

CHAPTER 'IV'

Interpretation and Analysis of Data :

This chapter is concerned with the data collection and its interpretation. The main theme of the chapter is to know the attitude of workers towards wage and wage incentive along with other welfare facilities.

The data collected with the help of research methodology is analysed and results are obtained. For getting the results data is classified, tabulated and then treated with the scientific methods.

The data presented below is obtained through questionnaire. Out of 325 questionnaires given to the sampled employees, only 300 were returned. Additionally 25 questionnaires were returned unanswered or partially answered. The result below are based on responses given in 300 filled questionnaires.

Table No. 1

Table showing the distribution of workers according to their ages

Age group	No. of workers	Percentage
18 to 25	15	5 %
26 to 30	08	2.67 %
31 to 35	40	13.33 %
36 to 40	75	25 %
41 to 45	112	37.34 %
46 to 50	25	8.33 %
51 to 55	15	5 %
56 to 60	10	3.33 %
Total	<u>300</u>	

The above table shows that 63% of the workers belong to the age group "35 to 45". It indicates that the company has given preference to the young, efficient, and experienced staff. Percentage of workers in "18 to 25" is very poor which indicates the company's negative policy about new recruitments.

Table No. 2

Table showing the distribution of workers according to their experience.

Experience in years	No. of workers	Percentage
0 to 5	10	3.33 %
6 to 10	25	8.33 %
11 to 15	40	13.33 %
16 to 20	100	33.33 %
21 to 25	80	26.67 %
26 to 30	30	10.00 %
31 to 35	15	5.00 %
Total	<u>300</u>	<u>100.00 %</u>

The above table indicates that the number of workers having experience less than 5 years is very low. Out of 300 workers sampled, 265 workers have more than 10 years experience. The worker possessing experience more than 30 years are given the facilities of retirement. Therefore the number of efficiency bar worker is also low.

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Table No. 3

Table showing the distribution of workers according to their Education.

Education	No. of workers	Percentage
Illiterate	20	6.67 %
Primary	120	40.00 %
Secondary	108	36.00 %
I. T. I.	40	13.33 %
Graduate	12	4.00 %
Total	<u>300</u>	<u>100.00 %</u>

The above table indicates that low level of education does not affect the efficiency of workers as there are a large number of workers having the primary level education. The number of degree holder worker is very low.

Table No. 4

Table showing the distribution of workers according to nature of service.

Nature of service	No. of workers	Percentage
Permanent	291	97 %
Temporary	9	3 %
Total	<u>300</u>	<u>100 %</u>

The above table shows that most of the workers are permanent as the management is playing an important role in giving the service protection to the workers. The workers easily satisfy the conditions for becoming permanent.

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Table No. 5

Table showing the distribution of workers according to wages they get.

Amount of wages	No. of workers	Percentage
Rs. 500 to 700	50	16.67 %
Rs. 700 to 900	86	28.67 %
Rs. 900 to 1100	95	31.66 %
Above 1100	69	23.00 %
Total	<u>300</u>	<u>100.00 %</u>

The above table shows that majority of the workers are getting salary from Rs. 700 to Rs. 1100 p.m. 23% of the workers are getting salary above Rs. 1100 p.m. because of length of service and education and nature of work in which they are placed.

Table No. 6

Table showing the distribution of workers according to supply of uniform.

Particulars	No. of workers	Percentage
Uniform provided	96	32 %
Uniform not provided	204	68 %
Total	<u>300</u>	<u>100 %</u>

The above table indicates that only 32 % workers are provided uniform as they are working in various foundries. 68% of the workers are not provided the uniform.

Table No. 7

Table showing the opinion of workers about working hours in Factory.

Opinion	No. of workers	Percentage
Good	185	61.67 %
Bad	115	38.33 %
Total	300	100.00 %

The above table shows that 61.67 % of the workers are satisfied with the working hours of the factory. Near about 38% workers are not satisfied. They wanted change in the number of working hours.

Table No. 8

Table showing the opinion of workers about welfare facilities.

Opinion	No. of workers	Percentage
Good	240	80 %
Bad	36	12 %
Fair	24	8 %
Total	300	100 %

The above table shows that 80% of the workers have expressed their satisfactory about welfare facilities. According to 12 % of workers welfare facilities provided by the company are bad and 8 % of the workers feel that welfare facilities provided are fair. These workers are provided with clean drinking water, latrine and urinals, canteen, sick leave and recreational facilities.

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Table No. 9

Table showing the opinion of workers about provident fund scheme.

Opinion	No. of workers	Percentage
Good	300	100 %
Bad	Nil	-
Total	<u>300</u>	<u>100</u> %

All the workers in the company have expressed good opinion about provident fund scheme. Some of them have expressed negative opinion about the P.F. scheme, but they are also members of the provident fund scheme.

Table No. 10

Table showing the distance between factory and resident of workers.

Distance	No. of workers	Percentage
0 to 5 k.m.	180	60 %
6 to 10 -"-	45	15 %
11 to 15 -"-	21	7 %
16 to 20 -"-	12	4 %
21 to 25 -"-	8	2.67 %
Above 25 -"-	34	11.33 %
Total	<u>300</u>	<u>100</u>

The above table shows that majority of workers are living nearby villages, 11.33 % of workers are living in cities which are more than 25 k.m. away from factory. 11 % of the workers take the advantage of railway. They travel by railway every day and attend duty.

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Table No. 11

Table showing the opinion of woekrs about gratuity scheme.

Opinion	No.of workers	Percentage
Good	220	73.33 %
Bad	80	26.67 %
Total	<u>300</u>	<u>100</u> %

Though all the workers have expressed good opinion about the P.F. Scheme, they are not happy with gratuity scheme as 26.67% of the workers have expressed bad opinion about the gratuity scheme.

Table No. 12

Table showing the Distribution of woekrs according to the type of work.

Nature of work	No.of workers	Percentage
Skilled	51	17 %
Semi-skilled	99	33 %
Unskilled	150	50 %
Total	<u>300</u>	<u>100</u>

The above table indicates that the percentage of skilled worker is lower as compared with the percentage of semiskilled and unskilled workers. It is remarkable that 50% of the workers of the factory is unskilled as most of the work is carried on, an automatic machines which requires only the skill of pressing the button.

Table No. 13

Table showing the subsidiary source of income of workers.

Name of the source	Subsidiary sources of income						Total
	Agriculture	Retail shops	House rent	Tailoring	Other sources	No sources	
Total workers	195	30	21	15	9	30	300
Percentage	65%	10%	7%	5%	3%	10%	100 %

The above table indicates that 90% of the workers have other sources of income in addition to service in the factory. 65% of the workers are engaged in agriculture as a subsidiary source of income. The number of workers having no other source of income is very low (i.e. 10%). The large number of workers depending upon agriculture, decreases the strength labour union and increase the rate of absence at the time of harvest.

Table No. 14

Table showing the membership of trade union.

Particular	No. of workers	Percentage
Member of Trade Union	235	78.33 %
Non-member of Trade Union	65	21.67 %

The above table indicates that 78.33 % of the workers are members of the Trade union and 21.67 % of the workers are not trade union members. It seems that about 22% of the workers are not conscious of their rights, being uneducated or half-educated i.e. they have completed education upto 7th standard.

Table No. 15

The table showing mode of conveyance of workers.

Mode of conveyance	No. of workers	Percentage
On Foot	24	8 %
Bicycle	200	66.67 %
Bus	31	10.33 %
Railways	45	15.00 %
Total	300	100.00

The above table indicates that 66.67% workers use bicycle as a means of transport and 15% of the workers get the benefit of railway for travelling. Because of inadequate bus facilities and inability of buses to reach in Kirloskarwadi within scheduled time, the number of workers coming to the factory by bus is only 10%. 8% of the workers come on foot because they live in Kirloskarwadi or near village Ramanandnagar.

Table No. 16

Table showing satisfaction level of workers with regard to personnel department.

Satisfaction level	No. of workers	Percentage
Satisfied	100	33.4 %
Dissatisfied	90	30.0 %
Neither satisfied nor dissatisfied	110	36.6 %
Total	300	100

The above table indicates that only 33.4% of the workers are satisfied and 30% workers had expressed dissatisfaction whereas 36.6% workers are unable to express their opinion as regards the personnel departments.

Taking into consideration that only 1/3 employees are satisfied, it can be said that the general attitude is unfavourable.

Table No. 17

Table showing attitude of workers towards officials in personnel department.

Satisfication level	No.of workers	Percentage
Satisfied	120	40.00 %
Dissatisfied	85	28.33 %
Neither satisfied nor dissatisfied	95	31.67 %

The above table indicates that 40 % of the workers expressed favourable attitude towards officials in the personnel department. 31.67 % of employees expressed an average attitude being neither satisfied nor dissatisfied.

Table No. 18

Table showing the satisfaction of workers towards Supervisors.

Satisfaction level	No.of workers	Percentage
Satisfied	169	56.33 %
Dissatisfied	112	37.33 %
Neither satisfied nor dissatisfied	19	6.34 %
Total	300	100

The above table indicates that 56 % of the workers are satisfied about guidance and treatment given by their supervisors. Workers have expressed their best opinion towards supervisors than officials. Because only 40 % of the workers expressed satisfication towards officials.

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Table No. 19

Table showing the opinion of workers regarding their wages.

Opinion of workers	No. of workers	Percentage
Adequate	63	21 %
Inadequate	<u>237</u>	<u>79 %</u>
Total	<u>300</u>	<u>100</u>

The above table indicates that 79% of the workers are of the opinion that their wages are inadequate. Taking into consideration that only 1/5 employees are satisfied with wages, it can be said that the general attitude of workers towards wages is unfavourable.

Table No. 20

Table showing the satisfaction level of workers in present job.

Satisfaction level	No. of workers	Percentage
Satisfied	219	73 %
Dissatisfied	<u>81</u>	<u>27 %</u>
Total	<u>300</u>	<u>100</u>

The above table indicates that 73 % of the workers are satisfied in present job. It is surprising that they have expressed dissatisfaction about wages, but they are satisfied in their present job. Their satisfaction is not depend upon the amount of wages, but the reason of satisfaction in present job is that majority of workers do side business such as agriculture, tailoring , retailing etc.

Table No. 21

Table showing the opinion of workers regarding incentives.

Opinion	No. of workers	Percentage
Good	247	82.33 %
Bad	30	10.00 %
Fair	23	7.67 %
Total	<u>300</u>	<u>100</u>

The above table shows that more than 82 % workers have expressed good opinion about incentives because incentive is a additional source of income for them. 30% of the workers expressed bad opinion because they get incentive at low rate.

It is clear from the list of the rates of incentive that the rates for some jobs are very low.

Table No. 22

Table showing opinion of workers towards working of Trade Unions.

Opinion	No. of workers	Percentage
Satisfactory	242	80.67 %
Dissatisfactory	58	19.33 %

The above table shows that 80 % of the workers expressed their good opinion about working of the trade union. Only 20 % workers are not satisfied for the working of the trade union.