

CHAPTER-5



ANALYSIS AND INTERPRETATION OF DATA.

CHAPTER - V #
TABLES ACCORDING TO INTERVIEW #
SCHEDULE #
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ANALYSIS AND INTERPRITATION OF DATA :

This chapter contains presentation analysis and interpretation of the data.

My principal objective behind the investigation of labour turnover and absenteeism in Gadhinglaj, Taluka Sahkari Sakhar Karkhana Ltd., is to know the trend of absenteeism and turnover prevailing among the workers.

The distribution of workers according to their age-group.

TABLE NO. 5:1

Age in groups (in year)	No. of workers.	Percentage
21.25	06	4.20
26.30	34	23.95
31.35	41	28.90
36.40	33	23.25
41.45	23	16.20
46.50	04	2.80
51.55	—	—
56-60	01	0.70
Total	142	100.00

This table No. 5:1 shows that :-

- a) 80.36% workers belong to age group 21-40 years. It means that the factory has given due preference to young and energetic blood while recruiting the manpower.
- b) Only 28 workers belong to age group above 40 years. It means that very few old workers are selected. It is found that these workers are working in the departments of administrative line. This shows that the factory making use of the life experiences of these workers for betterment of factory.
- c) There is no worker below 21 years.

T A B L E N O : 5:2

The distribution of workers according to their civil condition.

Civil condition of workers	No. of workers.	Percentage
Married	131	92.25
Unmarried	11	7.75
Total	142	100.00

This table No. 5:2 shows that 92.25% workers are married and 7.75% are unmarried, which resembles with the table of their age-group.

TABLE NO. 5 : 3.

The distribution of workers according to their sex.

Sex of worker	No. of workers
Male	142
Female	-
Total	142

From the above table No. 5:3 it is clear that there is no female candidate working in the factory. It is fact that all workers are male workers.

TABLE NO 5:4

The classification of workers according to their status in the family.

Status	No. of workers	Percentage
Head	87	61.30
Subordinate	55	38.70
Total	142	100.00

The table No. 5:4 shows that 61.30% workers have whole responsibility of their family being as a head. Only 38.70%

workers are not shouldering the responsibility of their family because of joint Hindu family system. They are subordinate.

TABLE NO 5:5

The distribution of workers according to their landholdings.

Landholding in acres	No. of workers	Percentage
No landholding	45	31.70
More than 0 - 1	28	19.70
" " 1 - 2	25	17.60
" " 2 - 3	12	8.45
" " 3 - 4	12	8.45
" " 4 - 5	12	8.45
" " 5 and above	08	5.65
Total	142	100.00

From the above table No. 5:5 it is clear that 97 workers have their family occupation as farming and 45 workers are landless workers and hence depending on their monthly salary as the only income source.

TABLE NO 5:6

The educational status of the workers.

Education	No. of workers	Percentage
1. Illiterate	12	8.45
2. Primary Education	11	7.75
3. Secondary Education	06	4.25
4. Higher Secondary Education	11	7.75
5. Graduate	51	35.90
6. Post-Graduate	03	2.10
7. Technical Education	48	33.80
Total	142	100.00

The above table No. 5:6 shows that 71.80% of worker have got completed their education up to graduate level or more or technical education. Only 8.45% workers are illiterate, 7.75% of workers have primary education, 4.25% have secondary and 7.75% have higher secondary education.

It is clear from the above table that 91.55% of workers are literate and most of them are graduates.

TABLE NO. 5:7

The classification of workers according to their monthly total salary.

Total salary Rs.	No. of workers	Percentage
800 and below	05	3.50
801 - 1000	45	31.70
1001 - 1200	79	55.70
1201 - 1400	04	2.80
1401 -1600	03	2.10
1601 - 1800	-	-
1801 - 2000	03	2.10
2001 and above	03	2.10
Total	142	100.00

The above table No. 5:7 shows that 50 workers get total salary for a month below Rs. 1000 and 92 workers get salary above Rs. 1000, out of which only 3 workers get salary more than Rs.2000/- This shows that workers economic condition is good.

The management of the factory has introduced the pay scale of Patil committee award with latest dearness allowance with effect from 1.1.1986.

(See chart in appendix)

TABLE NO 5:8

The distribution of workers according to their residence.

Residence	No. of workers	Percentage
Local workers	44	31
Outside workers	98	69
Total	142	100

It is clear from the above table No. 5:8 that 69% of workers are coming from outside places and only 31% workers are local workers.

TABLE NO . 5:9

Classification of only outside workers according to distance from their residence to factory.

Distance in K.M.	No. of workers
Up to 5	13
6 - 10	34
11 - 15	33
16 - 20	13
21 and above	06
Total	99

The table No. 5:9 shows that 13 workers are coming from villages of 5 K.M. away from factory, 34 workers from 6 to 10 K.M., 32 workers from 11 to 15 K.M., 13 workers from 16 to 20 K.M. and 6 workers from 21 K.M. or more distance away from factory

T A B L E N O . 5:10

The distribution of workers according to their native places.

Category	No. of workers	Percentage
1. Native place within Gadhinglaj Taluka.	106	74.65
2. Native place outside Gadhinglaj Taluka. But within Kolhapur Dist.	19	13.40
3. Native Place out side Kolhapur district but within Maharashtra.	07	4.90
4. Native place out side Maharashtra State.	10	7.05
Total	142	100.00

The table No 5:10 shows that 10 workers have come out of Maharashtra State, 7 workers have come from various parts of Maharashtra State but they are from outside of Kolhapur district and 125 (88%) workers are from Kolhapur district out of which 106 workers are from only Gadhinglaj Taluka.

This clearly shows that management has given due preference to the local candidates while recruiting the manpower.

TABLE NO. - 5:11

The distribution of workers according to the mode of conveyance used.

Mode of conveyance	No. of workers	Percentage
Walking	47	33
Bicycle	22	15
S.T. Bus	62	44
Motor Cycle	11	8
Total	142	100

The table No.5:11 shows that 33% of workers do not use any means of transport for attending their daily duty in factory. Generally these workers include the workers residing in area 5 K.M. from the factory.

15% workers use bicycles, 44% workers use services of State Transport and 8% workers use their own vehicles such as motor cycle, T.V.S. 50, Luna etc.

TABLE NO. 5:12.

Housing accomodation for the workers.

Housing Accomodation	No.of workers	Percentage
Provided	42	29.60
Not provided	100	70.40
Total	142	100.00

The table No. 5:12 shows that factory has provided housing accomodation for 42 workers and 100 workers are residing at their own places.

TABLE NO. 5: 13

The classification of workers according to their membership and loan taken from Employees credit co-operative society.

Membership	loan taken	No.of workers loan net taken	Total	percentage
Members	119	9	128	90%
Non-Members	-	14	14	10%
Total	119	23	142	100%

a) It is clear from the table No.5:13 that 90% of the total workers under study are members of employees credit co-operative society. Only 10% workers are not become members of such society.

b) 93% of the workers (who are members of the society) are taken loan from that society. Only 7% of members are not taken any type of loan from credit Co.op society.

T A B L E NO. 5:14

The distribution of work according to their work experience in this factory.

Work experience (in years)	No.of workers	Percentage
Below 5 years	19	13.40
5 to 9	118	83.10
10 and more	5	3.50
Total	142	100.00

The above table No.5:-14 shows that 86.60% of workers have got more than 5 years experience in this factory and only 13.40% of workers have less than 5 years working experience.

It is a sign of stable work force.

TABLE NO. 5:13

The classification showing the number of workers who like to transfer to other departments of the factory.

Transfer		No. of workers
From	To	
Engineering	Account	1
Manufacturing	Account	1
Time	Account	1
Stores	Account	1
General	Account	1
Account	General	1
Account	General	1
Account	General	1
Account	cost Account	1
Total		9

The above table No. 5 : 15 shows 9 workers like to transfer to other departments out of which 5 workers expressed their liking to be transferred to Account department and 3 workers from Account department to General administration dept.

This clearly shows that these workers are not satisfied about work allotted to them.

TABLE NO. 5 : 16

The classification of workers according to thier oppertunity for promotion.

Workers having an oppertunity	50	35.20%
Workers not having an oppertunity	92	64.80%
Total	142	100.00%

The table No.5 : 16 shows that 35.20% workers have an oppertunity for promotion in their seervice life and 64.80% workers have no oppertunity.

TABLE NO. 5 L₁ 17

Departmentwise number of workers who are searching for a better job.

Department	No.of workers
Engineering	15
Manufacturing	17
Agricultural	2
Account	18
General	5
Stores	4
Times	4
Transport	1
TOTAL	66

It is clear from the above table No. 5:17 that 66 workers out of 142 are in search of better job, and among these workers the workers from Engineering (15), Manufacturing (17), and Account (18) departments are major in number (75.75%).

T A B L E N O . 5:18.

The distribution of workers according to their regularity in attending work.

Regular workers	107	75.35%
Absence trended workers	35	24.65%
Total	142	100.00%

The table No. 5:18 shows that 24.65% workers remained absent from their duty without prior permission in the last year.

T A B L E N O . 5:19.

The distribution of workers showing the membership of their Union.

Category	No. of workers
Members	131
Non Members	09
Not covered under wage Board	02
TOTAL	142

Table No. 5:19 shows that 12.25% of workers become member of their union named as 'Sahakari Sakhar Kamgar Sangh, Harali Bk, which is registered under the Trade Union Act.

T A B L E N O. 5:20

Worker's classification according to their working shifts.

Working workers in General Shift.	68	48%
Workers working in all 3 shifts.	74	52%
TOTAL	142	100%

The above table No. 5:20 shows that 48% of workers are working in General shift 10a.m. to 5 p.m. in off season period and 9 a.m. to 5 p.m. in season period, and 52% workers are working in either of the three shifts. Among which 50% of them expressed their opinion that the night shift is not convenient for the work.

TABLE NO. 5:21.

The distribution of workers according to the causes for remaining absent from duty without prior permission.

Causes	No. of workers	Percentage
Agricultural work	15	42.90
Festivals	10	28.60
Accidentally	04	11.40
Domestic & other	02	5.70
Visit to Native place	04	11.40
TOTAL	35	100.00

The above table No. 5:21 shows that 42.90% of workers remained absent from duty because of agricultural work at their house, 28.60% of workers remained absent at the time of festivals and religious ceremony, 11.40% of worker remained absent to face the situation arose accidentally, 11.40% of workers remained absent on the occasion of visit to their native place and 5.70% of workers remained absent for domestic or the other causes.

This shows that workers remain absent from their duty without seeking prior permission from their authority.

TABLE NO. 5:22.

The classification of workers showing their willingness to do overtime duty.

Overtime duty done	No. of workers	Percentage
Willingly	128	87.30
Not willingly	18	12.70
TOTAL	142	100.00

The above table No. 5:22 shows that 12.70% of the workers do not do overtime work willingly. It is administrative policy that the workers are not paid for overtime duty but they get "Badali-Off" if he works for 8 hours as overtime.

TABLE NO. 5:23.

The classification of workers according to their opinions regarding working conditions in the factory.

Opinions of the workers.	No. of workers	Percentage
Good Opinion	121	85.20
Bad opinion	21	14.80
TOTAL	142	100.00

The above table No. 5:23 shows that the 85.20% of workers expressed their opinion regarding working conditions as good.

It means majority of workers are satisfied about working conditions and 14.80% of workers are not satisfied.

It is clear from the above table that there are some changes to improve working conditions of the factory upto the satisfaction of all workers.

T A B L E NO. 5 : 24

The classification of workers showing their opinions about the leave facilities in the factory.

Opinion	No. of workers	Percentage
Good opinion	139	98
Bad Opinion	3	2
Total	142	100

From the table No. 5 : 24 it is clear that the leave facilities in the ~~same~~ factory are good, because 98% of the workers have expressed their opinion as good.

It shows that majority of workers enjoy the leave facility in full.

T A B L E NO. 5 : 25

Classification of workers showing their opinions regarding the reward for better job.

Opinion	No. of workers	Percentage
Good opinion	16	11.25
Bad Opinion	126	88.75
Total	142	100.00

The above table No. 5 :25 shows that only 16 workers has good opinion about the factory's procedure of regarding the workers who perform better job, and 88.75% workers have expressed their opinions as bad.

It clearly shows that the workers are not rewarded properly if they perform their job nicely.

T A B L E NO. 5:26

The classification of workers showing their trend (opinion) about leaving the factory if they got similar job.

Opinion	No. of workers	Percentage
Yes	44	31
No	98	69
Total	142	100

The above table No. 5 : 26 shows that 31 % of workers are willing to leave this job if they got similar job elsewhere.

69% of workers expressed their opinion not to leave this present job if they can get similar job elsewhere.

TABLE NO. 5:27

The Classification of workers showing their opinion about the factory.

Opinion	No.of workers	Percentage
Good opinion	142	100
Bad Opinion	-	-
Total	142	100

The table No. 5: 27 shows that all of the workers have good opinion about this establishment.

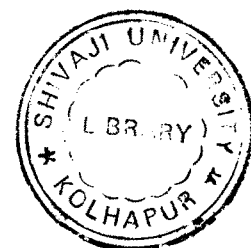
It expresses the relationship between workers and management is quite satisfactory.

TABLE NO. 5:28

The classification of workers according to their opinions regarding welfare facilities provided by the factory.

Facilities	Satisfied		Not satisfied	
	Workers	%age	Workers	%age
1. Drinking Water	142	100	-	-
2. Latrines & urinals	142	100	-	-
3. Canteen & Lunch Room	142	100	-	-
4. Rest Room	74	52	68	48
5. Ambulance	-	-	142	100
6. Library, Newspapers	142	100	-	-
7. Consumers Co.op store	142	100	-	-
8. Medical facility	132	93	10	7
9. Banking facility	142	100	-	-
10. Credit co-op society	142	100	-	-

The above table No. 5:28 shows that all workers are satisfied about the facilities like drinking water, latrines & urinals, Canteen & lunch room, Library, newspapers, consumers co.op stores, Bank and credit Co.op Society etc.



It shows that 48% of workers are not satisfied about rest room provided and 100% of workers also not satisfied the facility of 'Ambulance' but 20 workers out 142 expressed that the factory provides a separate vehicle in case of emergency.

TABLE NO. 5:29

The classification of workers showing their ambition to participate in the management of the factory.

Ambition to participate.	No. of worker	Percentage
Yes	44	31
No.	98	69
	142	100

The above table No. 5:29 shows that 31% workers are willing to participate in the management of a factory and 69% workers are not interested in the matter.

The management of the factory has an opportunity to create interest among the workers for taking interest in the management of a factory.