

TOPIC NO : IV

ANALYSIS AND INTERPRETATION OF DATA.

TOPIC NO. IVTABLE NO. 1

Table showing the income of the company and expenditure on wages and salaries.

Accounting year	Income in lacs	Expenditure on wages and salaries in lacs	Percentage
1979-80	25.06	4.54	18.12%
1980-81	42.53	6.59	15.49%
1981-82	73.75	7.20	9.76%
1982-83	83.09	7.94	9.56%
1983-84	92.32	10.00	10.83%
	316.75	36.27	

COMPARATIVE STATEMENT

<u>Year</u>	<u>Income</u>	<u>Wage</u>		
1979-80 to 1980-81	17.47	2.05	:	- 2.11
1980-81 to 1981-82	31.22	0.61	:	- 5.73
1981-82 to 1982-83	9.34	0.74	:	- 0.20
1982-83 to 1983-84	9.23	2.06	:	+ 1.27

ANALYSIS :

From the above table we analyse that income of the process house in the year 1979-80 to 1981-82 rising rapidly, but in the year 1982-83 and 1983-84

it is rising gradually. There is  $3\frac{1}{5}$  time rise in the income within last five years that is from 1979-80 to 1983-84.

As expenditure on wages and salaries is concerned there is near about two times increase in expenditure on wage and salaries during the last five years. It is seen that percentage of expenditure on wages and salaries to income of the process house is rapidly declining. It was 18.12% in the year 1979-80 and it comes to 10.83 in the year 1983-84.

INTERPRETATION :

With the help of above analysis we analyse that, in the process house increase in income is at the faster rate but increase in expenditure on wage and salary is not proportion to income rate.

If we consider the expenditure on wage and salary to total income of the process house the productivity of the process house is at increasing trend during the first two years the productivity of labour has been decreased in the year 1983-84. The productivity of labour is at peak point in the year 1981-82.

TABLE NO. 2

Table showing distribution of employees according to ages

Age group in year	No.of Employees	Percentage
18 years to 28 years	21	26.25%
28 " " 38 "	43	53.75%
38 " " 48 "	12	15.00%
48 " " above	04	05.00%
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	80	

ANALYSIS :

From the above table, it is seen that, out of 80 workers 43 (53.75%) workers are from the second age group, 21 (26.25%) are from first age group only 12(15%) and 4(5%) are from third and fourth age group.

INTERPRETATION :

With the help of above analysis we interpret that 80% of the workers are belonging to first two age group and only 20% of the workers are from 3rd and 4th age group.

The above data shows that process house uses to recruit, young energetic workers. The productivity of process house goes on increasing due to this young and energetic workers. Increase production results in decrease in the cost of production as a result net profit of the process house goes on increasing.

TABLE NO.3

Table showing educational condition of employees of the process house

S.No.	Education	No.of employees	Percentage
1.	Illiterate	07	8.75%
2.	Literate	16	20.00%
3.	Primary	20	25.00%
4.	Secondary	32	40.00%
5.	Collegiate	05	06.25%
		80	100%

ANALYSIS :

From the above table we can explain as follows :

The worker who have received collegiate education are only 6.25% and worker who have received secondary education are 40% of the total labour force whereas 8.75% are illiterate and 20% and 25% of the total workers are literate and primary educated respectively.

INTERPRETATION :

From the above analysis we interpret that process house required workers who receives only secondary education. Workers who received technical and collegiate education are less in numbers.

With the help of above table we come to the

conclusion that in the process house there is no need to appoint technical persons and highly educated persons, because the technical job in the process are very few and technical job are handled by few technicians like, bleaching manager, mercerising manager etc. As a result expenditure on wages and salaries will be less as compared to technical business like engineering.

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TABLE NO.4

Table showing the length of service of the employees of the process house.

Experience group in years	No. of Employees	Percentage
0 to 5 years	17	21.24%
5 to 10 years	30	37.50%
10 to 15 years	20	25.00%
15 to 20 years	06	7.50%
20 and above	07	8.50%
	<u>80</u>	<u>100%</u>

ANALYSIS :

From the above table it ~~is~~ appears that 20 workers out of 80 workers are in the service group of 10 to 15 years, 17 workers out of 80 are having five years experience, 30 workers are with 5 to 10 years experience and 6 and 7 workers only are with 15 and above years length of service.

INTERPRETATION :

With above analysis we interpret that majority of the workers who are working in the experience group of 5 to 10 years i.e. 30 workers out of 80 workers.

With the above analysis and interpretation we came to the conclusion that labour turnover in the process house is less. Due to less labour turnover cost of recruitment and training for the fresh workers is lower, as a result expenditure on wages and salaries is less and experienced workers are getting satisfactory amount of wages and salaries. It is beneficial to both the workers and the process house.

TABLE NO. 5

Table showing the distribution of employees visiting the factory site for work on the basis of distance from their home to factory site.

Distance	Employees	Percentage
2 to 4 K.M.	50	62.5%
4 to 6 K.M.	22	27.5%
6 to 8 K.M.	06	7.5%
8 to 10 K.M.	02	2.5%
	<u>80</u>	<u>100%</u>

ANALYSIS :

It is seen that out of 80 workers 90% of the employees are coming to the process house in the range of 2 to 6 K.M. and remaining 10% that is 8 out of 80 workers coming to process house with a distance of 6 to 10 K.M.

INTERPRETATION :

With the help of above analysis it is clear that majority of the workers are coming from nearest places or from local area. Due to majority of local workers the absenteeism in the process house is very low as a result of this there is continuous flow of production in the process. Process recruit local workers to avoid related problems.



TABLE NO.6

Table showing the satisfaction of workers with present wages.

S.No.	Wage group	Satisfied employees	Dissatisfied Employees	Total No. of employees	TOTAL PERCENTAGE	
					Satis- fied	Dis-sati- sfied
1.	600-800	5	16	21	23.8%	76.2%
2.	800-100	3	22	25	12%	88%
3.	1000-1200	3	12	15	20%	80%
4.	1200-1400	2	07	09	22%	78%
5.	1400-1600	2	04	06	33%	67%
6.	1600 & above	2	02	04	50%	50%
		17	63	80		

With the help of above table it appears that out of 80 workers 63 workers are dissatisfied with their present wages and only 17 workers are satisfied with their wages i.e. near about 79% of the workers are dissatisfied and only 21% of the workers are satisfied with their wages. It is seen that in the first four group percentage of dissatisfaction is above 75% and it is decreasing in the last two groups.

INTERPRETATION :

We interpret with the above analysis that 1 worker out of 5 workers is satisfied with their wages and 4 workers are not satisfied. The reason behind this of cost of living in Ichalkaranji is high as compared to other cities.

TABLE NO.7

Table showing supplementary source of income of the employee.

S.No.	Source	Employee	Percentage
1.	Land	23	29%
2.	Side business	19	24%
3.	House property	13	16%
4.	No other sources	25	31%
		<u>80</u>	<u>100%</u>

The above table depicts that out of 80 workers 25 workers are not having any other source of income than salary and wages. 23 workers are getting the income from landed property, 19 workers are getting income from other side businesses and 13 workers are having house property which receives rent to them. It is found that the percentage of sources of income are near about equal except the income from house property which is only 16%.

TABLE NO.8

Table showing the various deductions made by the company from the wages of the employees

S.No.	Name of deduction	No.of employees
1.	For recovery of Advance	55
2.	For recovery of loan	25
3.	For payment of Employees co-op. society	60
4.	For P.F. & E.S.I.	65
5.	For Life Insurance	07

This table throws light on the deduction from the wage and salary admissible to payment of wage Act, 1936. Out of 80 respondent 65 workers had their salary deductions under the heading of recovery of advance, recovery of loans, payment of employees co-op. society; provident fund, Life Insurance etc. Out of 80 workers 55 employees' wages are deducted by way of recovery of advance, 25 workers wages are deducted by way of recovery of loan, 60 workers deductions for payment of co-op. society, 65 workers for provident fund and Employees State Insurance

fund and only 7 workers salary is deducted for payment of Life Insurance pfemium.

With the above analysis it is seen that only few workers are taking their full amount of salary to their home and few workers are taking care of their future life through life insurance.

TABLE NO.9

Table showing mode of conveyance adopted by the employees.

Mode of conveyance	No. of employees	Percentage
1) Cycle	35	44%
2) By bus	26	32%
3) Scooter	4	05%
4) foot	15	19%
	<u>80</u>	<u>100%</u>

With the help of above table we seen that 35 workers out of 80 are using the cycle as the mode of conveyance of attending the factory and 26 workers by bus and only 4 and 15 by scooter and by foot respectively.

With the help of above analyses we come to know that 76% of the workers are coming by cycle and but and only 24% are coming by foot and scooter.