

CHAPTER - III

ANALYSIS AND PRESENTATION OF DATA

CHAPTER - IIIANALYSIS AND PRESENTATION OF DATATABLE - 3.1Table showing Salary wise Classification of Workers

Salary	Nos of Workers	Percentage
Upto 1000	15	15
1000 - 1500	17	17
1500 - 2000	46	46
2000 - 2500	20	20
More than 2500	2	2
	Total Nos of Workers 100	100

The table shows salary wise classification of workers . Majority of workers i.e. 46% get salary from Rs. 1500-2000 and minority workers i.e. 2% get salary more than Rs. 2500.

Similarly 15% of the workers get salary upto Rs. 1000 and 17% of the workers get salary in the range of Rs. 1000 to 1500 and remaining 20% who are mainly from monoprial cadre receive salary in between Rs. 2000 to 2500.

TABLE NO. - 3.2Table Showing Opinions of Workers about Salary they Receive

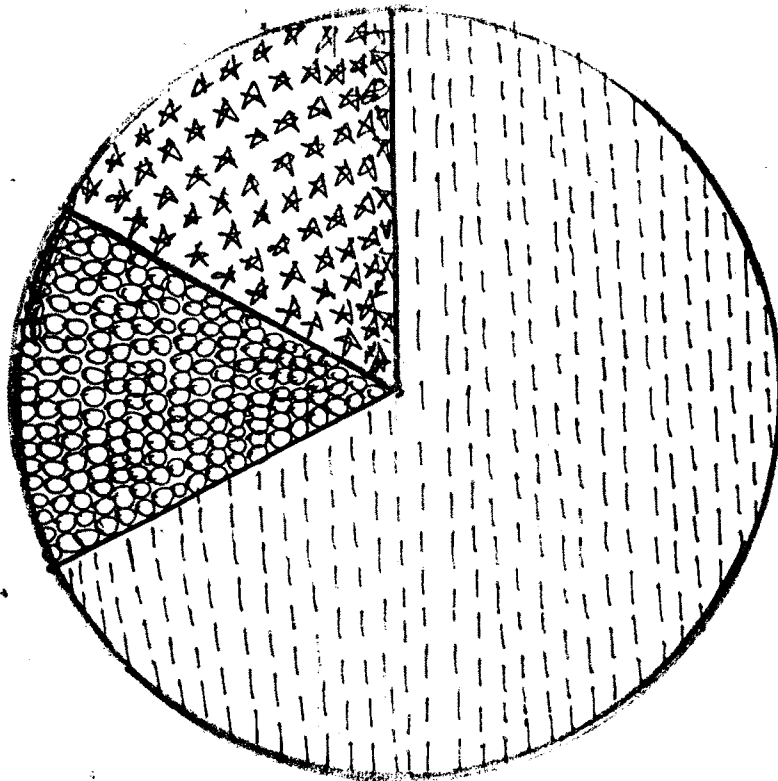
Opinion of Workers	Nos of Workers	Percentage
Happy	70	70
Unhappy	30	30
Total Nos. of Workers	100	100

The table shows attitude of the workers regarding salary. Majority workers i.e. 70% workers are happy with salary and 30% workers are unhappy with salary.

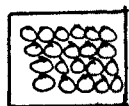
TABLE NO.-3.3Table Showing Opinion of Workers Regarding Basis of Increment

Basis of Increment	Nos of Workers	Percentage
Length of Service	68	68
Performance	15	15
Length of Service & Performance	17	17
Total Nos of Workers	<u>100</u>	<u>100</u>

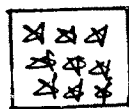
The table exhibits opinion of workers about basis of increment. Majority of workers i.e. 68% feel that salary is based on length of services. Table also shows that 15% and 17% of workers says that salary is based on performance and length of service and performance respectively.



Length of Service 68%



Performance 15%



Length of Service and Performance 17%

TABLE NO. - 3.4

Table Showing Opinion of Workers Regarding Bonus
AND and Rewards.

Opinion of Workers	Nos of Workers	Percentage
Happy	95	95
Unhappy	5	5
Total Nos of Workers	<u>100</u>	<u>100</u>

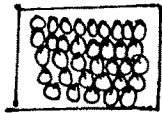
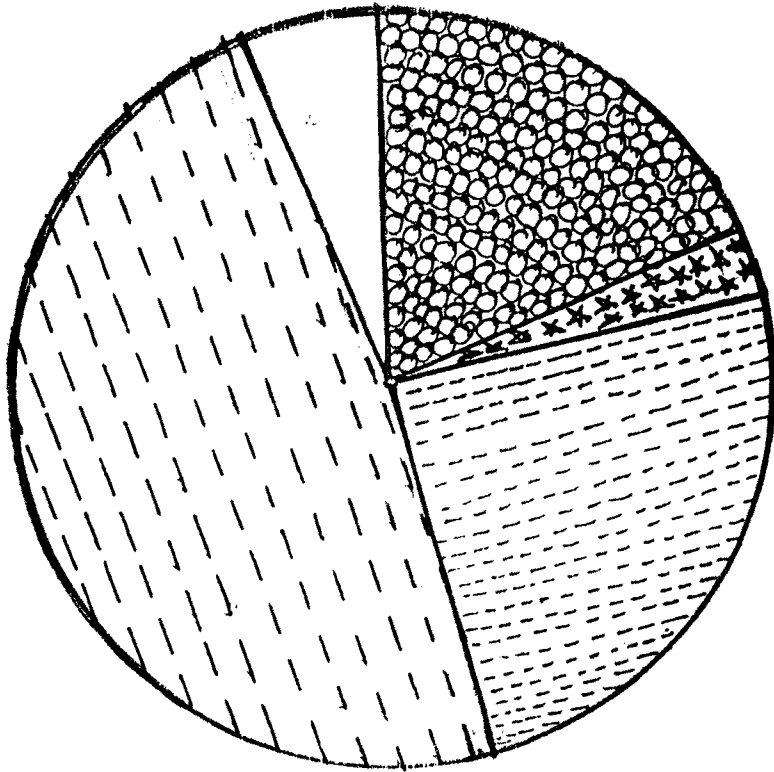
The table shows attitude of workers towards bonus and rewards. Majority i.e. 95% of workers are happy with annual bonus and rewards for better work. However 5% workers are unhappy with annual bonus and rewards.

TABLE NO. - 3.5

Table Showing Opinion of Workers Regarding Criteria for
Promotion Policy

Criteria for Promotion	Nos of Workers	Percentage
Seniority	19	19
Qualification	3	3
Performance	24	24
Seniority and Performance	48	48
Not Answered	6	6
Total Nos of Workers	100	100

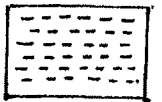
The table shows opinion of workers regarding criteria for promotion adopted in the company. Majority i.e. 48% workers say that promotion should given by seniority and performance. 24% workers feel that promotion should given by performance of workers. And also table shows 19% and 3% workers say that seniority and qualification should be considered respectively at the time of promotion. Remaining 6% of the workers did not answer to this question.



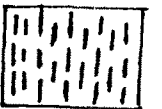
Seniority 19%



Qualification 3%



Performance 24%



Seniority and Performance 48%



Not Answered 6%

TABLE NO. - 3.6

Table Showing Opinion of Workers Regarding
Promotion Policy

Opinion of Workers	Nos of Workers	Percentage
Happy	68	68
Unhappy	32	32
Total Nos of Workers	<u>100</u>	<u>100</u>

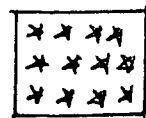
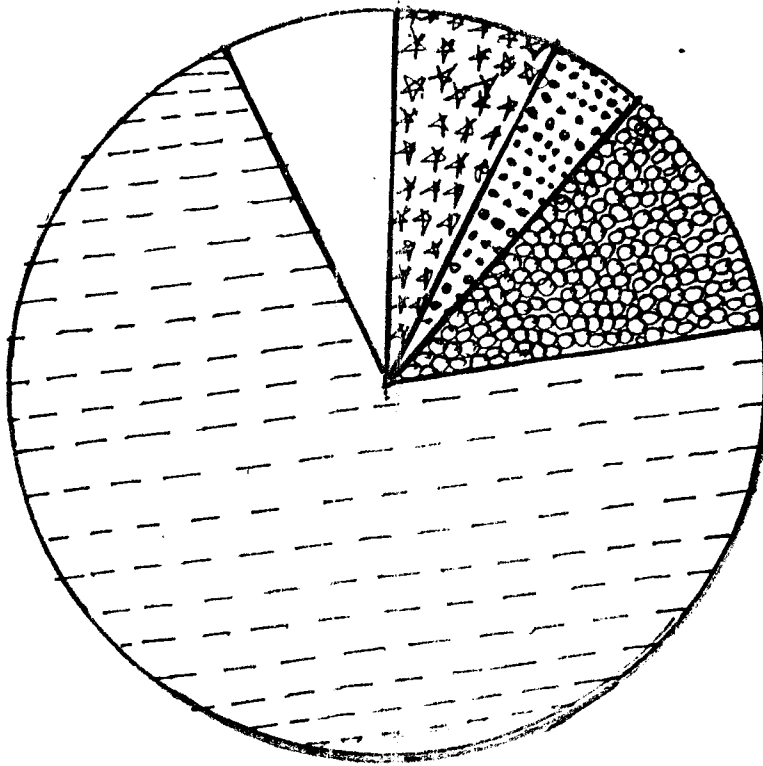
The table shows 68% workers are happy with promotion policy adopted in the company and 32% workers are unhappy.

TABLE NO. - 3.7

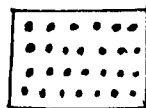
Table Showing Opinions of Workers Regarding
Liking of Leadership Style

Types of Leadership	Nos of Workers	Percentage
Personal Style	7	7
Impersonal Style	4	4
Job Centered	11	11
Human Centered	73	73
Not Answered	5	5
Total Nos of Workers	100	100

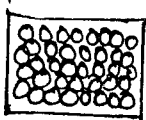
The table shows what type of leadership workers prefer. Majority i.e. 73% of workers like human centered leadership and 11% workers prefer job centered. Table also shows 7% and 4% of workers like personal style and impersonal style of leadership and 5% workers did not answered.



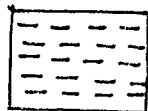
Personal Style 7%



Impersonal Style 4%



Job Centred 11%



Human Centered 73%



Not Answered 5%

TABLE NO. - 3.8

Table Showing Opinion of Workers Regarding
Guidance of Superiors

Opinion of Workers	Nos of Workers	Percentage
Guided	92	92
Not Guided	8	8
Total Nos of Workers	<u>100</u>	<u>100</u>

The table shows majority i.e. 92% workers are being guided by the superiors in their job and 8% workers do not get guidance from superiors in their work.

TABLE NO. - 3,9

Table Showing Opinion of Workers Regarding Facilities Received

No.	Facilities	Yes		No		Total Nos of Employees
		Nos. Em.	%	Nos. Em.	%	
i)	Medical Facilities	95	95	5	5	100
ii)	Education Facilities to his Child	95	95	5	5	100
iii)	Canteen Facility	100	100	-	-	100
iv)	Place for Rest	80	80	20	20	100
v)	Play Ground	76	76	24	24	100
vi)	Reading Library	87	87	13	13	100
vii)	Recreational Facilities	85	85	15	15	100

The table shows opinion of workers regarding facilities provided by the organisation. Majority i.e. 95%, 95%, 100%, 80%, 76%, 87%, and 85 of the workers are found happy with the facilities. However the table exhibits negative attitude of workers; 5%, 5%, 20%, 24%, 13% and 15% respectively, towards the facilities being provided.

TABLE NO. - 3.10

Table Showing Workers Attitude Towards Compensation
Paid in Case of Accident.

Attitude of Workers	Nos of Workers	Percentage
Sufficient	93	93
Insufficient	-	-
Not Answered	7	7
	100	100

The table shows opinion of workers regarding compensation given by the company in case of accident. The majority of workers i.e. 93% they are satisfied with compensation paid and table shows 7% of the workers did not answer this question.

TABLE NO. - 3.11

Table Showing Opinion of Workers Regarding Accident
Fear in Mind While at Work.

Opinion of Workers	Nos of Workers	Percentages
Yes	-	-
Not	96	96
No Response	4	4
Total Nos of Workers	100	100

The above table shows 96% of the workers do not have a fear of an accident at work and 4% of the workers did not answer this question.

TABLE NO. - 3.12Table Showing Attitude of Workers Towards Job.

Opinion of Workers	Nos of Workers	Percentage
Happy	93%	93%
Unhappy	7%	7%
Total Nos of Workers	100	100

The table exhibits majority i.e. 93% of the workers are happy with their job and 7% of the workers are unhappy with their job.

TABLE NO. - 3.13

Table Showing Opinion of Workers Regarding Whether
Suggestions of Workers are Implemented by the
Management or Not.

Opinion of Workers	Nos. of Workers	Percentage
Implemented	88	88
Unimplemented	6	6
Not answered	6	6
Total Nos of Workers	<u>100</u>	<u>100</u>

The table shows opinion of workers regarding implementation of suggestions by the Management. 88% of the workers feel that their suggestions welcomed and implemented by the Management and table exhibits 6% of the workers feel that their suggestions are not implemented and remaining 6% did not answer this question.

Products of The Company

PO 35 SINGLE COLOUR SHEETFED OFFSET

640mm x 953mm (25, 1/4" x 37, 1/2") 10,000 I.P.H.

"A NEW GENERATION PRESS" with

* Modern design features * Highest print quality at 10,000 IPH * Precise register control with Pneumatic Infeed System * Robust design guaranteeing longer life and low maintenance * Modern trouble-free D.C. Electrical system.

PNEUMATIC INFEED SYSTEM

This innovation in register system assures printer of perfect registration at 10,000 IPH. The sheets are fed to the front lays. After front and side laying, the sheet is firmly held by perforated belts through suction. After cylinder grippers grip the sheet, suction is released and air is blown through the belts. This flow of air acts as a cushion between sheet and table for smooth travel of the sheet. The high performance air pump helps for smooth and trouble-free working of the Pneumatic Infeed System. In this system, only adjustment required for change of stock, is the adjustment of vacuum and pressure. The machine is free of normal mechanical problems associated with conventional in-feed systems.

HIGH PERFORMANCE INKER

The Inker is designed with 22 Rollers, inclusive of 5 Form Rollers to meet the demands of uniform ink for heavy solids.

CONTINUOUS FEED DAMPENER

A Dampener with infinitely variable speed control, inde-

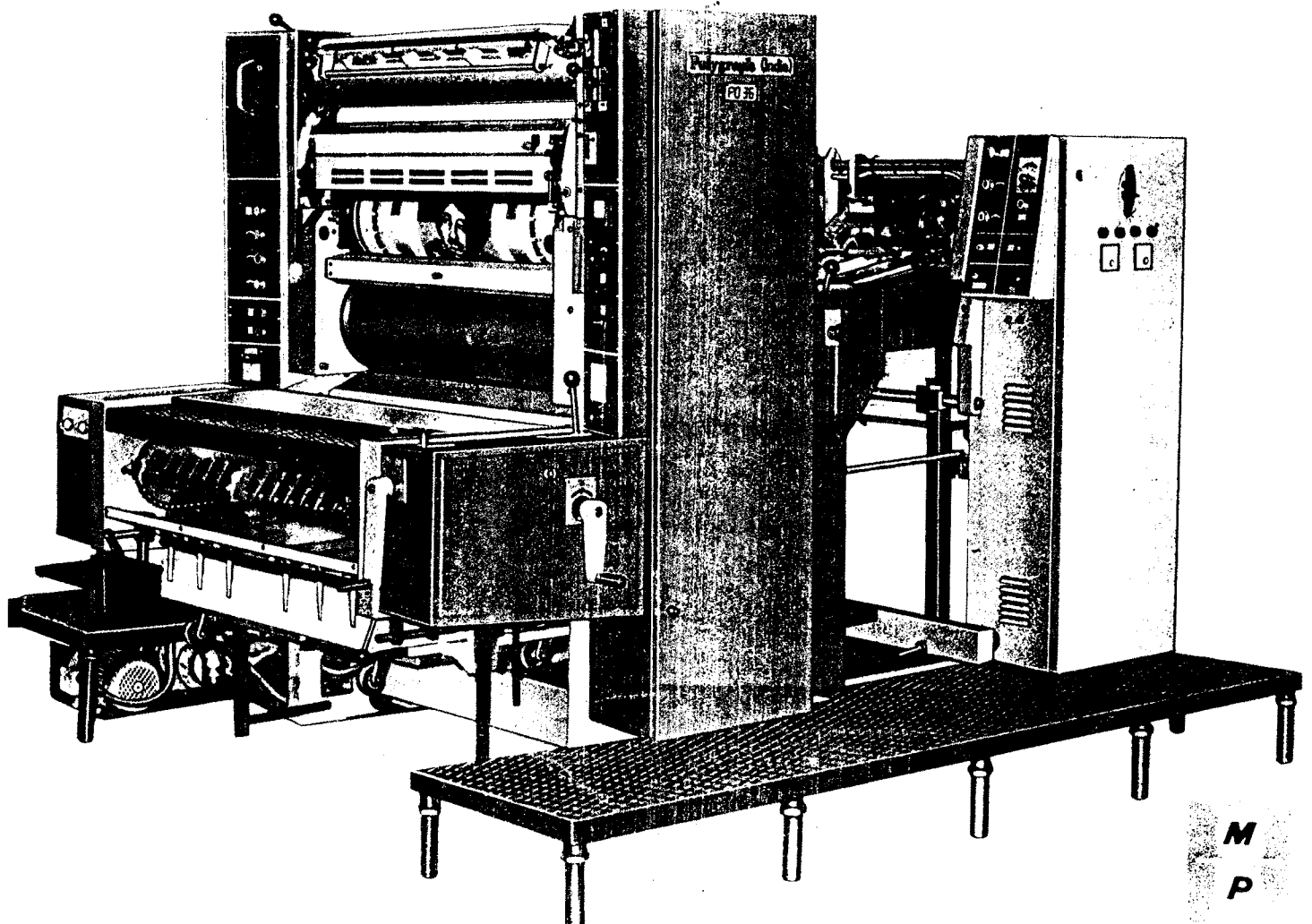
pendent of machine speed, and with precise control of water, ensures desired water film on plate all the time.

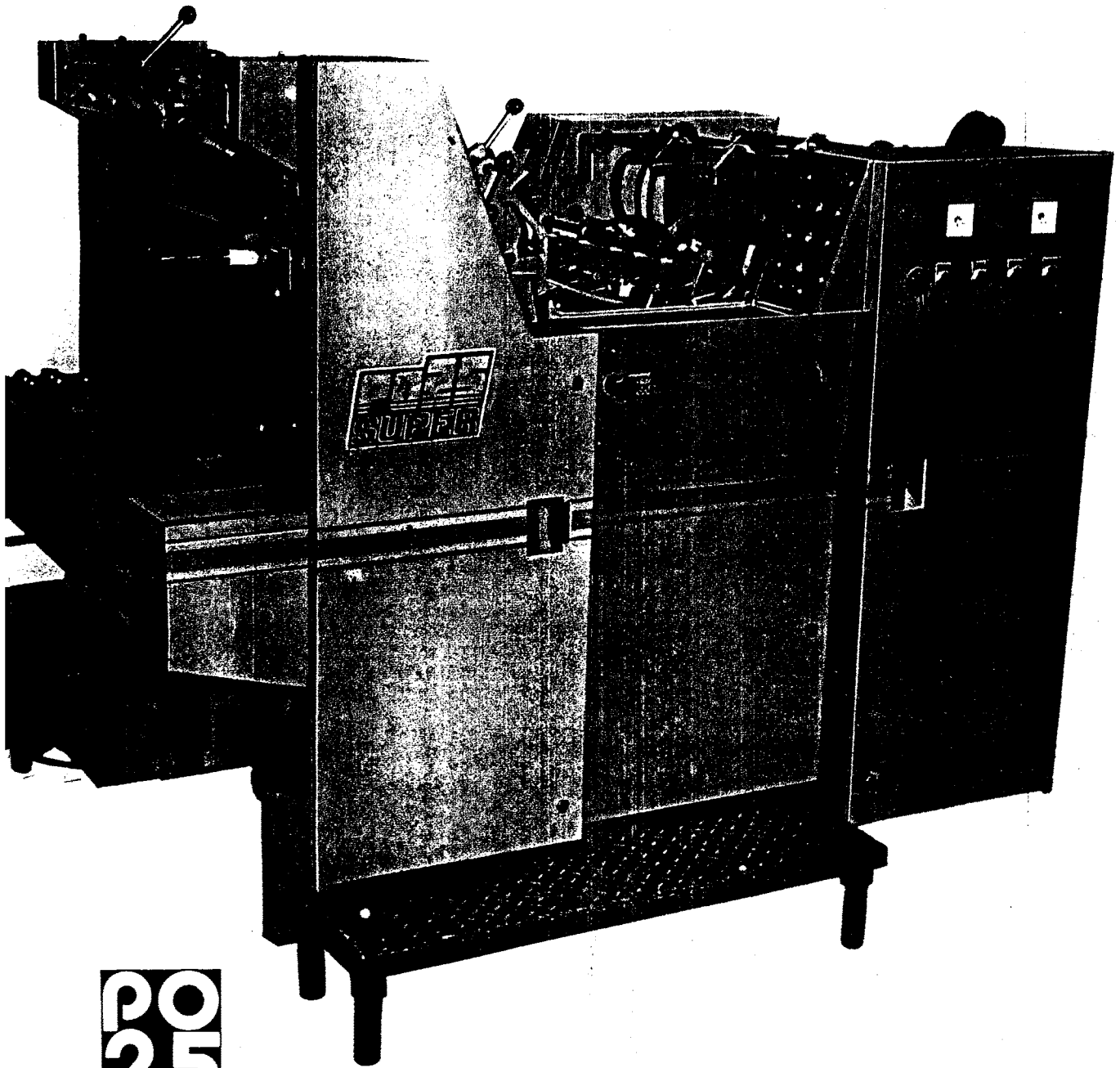
HIGH PRINT QUALITY

Sharp dot reproduction is achieved year after year, thanks to high quality of cylinders running on bearer-to-bearer with precision ground gears and ultra-precision bearing arrangement.

FEATURES AT A GLANCE

- * Stream feeder and efficient sheet separation.
- * High capacity feeder and pre-piling of next job.
- * Motorised Hoist for feeder pile.
- * Pneumatic Infeed System with high registration quality.
- * Micrometer sidelay adjustment on-the-run.
- * Positive sheet check up with photocell.
- * Quick and accurate plate-up.
- * Precision cylinders with wide hardened bearers.
- * Precision Helical ground gears for cylinders.
- * 360° Plate cylinder circumferential adjustment.
- * Heavy duty inker with 22 rollers inclusive of five form rollers.
- * Continuous Dampener with D.C. Motor drive having infinitely variable speed control.
- * Dampener solution circulation system.
- * Delivery with pneumatic sheet brake and blow air bar.
- * Pre-wired electrical system with D.C. Motor and thyristor convertor.
- * Micrometric circumferential adjustment for Plate cylinder.





**PO
25**
SUPER

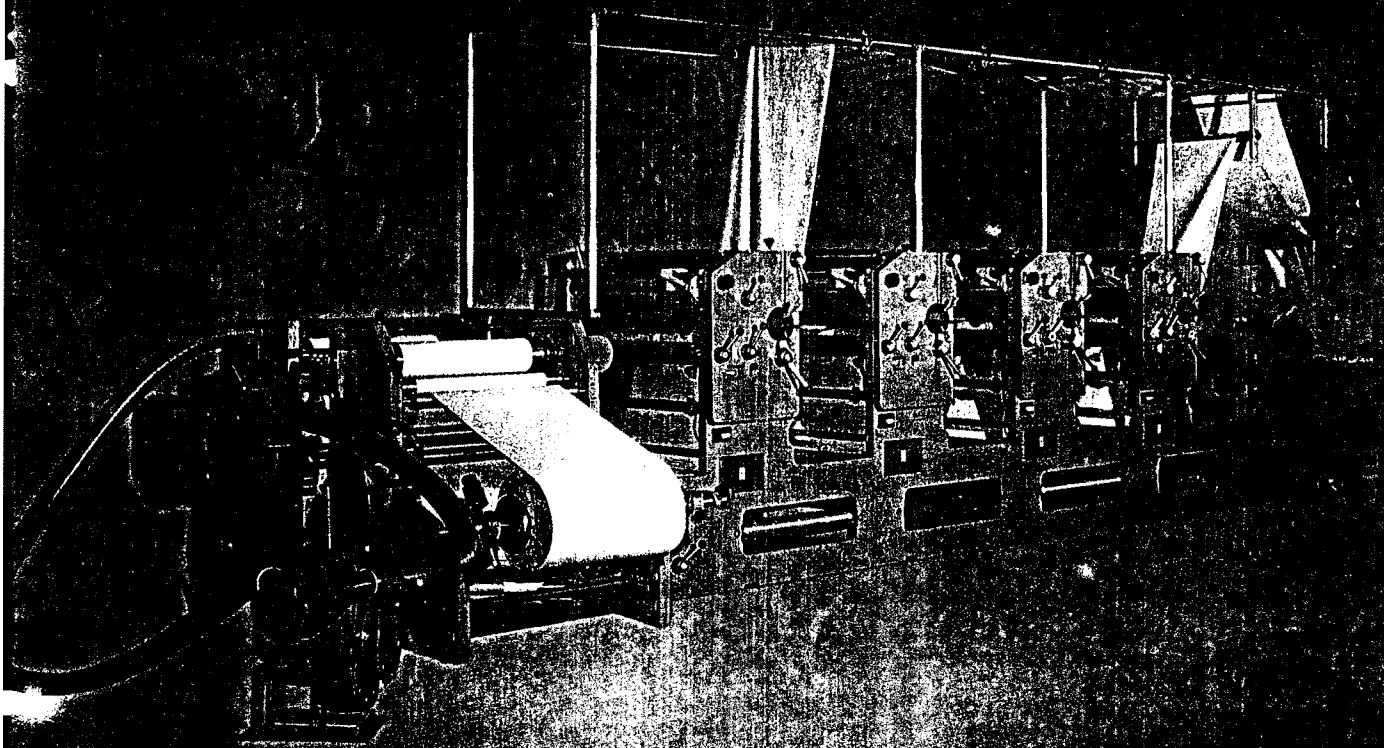
Maschinenfabrik Polygraph (India) Ltd., introduces speedier, faster PO-25 SUPER. The basis for high printing quality of PO-25 SUPER machine is solid precision engineering.

Rigid construction with sturdy base and cast iron side frames for smooth vibration free operation.

Highly qualified engineers, designers and most up-to-date production methods with stringent quality control guarantee the high running dependability of all components in PO-25 SUPER.

RO 62

WEB-FED OFFSET MACHINE



RO 62 Web-fed offset machine is manufactured in collaboration with M. G. S. (P) Ltd. (M. G. S. is a renowned name in the printing world. More than 1400 industrial plants are earning the approval of discerning printers in India, USSR, West Germany, Africa and other countries).

RO 62 with its great number of possibilities for variations due to unitized construction, is suitable for both single and multicoloured printing material such as posters, packaging materials, books, periodicals, newspapers of tabloid size etc. Our latest innovation of Rotary Numbering unit facilitates use of RO-62 machine for numbering work such as tickets, cheques, coupons, business forms etc.