
CHAPTER-IV

**LABOUR REMUNERATION IN SELECTED
UNIT (AN ANALYTICAL STUDY).**

**Techniques, Analysis and
Interpretation of Data**

LABOUR REMUNERATION IN SELECTED UNIT

(An Analytical Study)

A) Techniques of Data Collection :

The great precaution has been taken, while preparing the questionnaire and collecting the data for this problem. Simple, care and unambiguous language was used. Generally the technical terms were avoided and wherever the difficult words are used, they are explained in the subsequent sentence. The words commonly spoken were used so as to enable the respondent, employees to understand the same easily. As the majority of the respondent employees talk in the regional language Marathi, the same was used for interview and discussions. Relevant questions were asked in Marathi and the answer was translated and written in English. The questions selected in the questionnaire were forming part and were within the informational scope of the respondent employees. While asking the questions, a sequence was adopted and observed throughout the period of interview. The respondent employees were allowed to give alternative answers, wherever not including in the scope of information provided in the questionnaire, even though a care was taken to see that all possible alternatives were included. Tabulation form was kept in mind, while formulating the questionnaire. In order to get the correct

reply, indirect questions were also put to the respondent employees. Without disturbing the interlinks and sequence maintained from amongst the questions.

In order to study the main problem in detail, it was split up into various aspects and headings. At the time of interview actual questions were formed and more than one questions were asked to get the complete information about a particular aspect. A general layout was prepared and kept in mind to observed the sequence in getting the replies systematically and spontaneously. The validity of the answers of the respondent employees was tested on the sample and then finalised.

The researcher has selected a total 480 of 48 respondents (employees) from Warana Sahakari Sakhar Karkhana Ltd., Warananagar by stratified random sampling method, with a view to draw conclusions conveniently and further classification becomes easy for the study. Classification becomes helpful for accurate guess work generations.

In fact, it was impossible to place the questionnaire before the respondent employees and to record the answers on the spot, as they were busy with their works. Situation on the spot was taken into consideration. Some respondent employees replied on the spot all the questions from the questionnaire, however, some of the employees selected, have

asked the researcher to come to the residence in the factory colony, where they offered tea and furnished all the information required by the researcher. The experience was of a varied nature. Some of the experiences are narrated here below :

When the questions are asked and their replies were recorded, it was observed that the interview respondents become self-conscious and little bit confused. After meeting the employees, the researcher had tried to be friendly and explain as to why he has come over there. Some times before putting up actual questions to the respondents employees the researcher has tried to create suitable atmosphere by chit-chatting informally with them and after some time tried to come to the point. During the course of discussions the researcher had tried to get all the required answers. As the respondent employees were working in shifts, the researcher had tried to see the convenience of the interviews.

As referred earlier 48 respondent employees were selected as samples but selecting the respondents by stratified random sampling method was time consuming. In spite of the continuous work, three months were lapsed away to complete the work of data collection.

Though the researcher had varied experience, one worth mentioning experience was common from amongst the all and that was they found of praise. While concluding the interview,

every-body had asked the question to the researcher whether the interviewees would be benefitted by increasing their salaries. Few of them required whether they would get some money for furnishing this information some respondent employees expressed their respects by offering tea. Few respondent also required the salaries be enhanced.

B) Analysis and Interpretation of Data :

Table No.IV - 1

Agewise distribution of workers.

<u>Sr. No.</u>	<u>Age group in years</u>	<u>No. of respondents</u>	<u>Percentage</u>
1.	20 to 30	06	12
2.	31 to 40	09	19
3.	41 to 50	18	38
4.	above 50	15	31
	Total	48	100

The table No.IV-1 shows that :

- i) 12% workers of this organisation belong to the age group of 20 to 30 years.
- ii) 19% workers of this organisation belongs to the age group of 31 to 40 years.
- iii) 38% workers of this organisation belong to the age group 41 to 50 years.
- iv) 31% workers of this organisation belong to the age group of more than 50 years.

From the table No.IV-1, we can concluded that :

- a) 57% workers of this sugar factory belong to the age group between 31 to 50 years. It shows that the factory has mainly efficient workers and the management gives stress on requirement of young and efficient employees.
- b) 31% workers of this sugar factory belong to and are above the age of 50 years. Which shows that the persons who are above 50 years are less in number.

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

Table No.IV-2

No.of family members depending upon income.

<u>Sr. No.</u>	<u>No.of family members depending upon income</u>	<u>No.of respon- dents</u>	<u>Percen- tage</u>
1.	1 to 3	3	6
2.	4 to 5	24	50
3.	6 to 7	12	25
4.	8 to 9	5	11
5.	10 to 11	1	2
6.	above 11	3	6
	Total	48	100

Table No.IV-2 shows that :

- i) 6% of respondents have their dependents upto 3 persons of his family.
- ii) 50% of respondents have their dependents between 4 to 5 person in his family.
- iii) 25% of respondents have their dependents between 6 to 7 members of his family.
- iv) 11% of respondents have their dependents between 8 to 9 members of his family.
- v) 2% of respondents have their dependents between 10 to 11 members of his family.
- vi) 6% respondents have their dependents above 11 persons of his family.

From the above, we can conclude that - majority of respondent workers are having 4 to 7 persons depending upon their income from their family i.e. 75%. There are some workers from joint family also i.e. 8% of workers are having more than 10 persons depending upon their income that is because most of the workers are recruited from the rural area, where joint family system is favourite. The workers who are living like separate families although they are having joint families at their village.

Table No.IV-3

Educational qualifications of workers.

<u>No.</u>	<u>Education</u>	<u>No.of respondents</u>	<u>Percentage</u>
1.	Primary	7	15
2.	Secondary	15	31
3.	Higher	15	31

Table No.IV-3 (Contd..)

<u>No.</u>	<u>Education</u>	<u>No.of respondents</u>	<u>Percentage</u>
4.	Technical	11	23
	Total :	48	100

Table No.IV-3 shows that -

- i) 15% of workers are educated upto primary level,
- ii) 31% of workers are educated upto secondary level,
- iii) 31% of workers have obtained still higher education i.e. College education.
- iv) 23% of workers have achieved the technical education.

From the Table IV-3 we can bring out clearly that -

- i) Most of the workers i.e. 62% have obtained secondary and higher education.
- ii) There are 23% workers who are having technical education which is quite essential for technical efficiency.
- iii) 15% of workers are having education upto primary level of no education.

Table No.IV-4

Distribution of employees according to the length of service.

<u>No.</u>	<u>Length of service in Sugar factory (year)</u>	<u>No.of workers</u>	<u>Percentage</u>
1.	Upto 10	12	25
2.	11 to 20	11	23
3.	21 to 30	21	44
4.	above 30	4	8
	Total	48	100

From the Table No.IV-4, it is clear that -

- i) 25% workers are having experience of upto 10 years in sugar factory.
- ii) 23% workers are having experience of 11 to 20 years in sugar factory.
- iii) 44% workers are having experience of 21 to 30 years in the sugar factory.
- iv) 8% workers are having experience of above 30 years in the sugar factory.

From the above analysis we can interpret that majority i.e. 62% of the workers have experience more than the 10 years in the sugar industry and 25% of workers have experience less than 10 years. Most of the workers are working in the same sugar factory and 8% of workers have experience more than 30 years.

Table No.IV-5

Distribution of workers according to the residential places :

<u>No.</u>	<u>Native Place</u>	<u>No.of workers</u>	<u>Percentage</u>
1.	Local	28	58
2.	Outside	20	42
	<u>Total</u>	<u>48</u>	<u>100</u>

Table No.IV-5 shows that out of the 480 respondents 58% are from local areas and 42% are from outside the area.

It is clear that from the above information that percentage of local workers are more than that of outside workers. It means that this sugar factory has undoubtedly given preference to the workers from local areas and rightly so because these sugar factory are the mean to achieve the objectives of rural developments. At the same time factory has given due preference to the outside workers whenever necessary in case of experienced and technical workers. Most of the skilled workers are recruited from outside the areas of operation of the factory.

Table No.IV-6

Distance between residence and work place (factory)

Sr. No.	Distance from residence to factory in Km.	No. of workers	Percentage
1.	0 to 5	35	73
2.	6 to 10	11	23
3.	above 10	2	4
Total		48	100

From the Table No.IV-4 it is clear that -

- i) 73% workers are living 0 to 5 Kms. away from the factory.
- ii) 23% workers are living 6 to 10 Kms. away from the factory.

iii) 4% workers are living above 10 Kms. away from the factory.

From this table we can conclude that maximum number of workers are living on the factory site in colonies provided by the factory and others are living near the factory site and coming from their native places, around the factory sites.

Maximum number of employees are living near the organisation i.e. 73%. It is useful from the production point of view that the workers are coming from near places, they will be fresh when they get to work and production will be increased. Majority of the workers living in the area around the organisation and have, there is no problem of late come. The factory has also provided housing facilities to the workers near the factory site.

Tabel No.IV-7

Mode of conveyance of employees.

Sr.No.	Mode of conveyance	No.of employees	Percentage
1.	Bus	4	8
2.	Bicycle	15	31
3.	Autocycle (Petrol vehicle)	14	30
4.	On foot	15	31
	Total	48	100

From the table, it is observed that -

- 1) According to the table No.IV-7 -8% respondents are using

State Transport bus as a mode of conveyance for joining their duties.

- ii) 31% respondents are using cycles, as a mode of conveyance for joining their duties.
- iii) 30% respondents have had their own auto cycles (motor cycles).
- iv) 31% respondents are comes on foot.

From the above information it is clear that -

- i) Most of the workers come by cycles that means they are comming from the villages around the sugar factory. They are 31%, generally the office employees whose office time is 10.45 a.m. to 5.45 p.m. and the factory workers whose income group is between Rs.1000 to Rs.1500 are using the cycles.
- ii) 8% respondents are comming by bus, it means that they are living in the Pargaon, Kodoli, Wathar of comming from 15 to 20 Kms. distance.
- iii) 30% workers are comming by Auto cycles (Petrol vehicles) out of whom, some are coming from Kodoli and some are coming from local villages area around the factory site.
- iv) 31% respondents comes on foot. It means that they have given house accommodation in the colony or their dwelling places are too near.

Usually the officers, supervisors night shift workers and workers who are a higher bracket of pay scale are using motor cycles as a mode of conveyance.

Table No.IV-8

Distribution of workers according to their types of wages payment.

No.	Type of wage payment	No.of respondents	Percentage
1.	Piece wage	-	-
2.	Time wage	48	100
	Total	48	100

From the Table No.IV-8, it is observed that all the workers (i.e. 100%) are paid according to time wage payment system. Gradually, there will be abolition of piece wage system in this factory in future in case of contractor workers too.

Table No.IV-9

Distribution of workers according to their monthly wages/salaries.

Sr. No.	Wages/Salaries per month (Rs.)	No. of Respondents	Percentage
1.	1000 to 1500	4	8
2.	1501 to 2000	35	73
3.	2001 to 2500	3	6
4.	above 2500	6	13
	Total	48	100

The table No.IV-9 shows that -

- i) 8% of the workers are getting wages and salaries between Rs.1000 to Rs.1500 per month;
- ii) 73% of the workers are getting wages and salaries between Rs.1501 to Rs.2000 per month;
- iii) 6% of the workers are getting wages and salaries between Rs.2001 to Rs.2500 per month and
- iv) 13% of the workers are getting wages and salaries above Rs.2500 per month.

They are head of the departments and sectional heads.

From this table, we may conclude that majority of the workers are getting wages/salaries in the range between Rs.1501 to 2000 per month i.e. 73%. It has come to know that these 8% of the workers are not satisfied with the existing pay scales i.e. less than Rs.1500 per month. They are demanding more than Rs.1500 per month.

Table No.IV-10

Deductions from the salaries of the workers.

Sr. No.	Causes of deduction	No.of workers	Percentage
1.	Provident fund	48	100
2.	C.T.D.	48	100
3.	Insurance	32	67
4.	Family Pension	24	50
5.	House Rent	28	58
6.	Instalment of loan from Society	40	83
7.	Professional Tax (Govt.Tax)	48	100

Table No.IV-10 (Contd..)

Sr. No.	Causes of deduction	No.of workers	Percentage
8.	Krida Mandal	-	-
9.	Income Tax	4	8
10.	Bank Loan Instalment	2	4
11.	Medical Centres	34	71
12.	Warana Sahakari Sangh Warana Bazar.	-	-

From the above table the details information of deduction from salary, we can concluded that -

i) Almost all the workers have participated in the Provident Fund scheme 100% amount is deducted from the salaries of employee per month and 10% amount is paid by the sugar factory as employers contribution. That means contributory provident fund scheme is applied by this sugar factory and all the provisions of provident fund contribution of fringe benefit has definite impact on real wages of workers.

ii) 100% of permanent workers have their Cumulative time deposit and recurring deposit accounts in the Post-office at Warananagar under salary saving scheme. This scheme helps to develop regular saving habit amongst the workers.

iii) 67% of workers have taken Life Insurance Policies that means 33% workers have not taken life insurance policies. They

must be brought under this scheme as it also develops regular saving habit;

iv) 50% of workers are included in family pensions scheme only;

v) 58% of workers having deduction against the house rent;

vi) 83% of workers having deduction against the instalment of loan taken from society, that means majority of workers have to borrow from society as their wages are not sufficient;

vii) 100% of workers are paying professional tax from their wages and salaries.

viii) only 8% of workers are paying income tax and that means the salaries of 92% workers are not taxable. The Managing Directors and all the Heads of Departments, engineers, Assistant Engineers etc. are income tax payers;

ix) Only 4% of employees have taken loan from Co-operative Banks for the purchase of two wheel vehicles i.e. Scooter, Motor cycles, cycles and also for purchase of T.V. etc.;

x) 71% of workers are taking advantage of medical centres maintained by the Karkhana. The Karkhana is providing medicines and other medical services through an experienced qualified doctor at low prices although not fees. This has also definite impact on real wage of the workers.

xi) The workers are not taking advantages of credit purchase scheme introduced by the Warana Sahakari Sangh Ltd., Warananagar. The workers purchases cash basis and other shops from credit purchasing of using goods and services.

Table No.IV-11

Other sources of income of the workers.

Sr.	Sources of income	Percentage
1.	Land	73
2.	Side business	10
3.	House property	8
4.	Private consultancy	3
5.	Commission	-
6.	Lottery	2
7.	Over-time	4
Total		100

From the above table, it is clear that -

- i) 73% of workers having a land as one of the major source of income,
- ii) 10% workers having their side business as source of income,
- iii) 8% of workers having income from the house rent property,
- iv) 9% of remaining workers are having income from lottery and over-time working too.

From the above table we can conclude that the majority of the workers having land, side business, house property, lottery, private consultancy and over-time as the other sources of income. It means that the majority of the workers are not only depending upon their wages. They get money from these sources also. These sources of income have helped to improve the real income of the workers.

Some workers like wireman, fitters are doing private consultancy over-time is also a major source of other income in case of some workers as the factory allows to work over-time whenever necessary.

Table No.IV-12

Distribution of workers according to linkage of wages.

Sr. No.	Particulars	No.of workers	Percentage
1.	Linked with cost of living.	48	100
2.	Linked with production made	-	-
Total		48	100

In this table, it is observed and concluded that the wages of the workers are linked with the cost of living and not with the production made units produced by the workers.

Wages and salaries are paid basic pay plus D.A. which varies from time to time according to rise in the consumers price index, deciding by the Central Government.

The wages are linked with the cost of living index the workers, through Trade Union movements are pressing the Government to revise the rate of dearness allowance.

Table No.IV-13

The amount distributed as bonus for the last three years.

Sr. No.	Particulars	1986-87	1987-88	1988-89
1.	Bonus percentage	20	20	20
2.	Ex-gratia Percentage	10	10	13
3.	Total amount of Bonus	44.19	47.39	64.19

From this table, it is clear that the management had distributed 20% of the bonus to every workers for Diwali Festival, during the last three years period. The amount spend as bonus is Rs.44.19 lacs in 1986-87, Rs.47.39 lacs in 1987-88 and as against Rs.64.19 lacs in 1988-89.

Bonus is calculated on the total amount of wages/ salaries received by an employee during the year. Bonus is paid to the permanent and seasonal permanent workers.

The bonus is regarded as financial incentive and it may be concluded that the management is trying to the maximum productivity and moral of the workers through payment of workers bonus.

Table No.IV-14

The utilisation of bonus for different purposes.

Sr. No.	Bonus utilized for -	No. of workers	Percentage
1.	Festival	29	60
2.	Daily expenses	7	15
3.	Repayment of debts/loans	4	8
4.	Investment	2	4
5.	Bank/Post svaing	3	7
6.	Consumer durable goods	2	4
7.	Other purposes	1	2
Total :		48	100

In this above Table, it is clear that -

- i) 60% of workers having utilised the payment of bonus received for Divali festival,
- ii) 15% of workers have expanded the amount of bonus for meeting daily expenses,
- iii) 8% of workers have expanded the amount of bonus for re-payment of old debts/loans,
- iv) 11% of workers have kept the amount of bonus in the investment, and bank saving account,
- v) 4% of workers have purchased durable goods like as T.V. locker, safe, motor cycle, bicycle etc.
- vi) 2% of workers used their bonus amount for the other purposes.



From the above information we can stated that majority of workers have daily expenses, one can easily say that the workers have not reached the expected level of habit of saving and thrift or the wages are not sufficient to meet daily expenses. In this case we may think of both.

Table No.IV-15

Distribution of occasions on which the workers required to borrow :

No.	Occasions of borrowed	Percentage
1.	To meet educational expenses	6
2.	To meet monthly expenses	21
3.	To meet festival expenses	42
4.	To meet medical expenses	11
5.	To meet unexpected expenses	10
6.	To purchase property	2
7.	To purchase durable goods	6
8.	To purchase vehicles	2
Total		100

From the above table No.IV-15, it is clear that -

i) 6% of workers have to borrow meet educational expenses, that means there are sufficient educational facilities available on factory site, so very few percentage of workers have to borrow on account of educational expenses.

ii) 21% of workers have to borrow to meet monthly expenses, that means the wages and salaries are not sufficient to meet

monthly expenses. This may be due to poor wages and salaries or due to large number of family members depending upon their income. This is mainly because of increasing inflationary pressure also.

iii) 42% of workers have to borrow to meet festival expenses, that means due to poor wages, workers are celebrating festivals through borrowing although, it is beyond their capacity.

iv) 11% of workers have to borrow on account of medical expenses. We can concluded that sugar factory workers are badly need to medical allowance to meet medical expenses of workers and of their dependents. Trade union is demanding medical allowances. This demand is also true because it will help to increase wages of workers and productivity also and also reduce absentism due to the sickness.

v) 10% of workers borrow to meet unexpected expenses such as sickness, guests, party, marriage tetc.

vi) 2% of workers borrow to purchase property like land, house etc.

vii) 6% of workers borrow to purchase durable goods such as T.V., Tape-record, Safe etc.

viii) 2% of workers have to borrow to purchase vehicle such as two wheels vehicles i.e. motor cycle, scotter, bicycle etc.

It can conclude here that more allowances such as travelling, leave travel, medical and house rent allowances are badly needed for sugar factory workers as like the other industrial and the Government employees.

Table No.IV-16

Distribution of workers according to debts or loans from whom they are borrowed :

Sr. No.	Particulars	No. of workers	Percentage
1.	Relatives or friends	4	8
2.	Banks	3	6
3.	Co-operative Society	38	80
4.	Money lenders	1	2
5.	Without loans	2	4
Total		48	100

- 1) 96% of workers have borrowed from the following sources :
1. 10% of workers have borrowed from their relatives and their friends,
 2. 6% of workers have borrowed either from Co-operative Bank or from Nationalised Commercial banks;
 3. 80% of workers have borrowed from Co-operative credit society in their village,
 4. 2% of workers have borrowed from village money lenders or Bhishi.
 5. 4% of workers have not taken any loan or borrowed from the above sources.

From the above table it is clear that - 96% of workers are in debt somewhere. The majority of workers (i.e. 80%) have borrowed from workers co-operative society with low rate of interest. It is concluded that the workers co-operative multipurpose credit society is playing an important role in advancing loans to workers for many purposes. Other sources are Banks, friends, relatives and money lenders. It is concluded that workers are availing loan facilities adequately. It appears that workers credit co-operative society is the most convenient source of loan for the workers and other sources come next. There are some money lenders too from whom loans are taken from them.

Table No.IV-17

The opinion of workers regarding leave facilities available :

No.	Particulars	No. of workers	Percentage
1.	Adequate	41	85
2.	Inadequate	7	15
Total		48	100

From the table No.IV-17 it is clear that -

i) 85% of workers are satisfied about leave facilities available in the Sugar Factory telling that leave facilities are adequate,

ii) 15% of workers are not satisfied about the leave facilities available telling that these are inadequate. This

mainly because of their agriculture work and pressure of private work.

In a case was field against this Karkhana and the industrial court have given a decision regarding leave facilities.

<u>Particulars</u>	<u>Privalage leave</u>	<u>Casual leave</u>	<u>Sick leave</u>
Permanent workers.	24 days	12 days	10 days

Workers are demanding that they must be allowed to take casual leave between two holidays to perform social and family responsibilities.

Table No.IV-18

Classification of workers utilising weekly holidays.

<u>Sr. No.</u>	<u>What they do ?</u>	<u>No. of workers</u>	<u>Percentage</u>
1.	Rest	26	54
2.	Enjoyment/Demestic work.	6	13
3.	Allied business	-	-
4.	Work in Agriculture	16	33
<u>Total</u>		<u>48</u>	<u>100</u>

From the above table No.IV-18, it is clear that -

- i) 54% of workers used their weekly holiday for taking rest at home.

ii) 13% of workers used their weekly holiday for enjoyment of domestic work with family members.

iii) 33% of workers used their weekly holiday for agriculture work.

It can be concluded that majority of workers is that 8% are utilising the weekly holiday for domestic work and enjoyment with their family or visiting their native villages. 33% of workers are utilising the weekly off for agriculture work as they have come for their agriculture family.