

**CHAPTER NO.IV****ANALYSIS, INTERPRETATION AND PRESENTATION OF DATA :****(A) INTRODUCTION :-**

For the purpose of studying the remuneration plan in Shetkari Sahakari Sangh Ltd, Kolhapur, a random sample of 10 percent of the total employees of the Sangh was selected and the questionnaire was taken duly filled in from them. The questionnaire dealt mainly with the different elements of wage and salary administration, i.e. remuneration plan such as wages, Dearness Allowance, other Allowances, Bonus, categorisation of workers and office staff, Deductions from wages/salaries, other Incentives, leave. The wage and salary records available in the Sangh were referred too. The data so collected was analysed, interpreted and presented as below.

**(B) ANALYSIS, INTERPRETATION & PRESENTATION OF DATA :****TABLE - IV - I.****AGEWISE DISTRIBUTION OF EMPLOYEES :**

| <b>Sr.No.</b> | <b>Age group in Years.</b> | <b>No. of respondents</b> | <b>Percentage</b> |
|---------------|----------------------------|---------------------------|-------------------|
| 1.            | 20 to 30                   | 21                        | 23.3              |
| 2.            | 31 to 40                   | 39                        | 43.3              |
| 3.            | 41 to 50                   | 21                        | 23.3              |
| 4.            | 51 to 60                   | 9                         | 10.1              |
|               |                            | <u>90</u>                 | <u>100.0</u>      |

Table IV - I shows that :-

- i) 23.3% employees of the Sangh belong to the age group of 20 to 30 years.
- ii) 43.3% employees of the Sangh belong to the age group of 31 to 40 years.
- iii) 23.3% employees of the Sangh belong to the age group of 41 to 50 years.
- iv) The percentage of employees above the age of 51 to 60 is 10.0%.

From the above table, it can be interpreted that 66.6% employees of the Sangh are in group of 31 to 50 years. This shows that the Sangh is having an efficient labour force. This is mainly due to the recruitment policy adopted by the Sangh.

The percentage of employees above the age of sixty years is just 10.8 which means that employees nearing the age of retirement are less in numbers.

It can therefore, be inferred that the company is developing matured and dynamic human resources which is helpful to the smooth running of the Sangh.

**TABLE NO -2.**

**Table showing the educational qualification of employees of Sangh.**

| <b>Sr.No.</b>  | <b>Education</b> | <b>No of Employees</b> | <b>Percentage</b> |
|----------------|------------------|------------------------|-------------------|
| <b>1</b>       | <b>Primary</b>   | <b>10</b>              | <b>11.2</b>       |
| <b>2</b>       | <b>Secondary</b> | <b>38</b>              | <b>42.2</b>       |
| <b>3</b>       | <b>Higher</b>    | <b>42</b>              | <b>46.6</b>       |
| <b>4</b>       | <b>Technical</b> | <b>00</b>              | <b>00.0</b>       |
| <b>Total :</b> |                  | <b>90</b>              | <b>100.0</b>      |

**ANALYSIS :-**

**From the above table, we can explain as follows:**

**The Sangh has no one technical hand. However, persons with primary education are 11.2% while 42.2% persons are having education upto Secondary level.**

**It is clear from the above table that 46.6% of the employees are holding good educational background. It means that the management of the Sangh is tending towards recruitment of highly educated personalities to improve its working and increase profit level.**

TABLE NO. 3

Table showing the length of service of the employees of the Sangh.

| Experience Group in years. | No of employees | Percentage   |
|----------------------------|-----------------|--------------|
| 1 to 10                    | 24              | 26.6         |
| 10 to 20                   | 37              | 41.7         |
| 20 to 30                   | 29              | 31.7         |
| Total :                    | <u>90</u>       | <u>100.0</u> |

ANALYSIS :

From the above table, it appears that 37 employees out of 90 are in service for more than 10 to 20 years, 24 employees out of total 90 are in experience group of 1 to 10 years, and 29 employees are having experience of 20 to 30 yrs.

INTERPRETATION :

From the above table, it is clear that majority of the employees of the Sangh are having experience of 10 to 20 years.

This indicates that the labour turnover in Sangh is less which in turn leads to smooth running of the Sangh. But, on the contrary, new comers have no chance.

This also results in reduced cost of personnel recruitment and training.

TABLE NO. 4

Table showing the distribution of employees coming the Sangh for work on the basis of distance from their houses.

| Distance     | Employees | Percentage   |
|--------------|-----------|--------------|
| 1 - 4 Kms.   | 50        | 55.5         |
| 4 - 8 Kms.   | 17        | 18.8         |
| 8 - 12 Kms.  | 5         | 5.7          |
| 12 - 16 Kms. | 18        | 20.0         |
|              | <u>90</u> | <u>100.0</u> |
| Total :      |           |              |

ANALYSIS :

It is seen that out of total 90 employees 74.3% employees coming to the Sangh are in the range of 1 to 8 Kms, and rest 25.7% belong to distance range of 8 to 16 Kms.

INTERPRETATION :

With the help of above analysis, it is clear that majority of the employees reaching the Sangh for work are from the nearest places. Due to majority of local employees absenteeism in Sangh is very low, which results in increased sales and profit of the Sangh as a whole.

TABLE NO. 5

Table showing the Satisfaction of employees with their present wages :

| Sr. No. | Wage Group | Satisfied employees | Dissatis. employees | Total No. of | Total--Percen. No. of satis. | Percen. Dissatis. |
|---------|------------|---------------------|---------------------|--------------|------------------------------|-------------------|
| 1       | Below 500  | 8                   | 20                  | 28           | 28.0%                        | 72%               |
| 2       | 500 -1000  | 6                   | 25                  | 31           | 20.0%                        | 80%               |
| 3       | 1000 -1500 | 3                   | 15                  | 18           | 16.5%                        | 83.5%             |
| 4       | 1500 -2000 | 3                   | 10                  | 13           | 23.0%                        | 77.0%             |
|         |            | <u>20</u>           | <u>70</u>           | <u>90</u>    |                              |                   |

ANALYSIS :

With the help of above table it appears that out of 90 employees, 70 employees are dissatisfied with their present wages and only 20 employees are satisfied with their wages i.e. nearabout 77% of the employees are dissatisfied and only 23% of them are satisfied with their wages. It is seen that in the first two groups, percentage of dissatisfaction is above 75% and it is increased in the next two groups to some extent.

INTERPRETATION :

With the above analysis, we interpret that only one employee out of 5 employees is satisfied with his present wages, and rest are not satisfied. The reason behind this is the high cost of living in Kolhapur than other cities.

TABLE NO. 6

Table showing supplementary source of income of the employees.

| Sr.No.  | Source        | Employees | Percentage   |
|---------|---------------|-----------|--------------|
| 1       | House         | 56        | 62.2         |
| 2       | Side Business | 9         | 10.0         |
| 3       | Land          | 18        | 20.0         |
| 4       | Other Sources | 7         | 7.8          |
| Total : |               | <u>90</u> | <u>100.0</u> |

ANALYSIS :

The above table depicts that out of 90 employees, majority i.e. 56 employees are having their own houses, which is the basic human need. This means that maximum employees of the Sangh are from the medium section (economically) of the community.

INTERPRETATION :

It also seems that 20% of the employees are holding their own land. Side business has now a days become essential to meet family expenses. Here in Sangh, only 10% employees do their side business and rest employees belong to the category of persons having some other sources of income.

**TABLE NO. 7**

**Table showing the various deductions made by the Sangh  
From the Wages of the Employees :**

| <b>Sr.No.</b> | <b>Name of Deduction</b>                           | <b>No. of emply.</b> | <b>Percentage</b> |
|---------------|--|----------------------|-------------------|
| <b>1</b>      | <b>For recovery of House Rent.</b>                 | <b>150</b>           | <b>75%</b>        |
| <b>2</b>      | <b>For recovery of E.S.I.</b>                      | <b>40</b>            | <b>20%</b>        |
| <b>3</b>      | <b>For recovery of P.F.</b>                        | <b>200</b>           | <b>100%</b>       |
| <b>4</b>      | <b>Credit Purchases from Co-operative Society.</b> | <b>200</b>           | <b>100%</b>       |
| <b>5</b>      | <b>Recovery of loan.</b>                           | <b>150</b>           | <b>75%</b>        |

**ANALYSIS :**

This table throws light on the deductions from the wage and salary admissible to payment of wage Act, 1936. Out of 200 respondents, 150 employees are having deductions of their wages from House Rent. Provident Fund and Credit Purchases from Society are the main elements of wage deductions. 100% of the employees, (Here in this particular analysis, 200 employees were intervened) have to face these wage deductions.

**INTERPRETATION :** With the above analysis, it is seen that only few employees are taking their full amount of salary to their home and few employees are taking care of their future life, through provident fund, E.S.I.

TABLE NO. 8

Table showing mode of conveyance adopted by the Employees :

| Mode of Conveyance | No of Employees | Percentage   |
|--------------------|-----------------|--------------|
| Bus                | 31              | 34.5         |
| Cycle              | 45              | 50.0         |
| Auto               | 5               | 5.5          |
| On foot            | 9               | 10.0         |
| Total              | <u>90</u>       | <u>100.0</u> |

ANALYSIS :

With the help of above table, we see that 31 employees out of total 90 are reaching the working place (Sangh) by Bus. 45 employees use cycle as the vehicle to come to Sangh and only 5 employees i.e. only 5.5% employees are capable of using Auto to arrive at the Working Place. Persons coming to Sangh for work have strength of only 9 out of total 90.

TABLE NO.9

Table showing utilisation of Bonus for different purposes:

| Sr. No. | Bonus Utilisation For-        | No. of Respondents | Percentage    |
|---------|-------------------------------|--------------------|---------------|
| 1       | Festival                      | 40                 | 44.0%         |
| 2       | Daily expenses                | 27                 | 30.9%         |
| 3       | Repayment of Debts            | 10                 | 12.0%         |
| 4       | Bank Savings/<br>Investments. | 4                  | 4.5%          |
| 5       | Consumer durable<br>goods.    | 5                  | 5.5%          |
| 6       | Other purposes.               | 4                  | 4.5%          |
| Total : |                               | <u>90</u>          | <u>100.0%</u> |

ANALYSIS & INTERPRETATION :

Table 9 shows the purposes for which bonus was used by the employees of the Sangh. As seen from the table -

1. 44% of the employees have used their bonus amount for Festival expenses. This is the majority portion of the total 100%. Bonus is generally distributed on the eve of Divoli Festival and hence it is used mainly in meeting the festival expenses.

TABLE 9 Conti.

2. 30.5% of the employees spend their Bonus amount in meeting the daily expenses. These daily expenses are of variable nature.

3. Eventhough, this Bonus amount is distributed for Diwali, there are some people tied up dully with various debts. Hence, these people, here 11% of the total employees use their Bonus cash and try to get rid of their long pending debts.

4. 4.5% of the employees utilise their Bonus in making some sort of 'Capitalistic Investment' or in saving Account.

5. 5.5% of them purchase consumer durables like T.V, Safe, Autovehicle, cycle etc.

6. Rest 4.5% of the employees use the amount for some other purposes as payment of old medical charges, repairs of house, purchasing some farming equipment or seeds etc.

TABLE NO. 10

Distribution of occasion on which employees required to borrow :

| <u>Sl.No.</u> | <u>Occasion of borrowing</u> | <u>Percentage</u> |
|---------------|------------------------------|-------------------|
| 1             | To meet monthly expenses     | 25                |
| 2             | To meet Festival expenses    | 12                |
| 3             | To meet Medical expenses     | 10                |
| 4             | To meet unexpected expenses  | 20                |
| 5             | To purchase property         | 7                 |
| 6             | To purchase durable goods    | 6                 |
| 7             | To purchase vehicles         | 6                 |
| 8             | To meet educational expenses | 14                |
|               |                              | <u>100</u>        |

ANALYSIS & INTERPRETATION : Table No 10 shows the occasions on which the employees were required to borrow, so it is clear that 1) 25% of the employees have to borrow money to meet their monthly expenses. This is the majority portion of the employees. required to face monthly schedule. This is mainly because of increasing inflationary pressure. Bad habits may also be a reason in case of some employees. The large number of dependents and only a few earning members (in most cases only one earning person) are also other reasons for this problem.

**Table No 10**  
**Conti.**

- 2) It is also seen from table that 12% of the employees have to borrow on account of festival. They celebrate the festival by borrowing money from their friends, relatives or from other external sources. Celebrating the festival on the basis of borrowed money has been the 'Indian Tendency'!
- 3) 10% of the employees have to borrow on account of medical expenses. The medical allowance of Rs.300 per annum provided by the Sangh is not sufficient to meet the medical expenses either of the employee himself or of his family members.
- 4) 20% of the employees have to borrow to meet the contingencies such as sickness, guest, marriage etc.
- 5) 7% of the employees are required to borrow to purchase immovable property such as land, house etc;
- 6) 6% of the employees use their borrowed amount in purchasing consumer durables which are beyond their capacity otherwise.
- 7) 5% of the employees have to borrow amount to purchase some new vehicle, which has become nowadays most essential and not considered as a luxury item.
- 8) 14% of the employees are required to borrow to meet the educational expenses which are increasing day by day, but no one would tolerate to abstain their children from education.

**Table 11**  
**Counti.**

**Co-operative Societies.** This is the majority percentage among other sources, because the interest rate imposed by these societies is comparatively less.

iv) It is seen from the above table that 9% of the employees have to go in for some other sources to borrow to meet their needs. These other sources may be fair or troublesome but one becomes helpless in typical situation.

TABLE NO. 11

**Distribution of Employees according to the source of borrowing :**

| <b>Sr. No.</b> | <b>Source of Borrowing</b> | <b>No. of Employees</b> | <b>Percentage</b> |
|----------------|----------------------------|-------------------------|-------------------|
| 1              | Friends or Relatives       | 6                       | 6.5               |
| 2              | Money Lenders              | 3                       | 3.5               |
| 3              | Co-operative Society       | 72                      | 80.0              |
| 4              | Other                      | 9                       | 10.0              |
| <b>Total :</b> |                            | <u>90</u>               | <u>100.0</u>      |

Table IV-11 shows the various sources, from which the employees have borrowed to meet their needs.

From the above table, it is clear that everybody has borrowed amount from this or the other source. This is because most of the employees are from medium category.

i) It is seen that 6.5% of the employees take the required amount from their friends or sometimes from their close relatives.

ii) It is seen that 3.5% of them have to approach the money lenders to face the unexpected or expected events. Eventhough the rate of interest which these money lenders are imposing are higher, one can not remain quiet case of period of distress. He is reluctant.

iii) 72% of the employees have borrowed money from

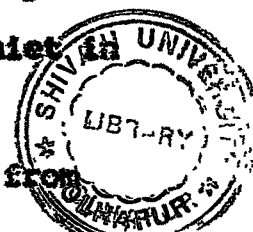


TABLE NO.12

Table showing the number of dependents in a family :

| Sr. No. | No. of dependents | No. of families | Percentage   |
|---------|-------------------|-----------------|--------------|
| 1       | 01 to 03          | 9               | 10.0         |
| 2       | 04 to 05          | 27              | 30.0         |
| 3       | 06 to 07          | 26              | 28.6         |
| 4       | 08 to 09          | 14              | 15.4         |
| 5       | 10 to 11          | 4               | 4.5          |
| 6       | Above 11          | 10              | 11.5         |
| Total : |                   | <u>90</u>       | <u>100.0</u> |

From the above table it is seen that 40% of the employees are having number of dependents upto 5.

There are families having number of dependents upto 9. These families constitute 43% of the total employees very less percentage i.e. 15% of the families have number of dependents upto above 11.

**TABLE NO. 13.**

**Table showing the opinion of employees about existing Remuneration :**

| <b>Sr.No.</b>  | <b>Existing Remuneration</b> | <b>No.of Employees</b> | <b>Percentage</b> |
|----------------|------------------------------|------------------------|-------------------|
| <b>1</b>       | <b>Adequate</b>              | <b>30</b>              | <b>33.3</b>       |
| <b>2</b>       | <b>Inadequate</b>            | <b>60</b>              | <b>66.7</b>       |
| <b>Total :</b> |                              | <b>90</b>              | <b>100.0</b>      |

From the above table, it is seen that maximum percentage (66-7%) of employees are of the opinion that the existing remunerations are not adequate. They also claimed that with the remunerations they are getting, they cannot maintain their family expenses.