

———— CHAPTER - V ————

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- 1. Conclusions**
- 2. Observations**
- 3. Suggestions**

CONCLUSIONS:-

I have come to the following conclusions after studying the different aspects of the seasonal workers working in Daulat Shetkari Sahakari Sakhar Karkhana Ltd., Halkarni. Tal-Chandagad, Dist - Kolhapur.

1) Sex :-

The researcher has found that there are only male respondents in this sugar factory. Most of the work is physical and only men with their physical fitness are required by the factory.

2) Castes :-

The distribution of castwise seasonal workers is varied more than 80% of seasonal workers are maratha and very low percentage of other caste workers are working in this factory.

3) Age :-

It is found from the data that majority of seasonal workers i.e. 65% are from the age group of 31 to 40 years and 25% are from the age group of 21 to 30 years, that means they are young and middle age group and belonging the productivity age group because efficiency of the workers depends upon the age.

4) The Martial Status :-

The majority of seasonal workers are married in this sugar factory.

5) The Education :-

the first hand data shows that the majority of seasonal workers i.e. 98% are educated up to graduate level. The condi-

tion is that the sugar factory workers are skilled or semi-skilled and their educational standard is good.

6) The Service Period :-

From the data collected it is concluded that 67% seasonal workers have been working for a period of 11 to 15 years and 6% seasonal workers have been working for more than 16 years.

7) The Departments :-

The seasonal workers of this factory, who are working in the manufacturing department i.e. 36% and engineering department i.e. 19% and cane yard department 8%. Also 16% workers are in the agriculture department and 14% seasonal workers in distillery department. So the majority of seasonal workers are in the manufacturing department.

8) The Distance from the place of work :-

The researcher can say that 74% seasonal workers of the factory come to work from 1 to 26 km. and above, and only 26% seasonal workers are living at the place of work.

9) The mode of Conveyance :-

It is clear from the present data that 35% seasonal workers come to the factory by bus and 30% workers come to factory by bicycle. It is concluded that the seasonal workers are living away from the factory.

10) Salary :-

From the data it is found that the majority of seasonal workers i.e. 65% are getting the salary between 1801 to 2000 Rs. The fact is that, the majority of the seasonal permanent workers is higher.

11) The size of the family :-

It is found that the majority of the seasonal workers have medium size families having 6 to 10 members.

12) Agriculture :-

In this sugar factory it is found that 85% of the seasonal workers are land holders and remaining 15% of the seasonal workers are land less.

37% seasonal workers have below 3 acres of land and 32% seasonal workers have 4 to 7 acres of land. As the land in acres is increasing one side and respondents are decreasing other side.

13) The wage structure :-

In this sugar factory, it is found that all the seasonal workers are on monthly basis.

14) Working Conditions :-

The researcher has found that 97% seasonal workers are satisfied with the temperature, 84% seasonal workers are satisfied with the air-movement, 96% seasonal workers are satisfied with the humidity and 95% seasonal workers are satisfied with the illumination.

This sugar factory has maintained good ventilation, 92% seasonal workers are satisfied with ventilation, and the seasonal workers are satisfied with sanitation is only 88%. It is clear that most of the seasonal workers are satisfied with the working conditions of the factory.

15) The weekly offs and leave facilities :-

The weekly off facilities are available for the permanent as well as temporary seasonal workers. And the leave facilities are not available to the temporary seasonal workers.

16) The working shifts :-

It is found that the sugar factory runs on rotation shift system and the office work is in the general shift system. The majority of seasonal workers that is 88% are working in the rotation shifts.

17) Welfare facilities :-

The researcher has found in this sugar factory, 84% of the seasonal workers are getting washing and bathing facilities, 84% of the seasonal workers are getting sitting facilities. The medical facilities are provided to the seasonal workers as per the factory rules. But 25% of the seasonal workers are not satisfied with the medical facilities.

It is found that 84% of the seasonal workers are getting rest-room facilities. The educational facilities are provided to all the workers by the factory and it is concluded that the educational facilities are satisfactory.

In this factory the majority of respondents that is 64 seasonal workers are satisfied about canteen facilities and 45% seasonal workers are not satisfied about recreational facilities, because they are living at long distance from the factory place.

From the data collected, it is clear that 60% of seasonal workers are satisfied with the grainshop facilities and concessional rate of sugar.

18) The Housing facilities :-

This factory provided the housing facility to the permanent workers as per the factory rules. But 36% of the seasonal workers are getting housing facilities.

19) The Provident Fund facilities :-

It is found that the factory provides provident fund facilities to all its seasonal workers.

20) The Bonus facility :-

Every seasonal worker gets the bonus from the factory at the rate of 20% from last 10 years.

21) The Trade Union :-

The researcher has found that all the seasonal workers are satisfied about the working of the trade union. In this sugar factory all the seasonal workers are members of the trade union.

22) The off season work :-

The observer has found that 59% of the seasonal workers are working on the farms during off season. Some seasonal workers runs private business and 19% of seasonal workers remain unemployed during off season.

When the crushing season is over, the sugar factory discontinues the seasonal workers. So their working period is only for six to seven months.

23) The Retention Allowance :-

In this factory, the retention allowance is given to the seasonal workers during off season. Only the seasonal permanent

workers are eligible to get retention allowance. The researcher found that, 55% of seasonal workers are getting retention allowance at the rate of 20% of the monthly salary. 32% seasonal workers get the retention allowance at the rate of 30% of the monthly salary and 13% seasonal workers get the retention allowance at the rate of 50% of the monthly salary as per their respective department.

24) Opinion of the seasonal workers about their wages :-

The researcher has found that a large number of the seasonal workers i.e. 76% are not satisfied with their wages.

25) Indebtness of seasonal workers :-

It is found that 85% of seasonal workers are debtors. In this sugar factory the seasonal workers that is 40% are getting loan from the co-operative society and 26% of the seasonal workers are getting loan from their relatives.

26) Opinion of the seasonal workers regarding the recruitment method :-

It is concluded that 90% of seasonal workers are satisfied regarding the recruitment method adopted by the factory management.

27) Opinion regarding the promotions :-

The majority of the seasonal workers that is 78% are not promoted as per the seniority in the service.

28) Transfer of the seasonal workers from one department to another department :-

In this sugar factory 26% seasonal workers are transferred from one department to another department.

29) Training for the seasonal workers :-

It is found that in this sugar factory 74% of the seasonal workers are trained and only 26% of the seasonal workers are not trained.

30) Personal opinion of seasonal workers about their service and administration :-

In this sugar factory the majority of the seasonal workers that is 88% are satisfied with the service and 97% with the administration.

31) Opinion of the seasonal workers regarding problems in service :-

The collected data indicates that the majority of the seasonal workers are happy in the service and expressed their opinion that, they have no problems in this sugar factory.