONDENTS BY OPINION OF
FORMING OTHER UNIONS.**

OPINION	FREQUENCY	PERCENTAGE
GOOD	18	12.00
NEUTRAL	27	18.00
BAD	105	70.00
T O T A L	150	100.00

Table No. 47 reveals that 70 percent are negative towards forming other unions. When 18 percent are neutral regarding this, 12 percent favoured the same.

It can be interpreted that since single union is functioning effectively for a long time the workers have faith on the present union and do not have any motive to form other unions.

TABLE NO.48.

**DISTRIBUTION OF RESPONDENTS BY ATTITUDE TOWARDS
POLITICAL AFFILIATION OF UNION.**

OPINION	FREQUENCY	PERCENTAGE
GOOD	19	12.67
NEUTRAL	131	87.33
T O T A L	150	100.00

From the Table No.48 it is apparent that a major proportion (87.33%) of the respondents have unfavourable attitude towards political affiliation. However, a little more than 12 percent favour it. The present data discloses that the workers have realised the problem of politicisation, though they do not have any diverse linkages.

TABLE NO. 49.

DISTRIBUTION OF RESPONDENTS BY AGE AND
ATTITUDE TOWARDS POLITICAL AFFILIATION

ATTITUDE ->	FAVOURABLE	UN- FAVOURABLE	TOTAL
AGE			
YOUNG	15(57.69)	11(42.31)	26(100)
MIDDLE	03(03.80)	76(96.20)	79(100)
OLD	01(02.27)	44(93.78)	45(100)
T O T A L	19(12.67)	131(87.33)	150(100)

Table No. 49 highlights that when the older generations disfavour political affiliation of unions, younger generation favoured it. More than 57 percent of the young age group favoured the political affiliation. Whereas among the middle aged (96.20%) and old aged (97.78%) the attitude is unfavourable.

The data pertaining to the above is an indication that the young generation is desirous of a change.

TABLE NO. 50.

DISTRIBUTION OF RESPONDENTS BY EXPERIENCE AND
ATTITUDE TOWARDS POLITICAL AFFILIATION

ATTITUDE ->	FAVOURABLE	UN- FAVOURABLE	TOTAL
AGE			
0 - 10	09(58.25)	07(43.75)	16(100)
11 - 20	06(07.89)	70(92.11)	76(100)
21 - 30	01(02.27)	43(97.73)	44(100)
30 +	03(21.43)	11(78.57)	14(100)
T O T A L	19(12.67)	131(87.33)	150(100)

As far as the Table No. 50 is concerned the data shows that 58.25 percent of the less experienced are favourable to political affiliation, followed by 21.43 percent highly experienced. Whereas, a majority among the moderate experienced disfavour political affiliation.

The data presented displays that both the young and old generations favour to some extent in this regard, anticipating a transition.

TABLE NO.51.

DISTRIBUTION OF RESPONDENTS BY ATTITUDE
TOWARDS MANAGEMENT.

ATTITUDE	FREQUENCY	PERCENTAGE
GOOD	67	44.67
NEUTRAL	31	20.67
UNFAVOURABLE	052	34.66
T O T A L	150	100.00

It may be observed from the Table No. 51 above, that nearly 45 percent have a favourable opinion towards management, 20.67 percent have unfavourable attitude. The data suggests that, only, 45 percent have positive attitude towards management and more than half are either neutral or have negative attitude.

The data illustrates that workers are not fully satisfied with the functioning of the management.

TABLE NO.52.

DISTRIBUTION OF RESPONDENTS BY AGE AND
ATTITUDE TOWARDS MANAGEMENT.

ATTITUDE ->	FAVOURABLE	NEUTRAL	UN- FAVOURABLE	TOTAL
AGE				
YOUNG	09(34.62)	04(30.72)	13(50.00)	26(100)
MIDDLE	34(43.03)	19(24.08)	26(32.91)	79(100)
OLD	24(53.33)	08(17.78)	13(28.89)	45(100)
T O T A L	67(44.67)	31(20.67)	52(34.66)	150(100)

Considering Table No.52, it can be seen that only 34.62 percent of the young have favourable attitude towards management and one half have unfavourable attitude.

Regarding middle aged majority (43.03) have favourable attitude.

Whereas among the old age more than one half favour and only 28.89 percent have unfavourable attitude toward management.

The data shows that as the age increases the attitude is favourable and vice versa. Young age workers who have a long way in their career and with new views are unhappy with the management. In terms of age the old age group are more favourably disposed towards the management.

TABLE NO.53.

DISTRIBUTION OF RESPONDENTS BY EDUCATION
AND ATTITUDE TOWARDS MANAGEMENT.

ATTITUDE -> EDUCATION	FAVOURABLE	NEUTRAL	UN- FAVOURABLE	TOTAL
ILLITERATE	10(62.50)	02(12.50)	14(25.00)	16(100)
PRIMARY	23(58.97)	04(10.26)	12(30.77)	39(100)
SECONDARY	24(34.29)	18(25.71)	28(40.00)	70(100)
COLLEGE AND TECHNICAL EDUCATION	10(40.00)	07(28.00)	08(32.00)	25(100)
T O T A L	67(44.69)	31(20.67)	52(34.06)	150(100)

Data in the above table shows that attitude is favourable except the secondary educated among other groups towards management i.e, 62.50 percent of the illiterates, 58.97 primary educated, and 34.29 percent of college or technical educated. But a majority (40%) among the secondary educated shows a negative trend and only 34.29 percent contribute in the favourable attitude.

However, the data on the whole shows a favourable trend as far as their attitude toward management is concerned.

TABLE NO.54.

DISTRIBUTION OF RESPONDENTS BY EXPERIENCE
AND ATTITUDE TOWARDS MANAGEMENT.

ATTITUDE -> EXPERIENCE	FAVOURABLE	NEUTRAL	UN- FAVOURABLE	TOTAL
0 - 10	04(25.00)	07(35.71)	05(31.25)	16(100)
11 - 20	33(43.42)	13(17.11)	30(39.47)	76(100)
21 - 30	21(47.73)	07(15.91)	16(36.38)	44(100)
ABOVE 30	09(64.29)	04(28.57)	01(07.14)	14(100)
T O T A L	67(44.67)	31(20.67)	52(34.68)	150(100)

It can be inferred from the table No. 54, that attitude varies according to the experience of the workers. A majority (64.29%) among the experienced have favourable attitude towards management. Similarly a major portion (47.73%) among the 21-30 years experience group and 43.42 percent among 11-20 experience have positive attitude. However the percentage (25%) is less among the less experienced, and majority (35.71%) of them are neutral and 31.25 percent are unfavourable. The data suggests that as experience increases the attitude varies and favours the management. It is quite possible that less experienced are yet to thoroughly understand the management.