

OBSERVATIONS

On the basis of the collection, analysis and interpretation of the data both primary and secondary the researcher has made the following observations.

- 1) While recruiting the workers the company has given due preference to age factor. A majority of workers belongs to age group between 29 and 48 years. It means that the company has recruited only young active and efficient workers.
- 2) While recruiting the workers the company has not only given preference to age factor but also to the qualification of the workers. The majority of the workers recruited have primary and secondary education who constitute 62%. The second highest category of educated workers possesses higher and technical qualification like I.T.I and Diploma and work in key department. The illiterates recruited long back are comparatively less in number. It is also found from the company personnel office that the company has adopted a new policy of recruiting workers with secondary education as the minimum qualification. The presence of such educated workers no doubt enhance the sense of involvement and participation among the workers and creates a healthy atmosphere.
- 3) Large number of workers, who constitute 61%, belong to 16 to 21 and above years of length of service in the company.

This indicates that most of the workers are well experienced in their trade and they remained in the same company for a long period as they are satisfied with their work, wages and other facilities provided by the company.

4) It is also observed that while recruiting the workers the company has recruited outsiders, specially the technical workers. Due to the small number of quarters, most of the workers reside in Bagalkot City and their nearby native villages. It is found that majority of the workers reside between 2 to 4 Kms. away from the factory and they have to move up and down to attend the factory work. This would fritter away their energy.

5) The table related to the mode of conveyance indicates that majority of workers (i.e. 70%) use bicycle as their means of conveyance. They have been using bicycle because long back the company had provided bicycle-loan facility and the loan was recovered from their monthly conveyance allowance. At present the company has stopped this scheme. Workers wants this scheme to be reintroduced.

6) Majority of workers are not satisfied with the maintainance of sanitation and cleanliness by the company which is essential for the health and efficiency of the workers. Even though cement is the dust product the company has to try its level best to maintain sanitation

and cleanliness. Some of the workers who have served formerly in different units have expressed this view strongly.

7) Regarding convenience and comforts during working hours majority of workers expressed dis-satisfaction as they have to work in the open air especially the workers associated with crusher and belt and material feeding.

8) The company has maintained a good system of working hours, rest hours and meals time with a view to relieve the stress and strain of the workers during working hours. Majority of the workers are happy with company timing system.

9) The company has taken sufficient precaution to protect the life of the workers in various departments by providing helmets, goggles, shoes and white cloth to protect from dust breathing. The large number of workers expressed their satisfaction. Some 40% of the workers especially working in the mine, kiln, boiler, workshop departments and heavy vehicle drivers expressed dis-satisfaction over the safety measures provided by the company and demanded some more equipments for the purpose.

10) Regarding the safety training of the workers, the employees dis-satisfaction is obvious. Some of them said that at times a workers of one department is shifted to another department and he has to work without the knowledge

of the operation of machine. This is one of the reasons for the accidents which have taken place so far.

11) Majority of the workers are of the opinion that the company has taken precaution to fulfil their sheer needs such as the supply of dust allergy materials to the departments like crusher and belt, drilling and packing - house. Whereas the entire factory is full of dust. Regular inhalation of cement dust by the workers of all the departments may cause T.B. and breathing trouble in the long run. Workers work in such places with constant fear. Workers expressed that regular and compulsory medical checkup by the company doctor is essential as a precautionary measure.

12) The company has provided special monetary allowance to a few departments. The majority of the workers are dis-satisfied with the allowances. Specially the dust allowance of Rs. 15/- per month is hardly sufficient to the worker in buying Jaggery, Coconut Oil and washing soap to maintain his health. It is found that majority of the workers receive dust allowance in cash on account of poverty.

13) The company has not given much importance to workers education which is a must to enrich the mental attitude of the workers. Some of the workers are of the opinion

that the company should display on the notice board informing its monthly production, sales and profit earned. It will show the progress made by the workers and develop in them a sense of pride and achievement. Of course the company runs a Human Resource Department but many workers expressed dis-satisfaction over its functioning.

14) The company has provided Urinal, Lavatory, bathroom, spittoons moderately. About the maintainance of these points majority of the workers have expressed their satisfaction.

15) Majority of the workers expressed their satisfaction about the supply of drinking water and demanded the supply of chilled water during summer.

16) The company itself runs the canteen and the canteen committee looks after it. Majority of the workers expressed satisfaction about quality and rates of food stuffs served in the canteen.

17) The workers are not satisfied with the rest toom provided by the company. Good conditioned rest room is a must to relax and to have a piece of mind as it is expressed by the majority of the workers.

18) About medical and health services provided by the company majority of workers expressed their dis-satisfaction. They are of the opinion that, they are working in the dust and hence regular and compulsory medical checkup every month is necessary to know the health condition of a worker. Workers also expressed dis-satisfaction over the medical services at the time of accidents. The injured workers were carried to the Local Government Hospital with great difficulty in the absence of factory ambulance. They expressed strongly that ambulance service was essential in the factory.

19) Now and then the factory experiences accidents, the main reason for such accidents is the carelessness of workers. The second reason is their lack of knowledge in machine operation, workers expressed dis-satisfaction about safety training programmes conducted by the company.

20) The company extends some economic services. Majority of the workers are dis-satisfied with the lack of liberal financial services in the company. They are very eager welcome the extension of financial services from the company such as loans, bonus and profit sharing schemes.

21) However the social security schemes adopted by the company are good and workers are happy with these schemes.

22) Still majority of the workers are not happy with the accommodation facility extended by the company. The company is having a limited number of quarters built long back. Half of the building is covered by Tatti (made of bamboo) so small as to suffice a single family. A small number of workers reside in the company quarters while many of them live in Bagalkot City and near by villages.

As per the Wages Board Awards the company is paying house rent allowance to the workers in between Rs. 50/- to Rs. 60/- as per the pay scale. This is not sufficient to higher a house with at least two rooms in Bagalkot City. In the year 1962 it was announced by the Government of Karnataka that the city was going to submerge under Krishna Project and hence there is no further house constructions by the public. As a result rent on existing houses is so high that a poor worker can not afford it. To solve this burning problem Union Leaders approached the management several times to insist upon the company to allot them company's open land for the construction of houses under co-operative system but to no avail.

23) There is general satisfaction among the workers over the extension of facilities like roads, lights, recreation and playground etc., by the company.

24) The workers are also happy with the excellent educational standards of the primary school run by the company. But they are not happy with educational facilities to their own children. Because workers residing both in the factory colony and Bagalkot City find it hard to send their children to the school because of its high rate of tuition fees, English Medium Education and its long distance from the City.

25) The workers are happy with the Trade Union activities and its services to the members. There are two Trade Unions in the same company premises. But workers are not happy with this division. There is some dis-satisfaction among the workers over leadership issue, rivellaries between unions and pending demands of the unions with the management.

26) The workers evince a sense of belonging to their organisation. The spontaneous response to the poser, ' Do you feel that you are part of the organisation ?' in the affirmation, reveals the workers sense of identification with the organisation.

27) From the wide consensus of opinion on the question of the relationship between the workers and their superiors, it is found that there is harmony and we-feeling among the workers of different ranks.

28) Despite the feeling of oneness and solidarity among them the job satisfaction of the workers is low. Majority of the workers just work for the sake of work without deriving any work-satisfaction due to promotion system adopted by the company.

29) The company evinces appreciation and sympathy for the workers. The company has an awareness and understanding of the workers difficulties and problems.

30) Majority of workers of the company, as the data of work satisfaction and progress indicates, are satisfied with the progress made in their respective jobs. They feel a sense of pride and achievement. Their attitude to job is not just mechanical or machinery but positive and healthy.

31) Co-operation is the clue to success and happiness in an organised life. The data shown in table 35 indicates that there is a high degree of co-operation and spirit of accommodating among the workers. There is very little hostility and catagories among the workers. This high spirit of co-operation has brought about unity and solidarity among the workers.

32) Large number of workers are happy with the regular increase in their salary income. They do not feel that they are paid meagre pay by the company they are satisfied

with what they get from the company barring some minor bickerings.

33) However it does not mean that the workers demands are fully met by the company. Table 37 shows that the demands of the employees are partly fulfilled and the company has yet to decide about the major demands of the workers such as bonus, accommodation, participation in management and profit sharing.

34) In this respect a parental care and consideration on the part of top executives for their employees is imperative for mutual progress. The executive of the company evince a moderate concern if not a total involvement, towards the well-being of the workers.

35) However, the workers are not denied the fraternal care of the supervisors. They take maximum interest in the welfare of the workers and the relationship between the workers and supervisors is cordial positive and healthy.

36) No doubt, the workers receive a human and humane treatment from their superiors. But this does not mean that all is well and good with all the workers. Table 40 indicates that the workers lack some basic welfare amenities which ought to be provided by the company.

37) Nevertheless, as the table 41 and 42 demonstrate the workers find the company a very good place to work and bear testimony to its widespread reputation in the community.

