C H A P T E R IV

ANALYSIS AND INTERPRETATION OF THE DATA

1. Analysis and Interpretation of the data as per the questionnaire.

2. Analysis and interpretation of the data as per the official record kept by the Mill.

-o-

ANALYSIS AND INTEPRETATION OF DATA AS PER QUESTIONNAIRE.

Asper the study(A critical study on Labour absenteeism in Narsinggirji Mill, Solapur, since 1985)is concerned with labour absenteeism, the responses collected through the sampled population, sample for the interview was taken at random. In the first instance, the whole employment in the mill at Shop floor is classified and accordingly, department-wise sample population is selected at random for the interview purpose.

Table No.4.1

Table showing departmentwise employment of the workers in the mill.

Department	Permanent workers.			Subordinate workers.			Total workers		
	Male	Fem-ale	Total	Male	Fem-ale	Total	Male	Fem-ale	Total
1) Spinning	718	30	748	447	21	468	1165	51	1216
2) Weaving	1300	90	1390	799	26	825	2099	116	2215
3) Process	263	45	308	141	-	141	404	45	449
4) Engineer-ing.	225	1	226	36	13	49	261	14	275
5) Miscella-neous.	116	12	128	53	5	58	169	17	186
Total	2622	178	2800	1476	65	1541	4098	243	4341

The workers employed in the mill were bifurcated into two main categories i.e.permanent workers and subordinate workers. The study is restricted only to the permanent workers. If permanent workers remain absent they were placed by subordinate workers. Absence of subordinate workers does not affect seriously, if permanent workers are regular. But when permanent workers remain absent, within the same, subordinate workers also remain absent then it definitely hinders the production activity. These permanent workers are again classified departmentwise as per sexual status. In the mill, there were in all 2800 male and female workers working in various shifts.

Table no.4.2

Table showing departmentwise respondents interviewed.

Department	Shift			Total
	I	II	III	
1. Spinning	25	25	25	75
2. Weaving	47	48	45	140
3. Process	10	10	10	30
4. Engineering	13	12	-	25
5. Miscellaneous.	5	5	5	15
Total	100	100	85	285

The study is based on 10% of sampled population which was taken at random from the permanent workers in N.G. Mills Solapur. There are in all 2800 workers working in five departments in three shifts i.e.280 workers have been interviewed but to round up the figure,from the Engineering and miscellaneous department, more five respondents were interviewed and thus the sampled population arrived at 280 + 5. The researcher has taken interview of male and female workers working in five departments. From spinning department total respondent were 75. Out of total respondents, 25 workers from first shift,25 from second and 25 from third shift have been interviewed. In case of Weaving department, 47 from first, 48 from second and 45 from third shift(in all 140)workers were interviewed. In Process department, 10 workers each for the shift were interviewed. Engineering department works only for two shifts, so out of 25 workers, 13 from first and 12 from second shift were interviewed. Miscellaneous department works for three shifts. Hence 5 workers per shift have been interviewed.

How were the workers chosen for inclusion in the sample?

Shifts change from time to time

Thus total 10% sampled population represent each department in the mill and each shift with response to male and female workers.

Table No.4.3

Table showing classification of workers according to their age.

Age Group ... .. Department	Upto 30 years.	%age	30 to 40 yrs.	%age.	40 to 50 years	%age.	Above 50 years	%age	Total	%age.
1. Spinning	27	36.00	16	21.33	18	24	14	18.67	75	100
2. Weaving	35	25.00	54	38.57	31	22.14	20	14.29	140	100
3. Process	5	16.66	10	33.34	11	36.67	4	13.33	30	100
4. Engineering	3	12.00	12	48.00	7	28	3	12.00	25	100
5. Miscellaneous	3	20.00	6	40.00	4	26.67	2	13.33	15	100
Total	73	25.62	98	34.38	71	24.91	43	15.08	285	100

The above table shows the classification of workers according to their age. The age groups are classified as workers below 30 years, below 40 years, below 50 years and above-50 years.

As compared to all departments, percentage of below 30 years aged workers is low in Engineering department i.e.12% and it is highest in spinning department i.e. 36%. In Process, Weaving and Miscellaneous dept. it is 16.66%, 25% and 20% respectively. On an average, in the same is at 25.62% i.e.nearly one forth of the workers are from the younger age group.

In the 30 to 40 years age group, highest percentage found in Engineering departmert i.e.48% and lowest percentage found in Spinning cepartment i.e.21.33%. The other department represents 38.57% from Weaving, 33.34% from Process and 40% from Miscellaneous department. Totally in the mill, there are 34.38% workers found from the 30 to 40 years age group.

In the 40 to 50 years age group, the highest percentage shown from process department, i.e.36.67% and the lowest percentage shown from Weaving department

i.e.22.14%. Other departments viz.Spinning 24%,Engineering 28% and Miscellaneous 26.67% workers. In the mill, the percentage found from the same group was 24.92%.

The workers above theage of 50 years was found highest in Spinning Department i.e.18.67% and lowest from the Process department i,e.13.33%. In the proportion was 15,08%.

It shows that the majority workers working in the mill are from the 30 to 40 years age group. The very lowest percentage is from above 50 years age group. Naturally the population working in the mill upto 50 years age can do the work properly.

Table no.4.4 (see next page)

Table 4.4 :

Table showing distribution of workers according to this educational status.

Educational Status ..... Department	Illi-tera-te.	%	Upto Pri-mary level	%	Upto Seco-ndary level	%	Upto Higher Secon. level	%	Upto Gradu-ation level	%	Total	Total %
Spinning	15	20	48	64	10	13.33	2	2.67	-	-	75	100
Weaving	25	17.85	81	57.85	29	20.71	5	3.58	-	-	140	100
Process	6	20	14	46.67	8	26.66	2	6.67	-	-	30	100
Engineering	4	16	12	48	8	32	1	4	-	-	25	100
Miscellaneous	2	13.33	8	53.34	4	26.66	1	6.67	-	-	15	100
Total	52	18.25	163	57.20	59	20.70	11	3.85	-	-	285	100

Table shows that the percentage of illiterate workers is more in Spinning and Process Department i.e.20% than other departments. It is lowest in Miscellaneous Department i.e.13.33%. The percentage of illiterate workers in the mill is around 18.25%.

The workers who have taken education upto primary level are morein Spinning Department. The percentage of the same is 64%. The lowest percentage found in process department i.e.46.67%. Other departments are above 50% except Engineering Department. The total percentage in the mill for Primary educated workers found to be 57.20% It shows that majority of the workers working in the mill can read and write.

About secondary level education, workers from Engineering department found more percentage i.e.46% and lowest from Spinning department i.e.13.33%.

In the mill the percentage i.e.of workers who have taken their education upto secondary level found 20.70% i.e. one fifth of the total workers.

A little percentage found in case of workers those who have taken education upto higher secondary level.

Process and Miscellaneous and Process department shown highest percentage i.e.6.67% and lowest percentage from Spinning Department i.e.2.67%.

In the mill just 3.85% of the workers found those who have studied upto higher secondary level. Not a single worker has been found who have taken education above the higher secondary level.

It is clear from the above table that only 18.25% worker are illiterate in the mill. Remaining can read and write marathi language.

Table no.4.5 (see next page.)

Table No.4.5 : Table showing classification of workers according to the service period.

Service Period / Department	Less than 5 years	%age.	5 to 10 years	%age	10 to 20 years	%age	20 to 30 yrs.	%age.	Above 30 years	%age.	Total
Spinning	4	5.33	29	38.87	13	17.33	21	28.00	8	10.67	75
Weaving	6	4.28	62	44.28	43	30.72	22	15.72	7	5.00	140
Process	2	6.66	3	10.00	12	40.00	11	36.67	2	6.67	30
Engineering	2	8.00	9	36.00	10	40.00	3	12.00	1	4.00	25
Miscellaneous	-	-	6	40.00	6	40.00	2	13.33	1	6.67	15
Total	14	4.91	109	30.24	84	29.47	59	20.70	19	6.68	285

The above table shows that the workers who have served less than 5 years, are found more in Engineering Department i.e.8% and nil percentage in Miscellaneous Department. In all mill the percentage of workers who have worked upto five years is found 4.91%.

The workers who have served upto 10 years, the highest percentage found in Weaving Department i.e.44.28% and lowest in Process Department i.e.10%. In the mill, the same percentage found i.e.30.24%. Accordingly in the service period group of 10 to 20 years, highest percentage in the 29.47% workers were found. In the service period group of 20 to 30 years the percentage of workers in the mill found 20.70%. Anc in above 30 years service period group, the highest percentage found in Spinning Department i.e.10.67% and lowest 4% in Engineering Dept.

It is clear from the above table that majority of the workers who fall in 5 to 10 years service period and 10 to 20 years service period, the percentage is 30.24% and 29.47% respectively. It showed majority workers have good experience of their job. A small percentage of workers found in above 30 years service period group i.e.6.68%.

Table : 4.6 : Table showing attitude of workers towards ventilation in the Mill.

Ventilation / Departments	Proper	%	Improper	%	Total
Spinning	63	84.00	12	16.00	75
Weaving	120	85.71	20	14.29	140
Process	30	100.00	-	-	30
Engineering	25	100.00	-	-	25
Miscellaneous	15	10.00	-	-	15
Total	253	88.77	32	11.23	285

Above table shows that the attitude of the workers towards ventilation in the mill. 12% workers opine there is not good ventilation in Spinning Department and 20% workers from Weaving department opined the same. Other departments' workers opined that ventilation in the mill is good. In the mill 11.23%workers represented the opinion as bad ventilation.

It is clear fromthe above table that majority of the workers are of the opinion that there is proper ventilation in mill. Only slight problem is with Weaving & Spinning Departments.

Table : 4.7 : Table showing attitude of workers towards humidity in the Mill.

Humidity / Department.	Proper	%age	Improper	%age	Total
1. Spinning	70	93.33	5	6.67	75
2. Weaving	112	80.00	28	20.00	140
3. Process	28	93.33	2	6.67	30
4. Engineering	25	100.00	-	-	25
5. Miscellaneous	15	100.00	-	-	15
Total	250	87.71	35	12.29	285

Table given above shows the attitude of workers towards humidity in the mill. 20% workers in Weaving deptt. opined that the humidity in the mill was not proper and the same percentage of workers from Spinning and Process department i.e.6.67% opined about improper humidity.

In the mill, the percentage of workers' opinion towards improper humidity in the mill found at 12.29%. From Engineering and Miscellaneous departments, 100% workers opined that there is proper humidity in their own department. It is clear from the table that the humidity in Weaving dept.is not proper as per opinion of workers.

Table 4.8 : Table showing attitude of workers towards Illumination in the mill.

Illumination Departments.	Proper	%age	Improper	%age	Total.
Spinning	68	90.67	7	9.33	75
Weaving	103	73.57	37	26.43	140
Process	28	93.33	2	6.67	30
Engineering	25	100.00	-	-	25
Miscellaneous	15	100.00	-	-	15
Total	249	87.36	36	12.64	285

Table shows the opinion of workers about illumination in the mill. Opinion about improper illumination found very high in Weaving department i.e. 26.43% and the same opinion followed by Spinning and Process Departments with 9.33% and 6.67% respectively. 100% workers from Engineering and Miscellaneous department opined that there is proper illumination in the mill.

In the mill opinion about improper illumination found 12.64% which is due to Weaving, Spinning and Process Departments. The case of Weaving Dept.is considerable. But majority of workers were of the opinion that there is proper illumination in mill.

Table 4.9 : Table showing attitude of workers towards Sanitation in the Mill.

Sanitation Departments	Proper	%age	Improper	%age	Total
Spinning	69	92.00	6	8.00	75
Weaving	122	87.14	18	12.86	140
Process	29	96.67	1	3.33	30
Engineering	24	96.00	1	4.00	25
Miscellaneous	15	100.00	-	-	15
Total	259	90.87	26	9.13	285

From the above table, 12.86% workers said that there is no proper sanitation in the mill. The same opinion is followed by 8% workers in the Spinning, 4% of workers from Engineering and 3.33% of workers from Process Dept.

In the mill, attitude of workers regarding improper sanitation found 9.13%. From Miscellaneous Department, 100% workers said there is good sanitation in mill. The only important case is about Weaving Dept.but these two majority workers said sanitation is good. Only in comparison, the highest opinion about improper sanitation found in Weaving Department.

Table : 4;10 :Table showing classification of workers who feel/do not feel exhaustive after work.

Exhaustiveness / Departments	Yes	%age	No	%age	Total
Spinning	47	62.67	28	37.33	75
Weaving	119	85.00	21	15.00	140
Process	19	63.33	11	36.67	30
Engineering	19	76.00	6	24.00	25
Miscellaneous	12	80.00	3	20.00	15
Total	216	75.78	69	24.22	285

Above table shows that 85% workers from Weaving Department exgaysted after the work which is the highest percentage in the mill amongst all departments. 62.67% workers felt exhausted after the work from Spinning Department. This percentage is lowest in the mill amongst all departments. From the above percentages, the total percentage in the mill found 75.78% of exhausted workers.

It is clear that majority of workers exhausted after the work. Workers who are young i.e.upto 30 years age group and in 30 to 40 years age group, and who have to do light work may do not feel Exhausted. But percentage of such workers in the mill found at 24.22%.

Table 4.11 : Table showing attitude of worker towards shift system in the mill(Whether convenient or not)

Shift system / Departments	Yes	%age	No	%age	Total
Spinning	61	81.33	14	18.67	75
Weaving	117	83.57	23	16.43	140
Process	27	90.00	3	10.00	30
Engineering	19	76.00	6	24.00	25
Miscellaneous	11	73.33	4	26.67	15
Total	235	82.45	50	17.55	285

Above table shows the attitude of the workers towards shift system in the mill(whether it is convenient or not). Accordingly, 90% of the workers from Process Dept.opined that system is convenient, which is highest percentage. 73.33% workers from Miscellaneous dept.found the shift system is convenient. 83.57%, 81.33% and 76% from Weaving, Spinning and Engineering departments' workers feel shift system is convenient.

In the mill, attitude towards shift system was good from 82.45% workers. It is clear, majority workers feel shift system is convenient. But workers who are working in Misc.Department,percentage is lower than other departments.

Some workers opined that whether it is convenient or not one has to accept it, because ~~it~~ there is no remedy.

Table No.4.12 : Table showing attitude of workers towards wage rate system.

Wage rate system / Departments.	Good	%age	Not good	%age	Total
Spinning	67	89.33	8	10.67	75
Weaving	129	92.14	11	7.86	140
Process	25	83.33	5	16.67	30
Engineering	25	100.00	-	-	25
Miscellaneous	13	86.67	2	13.33	15
Total	259	90.87	26	9.13	285

Above table shows that 100% workers from Engineering Dept. 92.14% workers from Weaving Dept. 89.33% from Spinning and 86.67% from Miscellaneous department so also 83.33% from Process Department are satisfied with the wage rate system followed by the Mill. The mill has followed piece rate system as well as time rate system. Maximum workers i.e.16.67% workers from Process Department were not satisfied with wage rate system.

In all in the 90.82%, satisfied with wage rate system adopted by the mill.

Table No.4.13 : Table showing classification of workers according to their satisfaction in respect of wages.

Satisfaction / Departments.	No	%age	Yes	%Age	Total
Spinning	63	84.00	12	16.00	75
Weaving	104	74.28	36	25.72	140
Process	21	70.00	9	30.00	30
Engineering	20	80.00	5	20.00	25
Miscellaneous	11	73.33	4	26.67	15
Total	219	76.84	66	23.16	285

The abovetable shows that 84% workers are not satisfied with present wages which they are getting. The lowest percentage is from Process Department ile.30% and Miscellaneous dept.26.67%. The Weaving, Engineering and dept. found 74.28% and 70%. respectively.

In all, in the mill, 76.84% workers do not satisfied with the present wage. Only 23.10% workers satisfied on the ground that whether present wage may or may not meet the needs but as per the work performance, wages given are fair.

Table no.4.14 : Table showing classification of workers who are/are not borrowers.

Departments	Borrowers	%age	Non Borro-wers.	%age.	Total
Spinning	58	73.33	17	22.67	75
Weaving	101	72.14	39	27.86	140
Process	22	73.33	8	26.67	30
Engineering	21	84.00	4	16.00	25
Miscellaneous	12	80.00	3	20.00	15
Total	214	75.08	71	24.92	285

The table showed the opinions of workers towards wages which they get, upon which it is clear that they are unable to meet their needs so they have to borrowe. According to above table, majority of workers are borrowers. The highest borrowers are from Engineering Dept.i.e.84% and lowest from Weaving Department i.e.72.14%. It does not mean that the percentage of borrowers in the mill in any department is low. In the mill,percentage of borrowers-workers found 75.08%. It shows that majority of workers have to borrow to meet the needs and wages which they are getting are insufficient.

But it is also important the borrowed money is used for meeting the needs or any other purposes like gambling, liquor etc.

Table No.4.15 : Table showing classification of workers according to the source from which they borrow money.

Source / Departments.	Friends/ Relatives/ Money lenders.	%age.	Coop. Society/ Bank	%age.	Non-borrowers No source	%age.	Total
Spinning	28	37.33	30	40.00	17	22.67	75
Weaving	50	35.71	51	36.42	39	27.67	140
Process	12	40.00	10	33.33	8	26.67	30
Engineering	3	12.00	18	72.00	4	16.00	25
Miscellaneous	5	33.33	7	46.67	3	20.00	15
Total	98	34.38	116	40.70	71	24.92	285

Above table shows sources from which the workers borrow money. Those who are not borrowers, in case of such workers, no problem of source. Still generally workrs working in the mill borrow from their friends, relatives money lenders, cooperative credit societies etc.& bank.

For the sake of proper understanding, these sources have been classified into groups. First group consist of friends, relatives and private money lenders where workers do not have to go through the procedure for loan and repayment of the loan. Second group consists of cooperative credit society and other cooperative banks, nationalised banks etc. The workers who were non-borrowers at the time of interview too take the loan from these sources when they need it.

Out of total workers 75.08% are the borrowers. 40% workers from Process Dept. borrowed from first group. The percentage of workers from Spinning, Weaving and Miscellaneous deptt. also near to the Process department. Only the percentage of workers from Engineering Dept. is low i.e.12% of those who borrow from first group,

In the second group the highest borrowers are from Engineering Department i.e.72% and lowest percentage from Weaving Department i.e.86.42%.

In the mill 34.36% workers borrowed from friends, relatives and money lenders etc. and 40.70% workers borrowed from cooperative society and banks. One thing is clear that there are majority of workers who have ~~the~~ taken the loan from available sources.

Regarding these two groups of sources, out of total borrowers 45.79% workers borrowed from their friends, relatives and money lenders. 54.21% workers have taken the loan from Cooperative Credit Society and other banks. It shows that majority borrowers have taken loan from the sources consisting in second group.

Table no.4.16 : Table showing classification of workers according to the ways of repayment of debt.

Ways of repayment / Department	Salary deduction.	%age.	Cash & other payment	%age.	Non-borrowers No deductions.	%age	Total
Spinning	30	40.00	28	37.33	17	22.67	15
Weaving	51	36.42	50	35.71	39	27.86	140
Process	10	33.33	12	40.00	8	26.67	30
Engineering	18	72.00	3	12.00	4	16.00	25
Miscellaneous	7	46.67	5	33.33	3	20.00	15
Total	116	40.70	98	34.38	71	24.92	285

Table shows that the workers who are non-borrowers no repayment, But those who are borrowers, they repay their loan in two ways. First is salary deductions and second is cash payment and another way. The loan taken from cooperative

credit society and other banks is directly deducted from the wages of workers. Loan taken from other than Coop. Credit society, the bank is repaid through cash payment or by the other sources. In the repayment of debt, in the mill through salary deduction found 40.70% and 34.38% through other sources.

In short, out of total borrowers 54.21% workers repay their loan through the way of salary deductions and 45.79% workers repay their loan through cash payment or other source.

Table No.4.17 : Table showing classification of workers according to their present debt.

Amount of debt (Rs.) / Department	Nil debt	%age	Upto Rs. 2000	%age	2000 to 5000	%age	Above 5000	%age
Spinning	17	22.67	4	5.33	38	50.67	16	21.33
Weaving	39	27.85	14	10.00	84	60.00	3	2.15
Process	8	26.67	6	20.00	16	53.33	-	-
Engineering	4	16.00	7	28.00	13	52.00	1	4.00
Miscellaneous	3	20.00	4	26.67	8	53.33	-	-
Total	71	24.92	35	12.28	159	55.78%	20	7.02

Above table shows the sum borrowed by the workers. Those who are not borrowers, no problem in case of such workers. Nil Borrowers in Weaving and Process department are above 1/4 of the total sampled population. Near to ¼ are from Spinning department i.e.22.67%, 1/5th and below 1/5th are from Miscellaneous and Engineering Department. In all 24.92% that means ¼ workers not borrowers in the mill. It shows majority workers need to borrow.

28% workers who are from Engineering department have borrowed the amount upto Rs.2000/- which is highest percentage and 5.33% workers from Spinning department, have borrowed the sum upto Rs.2000/- which is lowest percentage among the departments. In mill the same percentage found at 12.28%.

The workers who have borrowed Rs.2000/- to Rs.5000/- found highest in Weaving Department i.e.60% and lowest in Spinning department i.e.60.67%. Totally in the percentage found in this group was 55.78%. It shows that majority workers borrow from Rs.2000/- to Rs.5000/-.

In the above Rs.5000/-debt group, highest percentage found in Spinning Dept.i.e.21.33% and nil in Miscellaneous and Process department. Totally in the mill percentage found at 7.02%. That means workers do not borrow above some limit in particular circumstances they have to borrow.

Table 4.18 : Table showing classification of workers according to total number of persons in their family

Total no.of persons in family / Department.	Upto 3 persons.	%age.	Upto 5 persons.	%age.	Upto 10 persons	%age.	Above 10 persons.	%age.	Total
Spinning	3	4.00	19	25.33	46	61.33	7	9.34	75
Weaving	6	4.28	36	25.71	81	57.85	17	12.16	140
Process	2	6.67	14	46.66	12	40.00	2	6.67	30
Engineering	2	8.00	11	44.00	9	36.00	3	12.00	25
Miscellaneous	1	6.67	3	20.00	10	66.66	1	6.67	15
Total	14	4.91	83	29.12	158	55.43	30	10.53	285

Above table shows the total no.of persons in the family. In all where 3 persons are in the family of workers found 4.91%. This is negligible percentage. The family of workers consisting of 3 to 5 persons, highest percentage found in Process Department i.e.46.66% and the lowest in Miscellaneous department i.e.20%. In all mill the same groups percentage found 29.12% i.e.30% of workers in the mill are having upto 3 to 5 members in their family.

Family consisting of 5 to 10 members, the highest percentage found in Miscellaneous Department i.e.66.66% and the lowest 36% in Engineering Department. The percentage from Spinning & Weaving Department is also very near i.e. 61.33% and 57.85% to the Weaving Department. Totally in the mill 55.33% of workers who are having members in their family in 5 to 10 range.

Above 10 members persons in the family of workers found highest in Weaving and Engineering Department i.e.12.16% and 12% respectively. In all mill, the same group percentage found 10.53.

It shows that majority workers family consisting of 5 to 10 members. It shows two group viz.upto 5 members and upto 10 members are having tremendous percentage than that of others.

Table No.4.19 : Table showing classification of workers who are having other earning members in their family.

Other earning members / Departments.	Nil	%age	One member.	%age	2 members. & above	%age.	Total
Spinning	52	69.33	15	20.00	8	10.67	75
Weaving	98	70.00	19	13.57	23	16.43	140
Process	24	80.00	4	13.33	2	6.67	30
Engineering	23	92.00	2	8.00	-	-	25
Miscellaneous	13	86.67	2	13.33	-	-	15
Total	210	73.68	42	14.73	33	11.59	285

Though the families are big, it is necessary to know the earning members in the family. If a member is earning in a big family, it gets difficult to manage all the needs of family. So above table shows that the classification of workers who have other earning member in their family.

The 92% workers have not other earning members in their family from Engineering Department, which is highest percentage and 69.33% workers of Spinning Dept. who do not have other earning members i.e.in all mill 73.68% workers are only the earning person in their family. That means majority workers do not have ~~ing~~ other earning members.

The members who have other earning members other than himself, the percentage of such workers is found 14.73% and who have two earning members percentage found 11.59 and this percentage is so negligible.

Table 4.20 : Table showing classification of workers according to no.of dependents in their family.

No.of dependants. / Departments.	Upto 3 dependants.	%age	Upto 5 dep.	%age.	Above 5 depn.	%age	Total
Spinning	12	16.00	27	36.00	36	48.00	75
Weaving	16	11.42	71	50.71	53	37.87	140
Process	7	23.33	13	43.33	10	33.34	30
Engineering	5	20.00	11	44.00	9	36.00	25
Miscellaneous	2	13.33	6	40.00	7	46.67	15
Total	42	14.73	128	44.91	115	40.36	285

Inspite of big family, there may be more earning dependents. If only a person is earning and no.of dependents are more then it is very difficult to manage the family needs with the income of a mill worker. If he is getting only wages

from the mill, or so in the light af above, table shows no.of dependents of the workers in their family. The workers are classified under the three heads i.e.who have upto 3 dependents, upto 5 dependents and above 5 dependents. Those who have only three dependents, they can manage their family in their wages but it is difficult where the dependents are more.

In the first group 23.33% workers have upto three dependents which is highest score and 11.42% workers from Weaving department. In the mill the same group's percentage found 14.73%. It shows that very few persons are having limited family.

The no.of dependents i.e.upto 5 are more in Weaving department. The percentage of such workers found 50.71 which was highest and 36% in Spinning department, which was lowest. In the second group of workers who have upto 5 dependents found 44.91% i.e.about 45%.

The similar case is with last group where above five dependents are depending on the workers. In the mill the percentage found 40.36%. It is also as near as to the second group. It is clear from above table in all majority of the workers have more dependents on them and it is possible that they could not manage the family in their own income.

Table 4.21 : Table showing classification of workers according to their income from other sources.

Other source of income / Departments.	No other source	%age	Agri-culture.	%age	Small Business	%age.	Part-time job etc.	%age	Total
Spinning	53	70.67	11	14.67	7	9.33	4	5.33	75
Weaving	102	72.85	18	12.85	11	7.85	9	6.45	140
Process	23	76.67	4	13.33	2	6.67	1	3.33	30
Engineering	18	72.00	5	20.00	1	4.00	1	4.00	25
Miscellaneous	9	60.00	3	20.00	3	20.00	-	-	15
Total	205	71.92	41	14.38	24	8.42	15	5.28	285

Table as above shows that 76.67% workers from Process department have not income from other source, which is highest percentage and 60% workers from Miscellaneous department do not have other source of income which is largest percentage, among all departments in the mill. Totally in mill 71.92% workers do not have other source of income. It shows majority of workers in the mill do not have other source of income.

In Miscellaneous and Spinning department, highest workers i.e.20% have income from other sources like agriculture and the lowest percentage (12.83%) found in Weaving department for the same source. In the 14.36% workers found who have income from agriculture source.

The third group showed the percentage of workers who have income from small business. In mill the percentage of such workers found very little i.e.8.42%. The last group of workers who earn the income from doing other part-time job are any other such type of work found 5.26% which also is negligible.

But totally, the workers those who have other income from source found the percentage in mill about 28.06%. i.e.above 1/4th of total workers in the mill have some what other earning source.

Table 4.22 : Table showing classification of workers according to the use of holiday by the workers.

Use of holiday for -- / Departments.	Enter-tainment and rest.	%age.	Agril. work	%age	Busi-ness/ other job	%age.	Domes-tic/any other work.	%age.	Total
Spinning	46	61.33	9	12.00	7	9.33	13	17.67	75
Weaving	82	58.57	13	9.28	11	7.85	34	24.30	140
Process	18	60.00	3	10.00	2	6.67	7	23.33	30
Engineering	17	68.00	3	12.00	1	4.00	4	16.00	25
Miscellaneous	7	46.67	1	6,67	3	20.00	4	26.66	15
Total	170	59.67	29	10.17	24	8.42	62	21.77	285

Above table shows the activities of workers during holidays, whether they take the rest or not. The 68% workers from Engineering dopt take the rest during holiday which is highest percentage and 46.67% workers from Miscellaneous department take the rest during holiday which is lowest percentage among all departments in the mill. Totally in mill 59.64% workers found taking rest during the holiday.

The workers those who use their holiday for agriculture work, business and small job and domestic and any other work, found the percentage in mill10.17%, 8.42% and 21.77% respectively. Totally 40.46% workers found who use their holiday on the work which is not expected. Instead of taking rest, workers do their other job and it affects on the main job.

Table No.4.23 : Table showing classification of workers according to their opinion about sick leave

Opinion / Department.	Sufficient	%age	Insufficient	%age	Total
Spinning	69	92.00	6	8.00	75
Weaving	129	92.14	11	7.86	140
Process	28	93.33	2	6.67	30
Engineering	25	100.00	-	-	25
Miscellaneous	13	86.67	2	13.33	15
Total	264	92.63	21	7.37	285

Above table shows that the opinion of workers about sick leave granted by the mill. 100% of the workers from Engineering department who opined that the sick leave facility is sufficient ~~x~~&against 86.67% workers opined that the facility is sufficient. Other departments' percentage found above 90. Totally in mill 92.63% workers opined that the leave facility provided by mill is sufficient. Very little percentage i.e.7.37% workers opined adversely which is negligible.

Table No.4.24 : Table showing classification of workers according to their opinion about leave facility in the mill.

Opinion / Department	Sufficient	%age	Insuff-icient	%age	Total
Spinning	69	92.00	6	8.00	75
Weaving	127	90.71	13	9.29	140
PRocess	30	100.00	-	-	30
Engineering	24	96.00	1	4.00	25
Miscellaneous	14	93.33	1	6.67	415
Total	264	92.63	21	7.37	285

The above table shows that the opinion of workers towards leave facilities in the mill. The concept of sick leave and other leave iscompletely different. The opinion found above 90% and maximum i.e.100% towards the leave facility is good and sufficient. Only 7.37% present in the mill opined that the leave facility is not sufficiently provided.That means majority workers opinion is good towards leave facility.

Table No.4.25 : Table showing classification workers according to their opinion about welfare facilities in the mill.

Opinion towards welfare facilities / Departments.	Good	%age	Not good	%age	Total
Spinning	66	88.00	9	12.00	75
Weaving	107	76.42	33	23.58	140
Process	28	93.33	2	6.67	30
Engineering	25	100.00	-	-	25
Miscellaneous	15	100.00	-	-	15
Total	241	84.56	44	15.44	285

The welfare facilities such as drinking water, latrines,

urinals, canteen, rest room, recreation, grain shop etc. are provided by the mill. The opinion of the workers towards these welfare facilities that are good found 100% respondents from Engineering and Miscellaneous dept., Process Department is also near to these departments i.e.93.33%. But the lowest percentage found in Weaving department i.e.76.42% followed by Spinning Department at 88%. That means these facilities are good in case of Engineering, Miscellaneous and Process Department. Out of total workers frcm Weaving Department, nearabout 1/4th workers ~~from~~ dc not satisfy with welfare facilities and out of total workers in the Spinning Department 1/8th workers also co not satisfy with or welfare facilities.

Table No.4.26 : Table showing cistribution of workers who have been provided with housing facility by the mill.

Housing facility provided Departments.	Yes	%age	No	%age	Total
Spinning	13	17.33	62	82.67	75
Weaving	19	13.57	121	86.43	140
Process	5	16.67	25	83.33	30
Engineering	1	4.00	24	96.00	25
Miscelleneous	1	6,67	15	93.33	15
Total	39	13.68	246	86.32	285

Above table shows that the workers those who have provided housing facility by the mill. In spinning department 17.33% workers have been provided housing facility which is highest percentage and 4% workers from Engineering department have been provided the same, which is lowest percentage among all departments in the mill. Totally only 13.68% workers have provided the housing facility. It shows that mill does not provided houses to the majority of the workers working in the mill in various shifts.

Table No.4.27 :Table showing classification of workers who are members of trade union.

Department	Union member	%age	Non-union member	%age	Total
Spinning	67	89.33	8	10.67	75
Weaving	112	80.00	28	20.00	140
Process	27	90.00	3	10.00	30
Engineering	24	96.00	1	4.00	25
Miscellaneous	15	100.00	-	-	15
Total	245	85.96	40	14.04	285

Table shows that the classification of workers those who are members and those who are not members of the trade union. The highest percentage is 100% from Miscellaneous department, followed by Engineering Department i.e.96%. The workers from Process and Spinning Dept. follow 90% and 89.33% respectively. Only Weaving dept. workers found least union members among all the departments in the mill i.e.80%. That is majority of workers are the union members. Totally in the mill the percentage found 85.96%. Workers who are union members. Out of total workers in Weaving Department, 1/5th workers are not members of any trade union.

Table no.4.28 : Table showing classification of workers opinion towards functioning of union.

Functioning successfully Departments.	Yes	%age	No	%age	Total
Spinning	26	34.67	49	65.33	75
Weaving	37	26.42	103	73.58	140
Process	11	36.67	19	63.33	30
Engineering	7	28.00	18	72.00	25
Miscellaneous	4	26.67	11	73.33	15
Total	85	29.82	200	70.18	285

Above table shows the opinion about the functioning of the trade union. That is whether the trade union is successfully functioning or not. The workers from Process Deptt. i.e.36.67% responded that the union is functioning well which is the highest opinion percentage and 26.42% respondents from Weaving replied the same which is the lowest percentage among all department-s in the mill. Totally in the only 29.82% workers i.e.nearly 30% workers opined that trade union is functioning successfully. But the majority wirjers i.e.nearly 70% do not realise that trade union is functioning well in the interest of the workers. It shows that though there are two to three trade unions and majority workers are the members, the functioning of trade unions is not successful.

Table : 4.29 : Table showing classification of workers attitude towards relationship between management and workers' union.

Attitude. / Departments.	Good	%age.	Not good	%age	Total
Spinning	40	53.33	35	46.67	75
Weaving	58	41.42	82	58.58	140
Process	14	46.67	16	53.33	30
Engineering	11	44.00	14	56.00	25
Miscellaneous	7	46.67	8	53.33	15
Total	130	45.61	155	54.39	285

The above table shows the attitude/the relations /towards between management and workers' union. The highest percentage found in Spinning Department i.e.53.33% that the relations between management and workers' union are good. and lowest percentage found in Weaving departmenti.e. 41.42% among all the departments in the mill. Totally the percentage of response found 45.61% in the mill. It shows that the relations are not so good in existance between management and workers-union. The majority workers(54.39%)responded that there are not good relations between management and workers' union.

Table : 4.30. Table showing opinion of the workers towards treatment given by the supervisors.

Treatment good / Departments.	Yes	%age	No	%age	Total
Spinning	70	93.33	5	6.67	75
Weaving	114	81.42	26	18.58	140
Process	28	93.33	2	6.67	30
Engineering	25	100.00	-	-	25
Miscellaneous	15	100.00	-	-	15
Total	252	88.42	33	11.58	285

Above table shows that the opinions of the workers in respect of the treatment given to them on their job by the supervisors. Engineering and Miscellaneous departments responded 100% that the workers working in their department are treated well. Spinning department, Process department both found 93.33% workers opinion about good treatment. Only in Weaving department, found the lower percentage of good treatment i.e.81.42% Totally in the responses of the workers towards good treatment found 88.42%. It shows majority opined that they are treated good. But only the case of Weaving Department is considerable than that of other departments in the mill because there is not such a problem of bad treatment.

Table No.4.31 : Table showing classification of workers according to their job satisfaction.

Department	Satisfied	%age	Unsatisfied	%age	Total
Spinning	70	93.33	5	6.67	75
Weaving	121	86.42	19	13.58	140
Process	27	90.00	3	10.00	30
Engineering	25	100.00	-	-	25
Miscellaneous	15	100.00	-	-	15
Total	258	90.52	27	9.48	285

The table shows the worker satisfaction towards their job. The workers from Engineering and Process departments are satisfied with their job 100%. The Spinning and Process Departments' workers responded 93.33% and 90% respectively about the job satisfaction. In Weaving Department 86.42% workers found those who get the job satisfaction and it is the lowest percentage among all the departments in the mill. Totally in mill 9.48% workers found those who do not get job satisfaction.

Table No.4.32 : Table showing classification of workers' opinion about management of mill.

Good opinion / Departments.	Yes	%age	No	%age	Total
Spinning	71	94.67	4	5.33	75
Weaving	121	86.42	19	13.58	140
Process	30	100.00	-	-	30
Engineering	25	100.00	-	-	25
Miscellaneous	15	100.00	-	-	15
Total	262	91.92	23	8.08	285

Opinion of the workers about the management of the mill is shown in the above table. The respondents from Process, Engineering and Miscellaneous departments opined that it is 100% goodfollowed by Spinning department with 94.67%. Only workers from Weaving department i.e.13.58% do not opeined that the management is not good. Totally the management of mill is good, opined by the 91.92% workers.

In mill, only workers i.e.13.55% from Weaving dept. among all departments opined adversely and which is the highest percentage about the bad opinion towards management of mill. But it is also not in more frequency.

Table : 4.33 : Table showing opinion of the workers towards the mill.

Departments	GOod	%age	Not good	%age	Total
Spinning	73	93.33	2	2.67	75
Weaving	131	93.57	9	6.43	140
Process	30	100.00	-	-	30
Engineering	25	100.00	-	-	25
Miscellaneous	15	100.00	-	-	15
Total	274	96.14	11	3.86	285

Table as above shows the opinion of workers towards the mill is good or not.In the light of this workers from Process, Engineering and Miscellaneous department totally responded that the mill is very good. Only the 2.67% workers and 6.43% workers from Spinning and Weaving departments respectively opined that the mill is not so good. But the percentage of such workers is so negligible and majority of workers are of the opinion that the mill is very good.

Table No.4.34 : Table showing classification of the reasons due to which workers remain absent from the work.

Departments / Reasons	Spinning.	%age	Weaving	%age	Process	%age	Engineering.	%age	Misc. Deptt.	%age.	Total	%age
No Suitable conveyance.	5	6.66	15	10.71	1	3.33	2	8.00	-		25	8.77
Geographical distance.	2	2.66	3	2.14	5	16.66	2	8.00	2	33.33	17	5.96
Other part-time job	11	14.66	20	14-28	3	10.00	2	8.00	-	-	39	13.68
Shift working & long working hrs.	-	-	5	3.57	1	3.33	-	-	-	-	8	2.10
Overburden of work and unsuitable work					-nil-							
Unpleasant working conditions.	9	12.00	33	23.57	2	6.66	-	-	-	-	44	15.43
Frequency of accidents & other					-nil-							

In the above table the reason for the absenteeism i.e. workers remain absent from their work due to agriculture work, festivals, social ceremonies and other house hold problems found 100%. That means due to above reasons whether the management of mill sanction the leave or not it does not affect the labour,in any condition labour tries to remain absent in the above circumstances.

These reasons are not shown in the table since in every department it has got 100% response.

In Spinning Department the percentage is high where for 14.56% workers remain absent due to other part-time job. 12% workers remain absent due to unpleasant working conditions. The workers those who live far away and they do not have suitable conveyance and very few workers remain absent due to geographical factors from mill to house.

In Weaving department 23.57% workers remain absent due to unpleasant working conditions. 23.57% workers remain absent and the workers those who attend other part-time job found 14.28%. The workers those who unable to attend the work due to no suitable conveyance found 10.71%. The other reasons percentage is very negligible. ~~The~~

In the Process Department 16.66% workers do not attend their job due to geographical distance so they remain absent. 10% workers found those do not attend the work due to other part-time job. 6.66% workers and that of no suitable conveyance found 3.33%.

Engineering Departments' workers found 8% absentee due to no suitable conveyance geographical distance and other part-time job.

The 33.33% workers from Miscellaneous Department.

2) ANALYSIS AND INTERPRETATION OF THE DATA AS PER OFFICIAL RECORD KEPT BY NARSINGGIRJI MILLS SOLAPUR.

The N.G.Mills, Solapur is keeping the record of absenteeism. It has been taken for granted that someof absenteeism is bound to occure so much so that Rule No.72 A of Bombay Industrial Relations Rules, 1947 makes it compulsory for the employers to submit a monthly return of absenteeism to the commissioner of Labour of the State.

The absenteeism data in this research work is collected in five columns for three year viz. 1983, 1984 and 1985.

The first column consists of months, second for average monthly strength of permanent workers, third column consists agerage monthly present workers, fourth column shows percentage of third column and fifth column consists of monthly absenteeism in percentage. The absenteeism rate is calculated as per the following formula:

$$\frac{\text{Workers not working due to unauthorised absence}}{\text{Total workers actually worked.}} \times 100$$

The above formula is used to calculate the absenteeism rate, in all the textile units of Mahraahtra State Textile Corporation so the rate is calculated for that formula.

The total strength on the roll of permanent worker of the mill is 2800. But one can not find total workers employed on the day because they may remain absent by takingauthorised leave etc. So it compelled to take the average monthly strength of permanent workers. Secondly whatever is the average monthly presenty of workers, the same figure is taken in the thirdcolumn and these figures the percentage were drawn.

Table No.4.35 : Table showing monthwise - Average permanent workers, average permanent present workers and their percentage and absenteeism rate- for the year 1985.

Month	Average monthly strength of permanent workers.	Average monthly presentee of workers.	Percentage of average presentee	Percentage of absentee
1985				
Jan.	2705	2027	74.94	25.04
Feb.	2700	1769	65.52	34.48
Mar.	2758	1886	68.38	31.62
Apr.	2778	1840	66.23	33.37
May	2768	1759	63.54	36.46
June	2799	1983	70.84	29.16
July	2784	1952	70.09	29.92
Aug.	2773	2079	74.72	25.28
Sept.	2763	2017	73.00	27.00
Oct.	2804	1945	69.33	30.64
Nov.	2800	2023	72.25	27.75
Dec.	2784	1831	65.77	34.23

Yearly average absenteeism rate : 30.41%.

Source : N. G. Mills Office record.

From the above table, the highest rate of absenteeism found in the month of May i.e.38.92% and the lowest in the month of February, i.e.25.07%. It shows above 25% workers remain absent from their work on an average for per month. The percentage of absentee is very high during the March, April, May and June months i.e.It is above 34%. In the month of November, the percentage is again gone above 30%. That means totally in the year the absentee rate is high for the month of March, April May, June and November for the year 1983.

Table No.4.36 : Table showing monthwise average permanent workers, average present permanent workers, and their percentage and absentee rate for the year 1984.

Month	Average monthly strength of permanent workers.	Avg.monthly presenty of workers.	Percentage of average presentee.	Percentage of the absentee.
1984				
Jan.	2762	1930	69.87	29.26
Feb.	2709	1759	64.93	25.07
Mar.	2691	1693	62.92	37.08
Apr.	2673	1749	65.43	34.57
May	2649	1618	61.08	38.92
June	2646	1746	65.99	34.01
Jul	2643	1886	71.36	28.64

contd...

contd...

Month	Average monthly strength of permanent workers.	Average monthly presentee of workers.	Percentage of average presentee.	%age of absentee
Aug	2638	1938	72.46	26.64
Sept.	2634	1879	71.74	26.54
Oct	2615	1875	71.70	28.66
Nov	2599	1793	69.00	31.00
Dec.	2593	1830	70.63	29.37

Average yearly absentee rate : 30.81%
Source : N.G.Mills, Solapur record kept in office.

The above table shows that the absenteeism rate is very high in the month of April and March i.e.38.62% in both the months, whereas it is low in the month of Sept.i.e. 24.72% but approx. it is upto 25%. That means minimum 25% of the workers remain absent from the work. On an average the same rate for the year found 30.74% i.e.on an average per month 30.74% workers remained absent for the year 1984.

The absentee rate is very high in the months of February, March, April, May and November, i.e.above the average.

Table : 4.37. Table showing monthwise average permanent workers, average present permanent workers and their ~~pre~~ percentage and absenteeism rate for the year1984.

Month	Avg.Monthly strength of permanent workers.	Avg.monthly presentee of workers.	Percentage of average presentee.	Percentage of absentee.
Jan.	2555	1922	75.22	24.78
Feb	2539	1676	66.01	33.99
Mar	2504	1537	61.38	38.62
Apr	2504	1537	61.38	38.62
May	2514	1622	64.52	35.48
June	2503	1483	71.29	28.71
Jul	2483	1746	70.72	29.68
Aug	2469	1783	72.22	27.78
Sept	2521	1898	75228	24.72
Oct	2545	1814	71.27	28.73
Nov	2539	1765	69.51	30.49
Dec.	2738	1991	72.71	27.29

Yearly average absenteeism rate : 30.74%.
Source : N.g.Mills Solapur office record.

The above table showsthat the highest rate of absenteeism found in the month of May i.e.36.46% and the lowest rate in the month of January i.e.25.04%. The yearly average rate of absenteeism found 30.41%. It is clear from the above table that minimum per month 25% workers remain absent and yearly on an average per per month above 30% workers remain absent from their work.

The absentee rate is found highest i.e.above the average absenteeism rate in the month of February, March, April, May, October and December.