

CHAPTER - V
CONCLUSIONS AND
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FINDINGS :

1. Generally it seems that the workers working in the mill are young and they are between 26 to 40 years of age group.
2. It is observed that the majority of the workers in the mill are educated.
3. Regarding the length of service it is found that most of the workers have served from 6 to 10 years.
4. It is observed that the size of the family of the workers is big i.e. they have 5 to 6 members in their family.
5. It is found that majority of the workers have 3 to 5 earning members in their family.
6. It is observed that out of total sampled worker majority of the workers have good wages.
7. It is observed that out of total sampled workers majority of the educated workers are not satisfied about dispensary facilities.
8. It is observed that the management is taking proper care about the cleanliness of the lavatories and

urinals. Most of the workers are satisfied with its maintainance.

9. It is observed that the workers are not provided cool and clean drinking water so they are not satisfied about the drinking water facility.
10. It is observed that out of total sampled workers most of the educated workers are not satisfied about rest room facility. The rest room is not furnished except fan and T.V. No other amenity is available in the rest room.
11. It is observed that the mill has provided safety facilities to the workers. Majority of the educated workers are satisfied about the safety provision.
12. It is found that the canteen is not kept clean and tidy. Most of the workers are not satisfied with its management. Majority of the workers have complained about the canteen facilities. The food served in the canteen is of poor quality and many workers are facing health problems. It is found that canteen service is not adequate and according to the expectations of the workers.

13. It is observed that the mill has implemented provided fund scheme, gratuity scheme family pension scheme & leave facilities according to the company act declared by the government from time to time. Hence majority of the workers are satisfied with the above schemes.
14. It is found that the educated workers are unsatisfied about the compensation act.
15. The mill has fixed working hours according to the factory act. So most of the workers are satisfied about working hours.
16. It is observed the mill has not provided housing facilities to the workers so majority of the workers are not satisfied with the housing facilities.
17. It is found that most of the workers come to mill on the bicycles or on foot. The mill has not provided adequate conveyance facilities to the workers. So they are not satisfied with the conveyance facilities.
18. It is observed that the mill gives financial aid to the workers co-operative society, consequently the

co-operative society, provides essential commodities to the workers at reasonable price hence workers are satisfied with the co-operative societies.

19. It is observed that the workers are not guided properly in case of family planning programme. So majority of the workers are unsatisfied about the family planning programme.
20. It is observed that the majority of the workers are unsatisfied about the recreation and education facilities provided by the mill.

GENERAL FINDING :

1. It is found that most of the respondents are not satisfied with the working of the trade union in the organisation.
2. It is observed that relation with supervisors are satisfactory because for some problem co-operation is required and supervisors make efforts to solve the workers problem related to their work.

SUGGESTIONS :

The researcher having the findings and conclusions of the research topic feels it necessary to put forward the following suggestions are made in the light of the study undertaken, but at the same time the researcher is not sure that they are only suggestions which would as panecea to the working lot. The researcher has its own limitation.

Following are the suggestions :

1. The management should make some arrangement for the rest room and sitting arrangement for the workers.
The workers in the breaks want to relax so that they can work with full efficiency.
2. The management should intensify its training programmes with regards to safety & accidents. It is found that the accidents generally happen due to carelessness of workers. If the workers are given proper training accidents can be minimised.
3. The management should explain the importance of family ~~planning~~ programme for the workers as it is found that the workers generally do not under stand it.
4. Trade unions should be further activated so that they can educate the workers regarding their rights and duties.

5. Housing facility : It is suggested that housing facility be provided to the workers at reasonable rates around the mill. So as to avoid the trouble of travelling on the part of workers.
6. Travelling facility : The mill workers have to come from the distance of 20 Km. They come on bicycles so they have to face many difficulties and suffer physically while riding on bicycles. it is suggested that the travelling facility be made available to the workers at reasonable rate so as to increase the efficiency of the workers and enable to increase the production. ✓
7. The efficiency of the workers depend upon the calarie given to them. So it is suggested that the management should provide adequate and high quality food to the workers, so that their efficiency will be increased.
8. Drinking water : It is further suggested that in view of the workers health, clean and cool water be provided to the workers.
9. There is no school at the mill premises, so the students have to come the Sangola either on foot or on bicycles. So the means of conveyance be provided to the student community.

10. The workers are ignorant about compensation laws, so the workers should be well acquainted with compensation law by arranging the lectures of the export.
11. The workers should be provided uniform while on duty.