

CHAPTER - IV

STATISTICAL TABLES, ANALYSIS &

INTERPRETATION OF DATA



STATISTICAL TABLES , ANALYSIS & INTERPRETATION

A) INFORMATION ABOUT STATISTICAL METHOD :

The Researcher has undertaken thorough study of the representative samples of 75 seasonal workers in Balasaheb Desai Sahakari Sakhar Karkhana Ltd., Daulatnagar (Marali), Tal. Patan, Dist. Satara, and the detailed interviews and probing questions gave very useful information. The classified data is put up in the table forms which will reveal the nature of seasonal workers in Balasaheb Desai Sahakari Sakhar Karkhana Ltd., Daulatnagar (Marali).

B) INTERPRETATION OF DATA :

The interpretation is made from the analysis. This interpretation will also provide specific information about the seasonal workers working in Balasaheb Desai Sahakari Sakhar Karkhana Ltd., Daulatnagar (Marali).

I) Personnel Data :

1. Sex :-

The research worker has found that there were only male respondents. In sugar factory most of the work is manual, therefore, only men with physical fitness are required as workers. Secondly, seasonal workers have to work in rotation shifts. Therefore, mainly because of these two reasons only male workers are working in the sugar factory.

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2. Caste :-

During the course of data collection researcher has come to know that the seasonal workers in Bala-saheb Desai S.S. Karkhana Ltd., Marali are coming from various villages and are belonging to various castes.

TABLE No. 4.1
Distribution of the respondents according,
to their caste structure.

S.No.:	Name of the caste	No. of Respondents	Percentage
1)	Maratha	48	64.00
2)	Mali	3	4.00
3)	Sali	2	2.67
4)	Brahmin	2	2.67
5)	Kumbhar	2	2.67
6)	Sutar	2	2.67
7)	Ramoshi	2	2.67
8)	Nabhik	1	1.33
9)	Gurav	1	1.33
10)	Matang	4	5.33
11)	Mahar	6	8.00
12)	Chambhar	2	2.66
TOTAL :-		75	100.00 %

Source : Interview Schedule.

It is observed that there is no distribution made by the factory, while employing the seasonal workers in the

factory. The appointments of such workers are made on the basis of this skills and work experience.

The above given table shows that seasonal workers in the factory belonging to a wide variety of castes. The researcher found that the majority of the respondents belong to higher caste like Maratha. It shows that Maratha caste of which 48 respondents out of 75 respondents i.e. 64 % of total population is in majority. The remaining 27 respondents i.e. 36 % respondents come from other castes such as Mahar 8 %, Chambhar 2.66 % Matang 5.33 %, Mali 4 %, Sali, Brahman, Kumbhar, Sutar, Ramoshi 2.67 % each. It means Backward class seasonal workers are of 16 % and other Backward class workers are of 20 %.

The statistics clearly shows that the people who belong to Maratha caste, form a majority of seasonal workers. But it is natural, because the factory is located at a place where the Maratha caste is in majority.

3. Age wise distribution of Respondents :-

The efficiency and capacity of worker mainly depends up on age. The age is a factor which affects on behaviour of person. But due to low landholdings, low agricultural production, poor economic condition workers can not satisfy their family needs and therefore, they try to achieve employment in sugar factory as seasonal workers.

TABLE No. 4.2

Distribution of the respondents according to their age range.

S.No.:	Age group	No. of Respondents	Percentage
1)	21 to 30 Years	39	52
2)	31 to 40 "	21	28
3)	41 to 50 "	15	20
4)	50 to 60 "	--	--
TOTAL :		75	100 %

The above table shows that in age group of 21 to 30 there are 52% respondents i.e. 39 in number, and there are 21 respondents in 31 to 40 age group i.e. 28 % and remaining 15 respondents are above 41 years but below 50 years of age. However, it is notable thing that nobody respondents is above 50 years of age.

Therefore, research worker can say that in this factory there is a majority of young respondents. The 52% of young respondents. The 52 % seasonal workers are from age group of 21 to 30 years. The factory is having young labour force.

4. MarituaI Status :-

TABLE No. 4.3

Distribution of the respondents according to their Marital Status.

S.No.:	S t a t u s	No. of Respondents	Percentage
1)	Married	58	77.33
2)	Unmarried	17	22.67
TOTAL :		75	100.00 %

The above table indicates that there are 58 respondents out of 75 respondents i.e. 77.33 % are married and remaining 17 respondents i.e. 22.67 % are unmarried.

It is clear from the above table that the married seasonal workers are large in number i.e. 77.33 %.

5. Education :-

Education is a means of bringing desirable change in behaviour of an individual. The education brings about all round development of an individual. The education helps to acquire knowledge and skill. The following table shows the educational position of the respondents.

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TABLE No. 4.4

Distribution of the respondents according
to their educational background.

S.No.;	Educational background	No. of	Percentage
:	of respondents	Respondents	:
1)	Primary	26	34.67
2)	Secondary	22	29.33
3)	Higher Secondary	2	2.67
4)	Under-graduate	6	8.00
5)	Graduate	6	8.00
6)	Technical	4	5.33
7)	Illiterate	9	12.00
TOTAL :		75	100.00 %

The above table reveals that out of 75 respondents there are 26 respondents i.e. 34.67 % have taken the primary education where as 22 respondents i.e. 29.33 % have taken secondary education. The number of undergraduate and graduate respondents is 6 each i.e. 8 % each. The number of respondents who have technical education is 4 i.e. 5.33 %. However, the number of illiterate respondents is 9 i.e. 12 %.

The above data suggests the conclusion that in this factory uneducated as well as highly educated seasonal workers are less in number while the number of seasonal workers who are having primary and secondary education is large i.e. 26 and 22 respondents respectively out of 75 i.e. 34.67 % and 29.33 %

respectively. At the same time researcher found that only 5.33% respondents have taken technical education.

Hence, from the above statistical information it can be said that majority of seasonal workers in this sugar factory are less educated.

6. Period of Service :-

The table given under gives X an idea about the total period during which the respondents have been working in the factory.

TABLE No. 4.5

Distribution of respondents according to their period of service.

S.No.:	Period of service in years	No. of respondents	Percentage
1)	1 to 4	12	16
2)	5 to 8	24	32
3)	9 to 12	39	52
4)	13 and above	--	--
TOTAL -		75	100 %

From the above table it seems that 52 % seasonal workers are having the experience of 9 to 12 years and 32 % seasonal workers are having 5 to 8 years experience and only 16 % seasonal workers have less than 4 years of experience. It means that majority i.e. 84 % seasonal workers are having the

experience of more than 5 years. Therefore, it can be concluded that the factory has large number of experienced seasonal workers.

In connection of period of service, researcher found that nobody respondent is having the experience of more than 13 years. But it is natural because the factory started its first crushing in the year 1973-74 i.e. 13 years before.

7. Distance from Place of Work :-

The research worker has found that the seasonal worker in this factory are coming from various villages. The following table gives information about this fact -

TABLE No. 4.6 (A)

Distribution of the respondents according to the distance from place of work.

S.No.:	Distance from the place of work.	No. of Respondents	Percentage
1)	1 to 5 K.m.	11	14.67
2)	6 to 10 K.m.	27	36.00
3)	11 to 25 K.m.	23	12.67
4)	16 to 25 K.m.	09	12.00
5)	Living at place of work	05	6.66
TOTAL :		75	100.00 %

From the above table, it is clear that the number of respondents who are away less than 5 km. from the factory is 11 out of 75 respondents i.e. 14.67 % and who came from 6 to 10

Km. distance are 27 in number i.e. 36 %. Where as 32 respondents i.e. 42.67 % are away from the factory from 11 to 25 km. However, only 6.66 % respondents are living at the place of factory.

From the above statistics, therefore, it can be concluded that majority of the seasonal workers are coming from the 15 k.m. distance from the sugar factory.

Mode of Conveyance :-

The Balasaheb Desai Sahakar Karkhana Ltd., Daulatnagar, is not providing conveyance facilities to its employees.

TABLE No. 4.6 (B)

Distribution of the respondents according to their mode of conveyance.

S.No. :	Mode of conveyance	No.of Respondents	Percentage
1)	By Bus	13	17.33
2)	By Bicycle	43	57.33
3)	By Own Vehicle	14	18.67
4)	On foot	5	6.67
TOTAL :		75	100.00 %

The table given above shows that the number of respondents who travel by bus from factory to their home and return is 13 i.e. 17.33 %, the respondents who use bicycles to come at the place of work are 43 i.e. 57.33 % and respondents

who are having their own vehicles are 14 i.e. 18.67 %.

Therefore, it is clear that majority of seasonal workers are using bycycles to come at the place of work.

8. Departments :-

The research worker interviewed 75 respondents from 9 departments of this sugar factory. The departmentwise respondents are given in the following tables.

TABLE No. 4.7

Distribution of respondents according to their departments.

S.No.;	Department	No. of Respondents	Percentage
1)	Accounts department	2	2.67
2)	Agriculture department	16	21.33
3)	Engineering department	17	22.67
4)	Manufacturing department	29	38.67
5)	Civil department	6	8.00
6)	Store department	1	1.33
7)	Transport department	1	1.33
8)	Time-keeping department	1	1.33
9)	General Administration	2	2.67
TOTAL ;		75	100.00 %

The research worker interviewed 75 respondents from 9 various departments in the factory. During the course of data collection it is found. But large number of respondents are working in mainly three departments such as Agriculture,

Engineering and Manufacturing departments. Whereas in the departments like Accounts, store, Time-keeping, Transport and General Administration very few respondents are working.

The above statistical table gives an idea that the Agriculture department 16 i.e. 21.33 %, in Engineering department 17 i.e. 22.67 % and in Manufacturing department 29 i.e. 38.67 % respondents are working. It means out of 75 respondents only 13 respondents i.e. 17.33 % seasonal worker are working in other six departments namely Accounts, Civil, Store, Time-keeping, Transport and General Administration departments.

Therefore, from the above data it can be said that majority of seasonal workers i.e. near about 83 % seasonal workers are working in three departments namely Agriculture, Engineering and Manufacturing departments.

9. Nature of Service :-

The table given under gives information about the nature of service of seasonal workers working in Balasaheb Desai Sahakari Sakhar Karkhana Ltd., Daulatnagar (Marali).

TABLE No. 4.8

Distribution of respondents according to their nature of service.

S.No.:	Particular	No.of Respondents	Percentage
1)	Seasonal Permanent	32	42.67
2)	Seasonal temporary	43	57.33
TOTAL :		75	100.00 %

The above statistical table indicates that seasonal permanent respondents are 32 out of 75 respondents i.e. 42.67 % and seasonal temporary respondents are 43 i.e. 57.33 %.

The above statistics suggest the conclusion that majority of seasonal workers i.e. 57.33 %, in this sugar factory are seasonal temporary.

10. Total Earnings of Seasonal Workers :-

The table given below gives an idea regarding the total earnings of seasonal workers by way of salary.

TABLE No. 4.9

Distribution of respondents according to their Salary.

S.No.:	Monthly salary of respondents	No. of Respondents	Percentage
1)	Rs. 300 to 500	4	5.33
2)	Rs. 501 to 700	12	16.00
3)	Rs. 701 to 900	56	74.67
4)	Rs. 901 to 1100	3	4.00
Total -		75	100.00 %

The above table shows that monthly earnings of 4 respondents i.e. between Rs. 300 to 500 i.e. 5.33 %. The 12 respondents i.e. 16 % are getting Rs. 500 to 700 as their monthly salary. However, 56 respondents i.e. 74.67 % respondents are getting monthly salary of Rs. 700 to 900. It means, researcher can say that majority of seasonal workers are getting monthly

salary less than Rs. 900 and only 4 % seasonal workers are getting the monthly salary near about Rs. 1,000/-.

The above statistics suggests the conclusion that majority of seasonal workers in this factory are very low paid employees, and it is observed that because of this low earnings they have to face to their economic problems.

II) FAMILY BACKGROUND :

1. Size of Family :-

The table given below, gives the statistics of size of family of respondents.

TABLE No. 4.10

S.No.:	No. of member of family	No. of Respondents	Percentage
1)	1 to 5	29	38.67
2)	6 to 10	42	56.00
3)	11 to 15	4	5.33
TOTAL -		75	100.00 %

The above table shows that the size of family of 29 respondents i.e. 38.67 % respondents is small having the number of members of family less than 5. And the size of family of 42 respondents i.e. 56 % respondents is medium having 5 to 10 members in the family. However, the 4 respondents i.e. 5.33 % belongs from big family of which the more than 11 members are living together.

Therefore, the above statistics suggests the conclusion that the majority of the seasonal workers i.e. 56 % are coming from the medium size families.

2. Land holdings :-

The research worker found that landholding is one of the important sources of income of workers in the sugar factory.

TABLE No. 4.11 (A)

Distribution of respondents according to their land holdings

S.No.:	Particulars	No.of Respondents	Percentage
1)	Landholders	62	82.67
2)	Landless	13	17.33
TOTAL -		75	100.00 %

The table given above shows that 82.67 % respondents are landholders and remaining 13 i.e. 17.33 % respondents are landless. It indicates that majority of seasonal workers in this sugar factory are landholders.

TABLE No. 4.11 (B)

Distribution of respondents according to their size of landholdings.

S.No.:	Size of landholding	No.of Respondents	Percentage
1)	1 to 3 acres	33	44.00
2)	4 to 6 "	21	28.00
3)	7 to 10 "	8	10.67
4)	Landless	13	17.33
TOTAL ;		75	100.00 %

The above table shows that 33 i.e. 44 % respondents are having less than 3 acres of land and 21 i.e. 28 % respondents are having 4 to 6 acres of land while only 8 i.e. 10.67 % respondents have 7 to 10 acres or more than 10 acres of land. It means that 44 % seasonal workers are small landholders who possess less than 3 acres of land.

3. Subsidiary source of Income :-

The table given below gives an ideas about the subsidiary source of income of seasonal workers.

TABLE No. 4.12

Distribution of respondents according to their subsidiary source of income.

S.No.;	Particular	No.of Respondents	Percentage
1)	Yes	9	12.00
2)	No.	66	88.00
TOTAL -		75	100.00 %

The above table indicates that 9 respondents i.e. 12 % respondents are having the subsidiary source of income. However, 66 i.e. 88 % respondents are not having subsidiary source of income.

It is observed that majority of seasonal workers in this factory are mainly depended up on the employment in this factory; though, it is seasonal.

III) WAGE STRUCTURE :

In sugar factory, production of sugar goes through various processes hence single product of sugar is not produced by one or a group of workers. All workers are engaged in manufacture of sugar. Therefore, in connection of wage structure is found that all the respondents are paid by time rate method.

1. Method of Wage payment :-

Balasaheb Desai Sahakari Sakhar Karkhana Ltd., Daulatnagar (Marali) has also adopted only one method of remuneration i.e. Time Rate Method. Under this method of wage payment, workers are paid daily and monthly rate basis.

2. Nature of Salary :-

TABLE No. 4.13

Distribution of respondents according to their payment system.

S.No. ;	Payment system	No.of Respondents	Percentage
1)	Daily wages	42	56
2)	Monthly wages	33	44
TOTAL :		75	100 %

The above given table shows that 42 respondents i.e. 56 % respondents are getting salary on daily wages system while 33 respondents i.e. 44 % respondents are to be paid on monthly wage system. It means that majority of seasonal workers

are low paid workers.

In this regard research worker can say that large number of seasonal workers in this sugar factory are getting very poor remuneration so that they are not able to improve their standard of living.

IV) WORKING CONDITIONS :-

The conditions under which the workers work is an important factor which directly or indirectly influence the workers' efficiency and satisfaction. To increase the efficiency of workers good working conditions are very essential.

1. TABLE No. 4.14

Distribution of respondents according to their attitude towards temperature, air-movement, humidity, illumination, sanitation, ventilation etc.

S.No.	Particulars	Yes No.of Respon- dents.	Percentage	No., No.of Respon- dents.	Percen- tage	Total :Respo- ndent
1)	Temperature	60	80.00	15	20.00	75
2)	Physical movement	52	69.33	23	30.67	75
3)	Humidity	70	93.33	5	6.67	75
4)	Illumination	64	85.33	11	14.67	75
5)	Sanitation	67	89.33	8	10.67	75
6)	Ventilation	72	96.00	3	4.00	75

The above table shows that majority of respondents are satisfactory about the working conditions provided by the sugar factory.

Temperature :-

60 respondents i.e. 80% are satisfied, however 15 i.e. 20% respondents out of 75 are not satisfied with the temperature maintained in the factory.

Physical Movement :-

Above table shows that 52 respondents i.e. 69.33 % respondents are satisfied with the physical movement and 23 i.e. 30.67 % respondents are not satisfied with the physical movement condition. It means majority of seasonal workers are having the good condition regarding physical movement.

Humidity :-

As regards humidity, it is found that 70 out of 75 i.e. 93.33 % seasonal workers are satisfied with the humidity.

Illumination :-

As far as illumination is concerned, 64 respondents out of 75 i.e. 85.33 % seasonal workers have shown their satisfaction.

Sanitation :-

The above table also indicates that 67 respondents i.e. 89.33 % respondents are satisfied with the condition of sanitation.

Ventilation :-

In concern with ventilation, 72 i.e. 96 % respondents have shown their satisfaction.

However, it is observed that those who are dissatisfied with working conditions, indicated that in some departments like Agriculture and Accounts space provided for each worker is too less, therefore, it becomes ~~XXXXXX~~ difficult for them to make free physical movements. Apart from this majority of seasonal workers are satisfied with the working conditions, like temperature, humidity, illumination, sanitation and ventilation.

Here, research worker can say that majority of seasonal workers are working under good working conditions. This Balasaheb Desai Sahakari Sakhar Karkhana has provided good working conditions to its seasonal workers.

2. Leave facilities :-

a) Weekly off :-

TABLE No. 4.15

Distribution of respondents according to their Weekly off.

S.No.;	Particulars	No.of Respondents	Percentage
1)	Getting weekly off	60	80
2)	Not getting weekly off	15	20
TOTAL :-		75	100 %

The above table shows that the 60 out of 75 respondents, i.e. 80 % respondents are getting weekly off and remaining 15 i.e. 20 % respondents are not getting weekly off. From the above statistics, therefore, it can be said that those who are appointed for temporary work are not getting weekly off.

b) Leave facilities :-

The seasonal workers in this factory are entitled to get the benefit of leave facilities. The seasonal workers get casual leave of 4 days throughout the season. The permanent seasonal workers get the benefit of sick leave of seven day throughout the year. However, they have to produce Medical Certificate for the sanction of such sick leave. The seasonal workers can also enjoy the benefit of common holidays and optional leave one day for 20 days of work.

c) Working shifts :-

The seasonal workers are generally engaged in factory to work on operating machineries and some of them are also engaged in office work as clerks. The shift system is an ingredient of sugar factory. Therefore, the workers are divided in to two groups such as in general shift and in rotation shift. The rotation shift is again divided into three shifts. The general shift is the period of day. However, first rotation shift's period is from 4 a.m. to 12 p.m. and the period of second shift is from 12.00 p.m. to 8.00 p.m. and third shift beging at 8.00 p.m. and ends at 4.00 a.m.

TABLE No. 4.16

Distribution of respondents according to their Working shifts.

S.No.:	Working shift	No. of respondents	Percentage
1)	General shift	24	32
2)	Rotation shift	51	68
	TOTAL :	75	100 %

The above table shows that 24 respondents out of 75 i.e. 32 % respondents are working in general shift whereas 51 i.e. 68 % respondents are working in rotation shift.

The above statistics suggest the conclusion that majority i.e. 68 % seasonal workers are working in rotation shift.

d) Absenteeism of Seasonal Workers :-

TABLE No. 4.17

Distribution of the respondents according to absenteeism of work.

S.No.;	Particular	No.of Respondents	Percentage
1)	Absent without permission	12	16 %
2)	Not absent	63	84 %
TOTAL :		75	100 %

The above table shows that in this factory 12 respondents out of 75 respondents i.e. 16 % respondents are remain absent without prior permission and 63 i.e. 84 % respondents do not remain absent without permission.

Therefore, it can be said that 16 % seasonal workers remain absent without permission due to sickness, accidents or religious functions etc.

V) WELFARE FACILITIES :

a) The seasonal workers is a main labour force of sugar factory. Therefore, in order to keep them

satisfied and to increase their efficiency good welfare facilities must be provided to them by sugar factory. The following welfare facilities are necessary for seasonal workers -

- 1) Bathing and washing facilities
- 2) Sitting facilities
- 3) Canteen facilities
- 4) Rest-room facilities
- 5) Medical facilities
- 6) Grain-shop and Concessional rate sugar
- 7) Recreational facilities
- 8) Educational facilities etc.

TABLE No. XX. 4.18

Showing the distribution of respondents according to Welfare facilities.

S. No.:	Welfare facilities	Yes No. of Respo- ndent.:	Perce- ntage	No No. of Respo- ndent.:	Perce- ntage	Total Respo- ndent.
1.	Washing & bathing	68	90.67	7	9.33	75
2.	Sitting facilities	59	77.66	16	22.34	75
3.	Canteen facilities	21	28.00	54	72.00	75
4.	Rest-room facilities	42	56.00	33	44.00	75
5.	Medical facilities	64	85.33	11	14.67	75
6.	Grain shop and concessional rate sugar	47	62.67	28	37.33	75
7.	Housing facilities	14	18.67	61	81.33	75

1) The above table shows that in this sugar

factory washing and bathing facilities are provided to 68 respondents out of 75 respondents i.e. 90.67 % and remaining 7 respondent i.e. 9.33 % respondents do not get this facilities.

2) Sitting facilities :-

In this regard the above table shows that 59 respondents i.e. 77.66 % respondents are getting sitting facilities and 16 respondents i.e. 22.34 % respondents are not getting this facility.

3) Canteen facilities :-

As regards canteen facilities also above table indicates that though the canteen is open to all, 54 respondents out of 75 i.e. 72 % respondents are not satisfied with the canteen facilities so they are not taking the advantage fit and only 21 respondents means 18 % respondents are satisfied with canteen facilities.

4) Rest-room facilities :-

As regards rest-room facilities research worker found that 42 respondents i.e. 56 % respondents are provided rest-room facilities and 33 i.e. 44 % respondents are not provided facilities. It means 56 % respondents who are working in manufacturing and engineering departments are having this rest-room facilities.

5) Medical Facilities :-

About the medical facilities research worker found that 64 respondents i.e. 85 % are satisfied with medical facilities and 11 respondents out of 75 respondents i.e. 14.77 % are not

satisfied with medical facilities.

6) Grain shop and concessional rate sugar facilities :-

In this regard research worker found that 47 respondents out of 75 respondents i.e. 62.47 % are satisfied with this facilities and 28 respondents i.e. 37.33 % are not satisfied with this facilities.

7) Housing facilities :-

As regards housing facilities, the above table shows that 14 respondents out of 75 respondents are getting housing facilities and they are satisfied with it. However, 61 respondents i.e. 81.33 % are not getting housing facilities. The remaining 81.33 % seasonal workers require housing facilities but factory is not able to provide the housing facilities to all of them.

Structure of housing :-

The structure of houses provided by factory differs according to category of workers. For permanent workers permanent settlement is made in premises of factory. However, seasonal workers are provided ordinary type of houses with two rooms but at minimum cost. Because of this, seasonal workers have to face number of difficulties. They can not manage to have a good family life. These houses lack necessary safety and provisions also.

8) Recreational facilities :-

It is found that the recreational facilities are not to be provided to the seasonal workers in this factory. However, cenemas and dramas are arranged at the time of Ganesh Festival. The seasonal workers can participate in the sports like Kabaddi

and Volley-ball on behalf of the factory.

9) Educational facilities :-

The research worker found that in this sugar factory educational facilities are available for the children of the employees. The factory has been running Balwadi and Zilla Parishad, Satara runs primary school in the campus of the factory. The factory also runs Industrial Training Institute. However, majority of seasonal workers use to come daily from their native places, therefore, they do not get the benefit of Balwadi and primary school. The factory has not provided adult education facilities for its illiterate workers.

B) PROVIDENT FUND FACILITIES :

The provident fund is an important facility to workers as it makes the provision for the future of them. It creates security against contingent events that may arise after retirement.

TABLE No. 4.19

Distribution of respondents according to the provision of Provident Fund facilities.

S.No.:	Particular	No. of respondents	Percentage
1)	Yes	48	64 %
2)	No	27	36
TOTAL :		75	100 %

The above table shows that 48 respondents i.e. 64 %

seasonal workers get provident fund facilities while remaining 27 respondents i.e. 36 % respondents are not getting this facilities.

Therefore, it can be said that this sugar factory is providing the provident facility to a large number of respondents i.e. 64 %.

C) BONUS FACILITIES :

Every seasonal worker is entitled to get bonus from the factory. The rate of bonus is fixed on the basis of profit gained by the factory. It is calculated on the annual payment of the workers. The rate of bonus to seasonal and permanent workers is one and the same. The minimum rate of payment of bonus is 8.33 % of the total annual payment of worker. During the season 1984-85, the bonus is given at the rate of 20 %

Thus the average and 11 % intensive bonus benefit of bonus received by the seasonal worker is Rs. 900 to 1200/-.

VI) TRADE UNION :

In this factory, there is one strong union namely Koyana Parisar Sakhar Kamgar Sanghatana, Daulatnagar. This union is functioning properly for the benefit of workers. Every seasonal worker is member of this trade union. As still such severe problems of workers are not arised in the factory, workers are satisfied with the functioning of trade union.

VII) OFF SEASON :

1) Work during the off season :-

The research worker found that the working period of seasonal workers is only for 6 to 7 months. The factory discontinues them when season ends. During the off season they are required to face unemployment problem. Some of them work at some other places, some work in agriculture and a few of them run their businesses.

TABLE No. 4.20

Distribution of respondents according to their work during the off season.

S.No.:	Particulars	No. of respondents	Percentage
1)	Work at other places	9	12.00
2)	Work in agriculture	24	32.00
3)	Run some businesses	7	9.33
4)	Remain unemployed	35	44.67
TOTAL :		75	100.00 %

The above table indicates that 9 respondents out of 75 i.e. 12 % work at some other places during the period of off season. While, 24 respondents i.e. 32 % respondents work in agriculture and 7 respondents i.e. 9.33 % respondents run their businesses. However, 35 respondents i.e. 44.67 % respondents remain unemployed during off season.

Research worker can say in this respect, that majority

of the ~~XX~~ respondents i.e. 44.67 % become jobless when crushing of sugarcane stops; and 24 respondents i.e. 32 % respondents have to work in their agriculture. Perhaps their work in agriculture may not be needed.

2) Retention allowance :-

The retention allowance is a specific benefit given to seasonal workers during the off season. The purpose of giving such allowance is to maintain the continuity of attachment of the worker to factory as seasonal workers and to maintain the assured supply of experienced workers in the year to come.

The rate of such allowance is different to various categories. The unskilled workers are given the benefit at the rate of 11 % of the basic salary per month, semi-skilled workers get 29 % and skilled and clerical workers get 50 %.

It is observed that such allowance is less useful to workers during the period of off season. It is also observed that some workers purposely try to remain seasonal since they get double benefit during off season. Generally, seasonal worker get nearly Rs. 300 to 600 per month during the off season in terms of retention allowance.

TABLE No. 4.21

Distribution of respondents about retention allowance.

S.No.:	Particulars	No. of respondents	Percentage
1)	Yes	24	32
2)	No	51	68
TOTAL :		75	100 %

The above table shows that 24 respondents i.e. 32 % respondents get the benefit of retention allowance from the factory, but 51 respondents i.e. 68 % respondents do not get the retention allowance.

3) Wage satisfaction :-

TABLE No. 4.22

Distribution of respondents according to view about their wages.

S.No.:	Vies of respondents	No. of respondents	Percentage
1)	Satisfactory	19	25.33 %
2)	Dissatisfactory	56	74.67 %
TOTAL :		75	100.00 %

The above table shows that out of 75 respondents 19 respondents i.e. 25.33 % respondents are satisfactory about their wages and 56 respondents i.e. 74.67 % respondents are not satisfactory about their wages.

Therefore, it can be said that the majority of the seasonal workers i.e. 74.64 % are not satisfied with their wages due to inadequate earnings.

4) Indebtedness of Seasonal Workers :-

TABLE No. 4.23 (A)

Distribution of respondents according to their indebtedness.

S.No.:	Indebtedness of	No. of	Percentage
:	respondents	respondents	:
1)	Indebtedness	75	100.00
2)	Not debt.	--	--
TOTAL :		75	100.00 %

The above table indicates that all the 75 respondents are taking loans from different sources.

The research worker, therefore, can say that due to low wage earnings the seasonal workers are bound to live in debt.

TABLE No. 4.23 (B)

Distribution of respondents according to sources of their loans.

S.No.:	Lending agency	No. of respondents	Percentage
1)	Friends & relatives	37	49.33
2)	Co-op. Credit Societies	19	25.33
3)	Banks	34	45.33
4)	Private money lenders	17	22.33
5)	Do not borrow	--	--

The above table indicates that 37 respondents responded that they are taking financial assistance from their friends and relatives. The 25.33 % seasonal workers are taking loans from co-operative credit societies and 45.33 % respondents are taking loans from commercial or cooperative banks. However, 22.33 % respondents are still taking loans from private money lenders.

It is also observed that number of respondents are taking loans from more than two sources at one and the same time.

VIII) RECRUITMENT POLICY :

TABLE No. 4.24

Distribution of respondents according to their view about recruitment.

S.No. :	View about recruitment :	No. of respondents :	Percentage :
1)	Satisfied	69	92
2)	Unsatisfied	6	8
TOTAL ..		75	100 %

It is clear from the above table that 69 respondents out of 75 i.e. 92 % respondents are satisfied with the recruitment method of the sugar factory. However, remaining 6 respondents i.e. 8 % respondents are not satisfied with the recruitment method.

It can be said that majority of the seasonal workers are satisfied with the recruitment method.

IX) PROMOTION OPPORTUNITY :

TABLE No. 4.25

Distribution of respondents according to their promotion.

Sr.No.:	Particulars	No. of respondents	Percentage
1)	Yes	4	5.33
2)	No	71	94.67
TOTAL :		75	100.00 %

The above table shows that 4 respondents i.e. only 5.33 % respondents have got promotion. However, 71 respondents i.e. 94.67 % have no such promotion opportunity. Therefore, it can be said that 94.67 % seasonal workers in this factory are not getting promotion opportunity.

X) TRANSFER :

TABLE No. 4.26

Distribution of respondents according to their transfer from one department to another.

S.No.:	Particulars	No. of respondents	Percentage
1)	Yes	9	12
2)	No	66	88
TOTAL ..		75	100 %

The above table indicates that 9 respondents i.e. 12 % respondents are transferred from one department to another. However, 66 respondents i.e. 88 % respondents are working in the same departments in which they are appointed.

The researcher, therefore, can say that in this sugar factory the seasonal workers are rarely transferred from one department to another.

XI) TRAINING FACILITIES :

TABLE No. 4.27 (A)

Distribution of respondents according to their training.

S.No.;	Training facility	No. of respondents	Percentage
1)	Yes	21	28
2)	No	54	72
TOTAL ..		75	100 %

From the above table it is found that 21 respondents out of 75 respondents i.e. 28 % respondents are provided training facilities while 54 respondents i.e. 72 % respondents are not provided training.

The above statistics, therefore, suggests the conclusion that the factory is not providing training facility to large number of seasonal workers.

TABLE No. 4.27 (B)

Distribution of respondents according to their type of training.

S.No. ;	Type of Training ;	No.of respondents ;	Percentage ;
1)	On the Job	4	5.33
2)	Off the job	2	2.67
3)	Induction training	15	20.00
4)	Do not get training	54	72.00
TOTAL ..		75	100.00 %

The above given table shows that in this factory 4 respondents i.e. 5.33 % respondents are given the training on the Job, 2 respondents i.e. 2.67 % respondents are given off the job training. However, 15 respondents i.e. 20 % respondents are provided induction type training and 72 % respondents do not get training.

Therefore, it can be said that in this factory only 20 % of seasonal workers are given induction training.

XII) PERSONAL OPINION OF WORKER :

1) Opinion regarding their service :-

TABLE No. 4.28

Attitude of respondents towards their service

S.No. ;	Attitude ;	No.of respondents ;	Percentage ;
1)	Satisfactory	64	85.33
2)	Unsatisfactory	11	14.67
TOTAL ..		75	100.00 %

The above table indicates that 64 respondents i.e. 85.33 % out of 75 respondents have shown their satisfactory attitude towards their services. However, 11 respondents i.e. 14.67 % respondents are not satisfied with their services.

The research worker observed in this respect, that majority of the seasonal workers have satisfactory attitude.

2) Opinion about the administration of the Factory :-

TABLE No. 4.29

Distribution of respondents according to their opinion towards administration.

S.No.:	Opinion of respondents	No. of Respondents	Percentage
1)	Satisfied	68	90.67
2)	Dissatisfied	7	9.33
TOTAL ..		75	100.00 %

The above table shows that out of 75 respondents 68 respondents i.e. 90.67 % are satisfied with the administration of factory, and only 7 i.e. 9.33 % respondents have shown their dissatisfaction about the administration of the factory.

The research worker observed that all the seasonal worker except a few, are satisfied with the administration of B.D.S.S.K. Ltd., Daulatnagar (Marali).

3) Problems in Service :-

It is observed that all the respondents are satisfied with their service and they have no problems in this respect.

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