

## **CHAPTER - V**

### **ANALYSIS AND INTERPRETATION OF DATA**

5.1 Introduction

5.2 Comparative statistical analysis and interpretation of Extrinsic and Intrinsic Motivational Factor.

5.3 Comparative Statistical analysis and Interpretation of Human Relation Aspects.

5.1

INTRODUCTION

This chapter is for Analysis and Interpretation of data collected from the respondents of the two selected Sugar Industries, namely --

1. Shri Datta Shetkari Sahakari Sakhar Karkhana Ltd., Dattanagar, Shirol (D.S.S.K)
2. Shri Panchganga Sahakari Sakhar Karkhana Ltd., Ganganagar, Ichalkaranji (P.S.S.K.) respectively.

The present study is about a study of Human Relation Aspects in relation to Intrinsic and Extrinsic motivations in a selected Sugar Industries.

The researcher also administered a separate questionnaire on Extrinsic and Intrinsic Motivational Factors, while preparing questionnaire, a researcher has taken twenty question in relation to extrinsic factors and ten for Intrinsic factors. The objectives of study is, to assess, How the intrinsic and extrinsic motivational factors practiced in a selected cooperative sugar Industries.

The researcher has developed one more questionnaire on Human Relation Aspects, which includes ten questions, in relation to workers participation in Management, Organization policy and administration.

employees morale, importance of Human relation in Industry etc. The objectives of the present questionnaire, is to evaluate the human relation aspects practiced in a selected sugar Industries.

## 5.2

## COMPARATIVE

Statistical Analysis and Interpretation of Intrinsic and Extrinsic motivational factors of the following industries.

1. Shri Datta Shetkari Sahakari Sakhar Karkhana Ltd. Shirol ( D.S.S.S.K)
2. Shri Panchganga Sahakari Sakhar Karkhana Ltd., Ichalkaranji (P.S.S.K.)

Table No. 1 is indicates mean and Std. deviation of an organisation policy and administration of the following sugar industries.

Table No. 1

Policy and Administration of an Organisation

Industries	Mean	Std.Devi.	Std.Error
D.S.S.S.K	2.07	0.89	0.08
P.S.S.S.K.	2.05	1.19	0.12

The above table is related to extrinsic motivational factor mainly on an Organisation policy

and Administration. The maximum obtainable score. On each dimension is '5' and the minimum is '1' so the median score will be '2.5' . On any dimension if the obtained mean is more than '2.5' the respondent is more likely to be satisfied on each motivational factors. The obtained, score and std. devi. of DSSSK is 2.07 and 0.89 respectively which is less than median score. Hence we can conclude that organisation policies and administration are not favourable to the employees of DSSSK.

The obtained mean score and Std. devi. of PSSSK is 2.05 and 1.19 respectively which is also less than median score i.e. 2.5 Here, we can conclude that an organisation policy and administration are not favourable to the employees of PSSK.

Table No. 2 indicates mean and Std. Devi. on Nature of Policy of an organisation as below :

Table No. 2  
Nature of Policy

Industries	Mean	S.D.	Std.Error
DSSSK	2.06	0.83	0.08
PSSK	2.65	1.17	0.12

The table No 2 is related to constant nature of an organisation policy. The obtained mean score of DSSK is 2.06 which is less than median. Hence we conclude that the nature of organisation policy is unfavourable to the employees of DSSSK. Whereas the obtained mean score of PSSK is 2.65 which is more than median score. Hence we can say that here the organisation policy is favourable to the employees of PSSK.

Table No.3 Shows mean score and std. Devi. score on methods of supervision of an organisation.

Table No. 3

Method of Supervision.

Industries	Mean	S D	Std Error
DSSSK	2.09	0.82	0.08
PSSK	2.65	1.16	0.12

The above table indicates the extrinsic motivational factor mainly on methods of supervision of both the industries. The obtained mean score and Std. Devi of DSSSK is 2.09 and 0.82 which is less than median score while the mean score is S D of PSSK is 2.65 and 1.16 respectively which is more than the median score. So here we can conclude that the supervision method of DSSSK is unfavourable to the employees whereas in PSSK it is favourable to them.

Table No. 4 shows mean and std. deviation score on process of supervision of the following industries.

Table No. 4  
Supervisory Control

Industries	Mean	S D	Std Error
DSSSK	2.27	0.86	0.08
PSSK	2.51	1.09	0.11

The above table is related to extrinsic motivational factor namely process of supervision. The obtained mean score of the industries are 2.27 and 2.51 respectively, which is less than median score i.e. 2.50. Therefore, we conclude that process of supervision is unfavourable to both the industries.

Table No. 5 indicates mean and Std. Devi. of an organisation in relation to supervisor's and subordinates relationship.

Table No. 5  
Supervisors and Subordinates relationship

Industries	Mean	S.D.	Std.Error
DSSSK	2.56	1.05	0.10
PSSK	2.85	1.69	0.12

The above table is related with extrinsic motivational factor namely relationship between supervisor and subordinates. The obtained mean score and S.D. of the two industries are 2.56, 1.05, and 2.85, 1.69 respectively. Here we can conclude that in DSSSK the position is favourable but less than that of PSSK. But in PSSK the position is more favourable because there is better relationship between supervisor and subordinates.

Table No. 6 shows the mean score and S.D. score on relation with supervisors in the following industries, at the time of work.

Table No. 6

Relation with supervisors at work.

Industries	Mean	S.D.	Std.Error
DSSSK	2.48	0.97	0.09
PSSK	2.70	1.12	0.11

The above table indicates the extrinsic motivational factors mainly on relation with supervisors at work. The obtained mean score of DSSK is 2.48 which is to some extent unfavourable to the employees while in the case of PSSK it is 2.70. here in the case of PSSK it is to some extent favourable to the employees.

Table No. 7 indicates mean and std. devi. on working conditions in the organisation of the below mentioned industries.

Table No.7  
Working conditions

Industries	Mean	S.D.	Std.Error
DSSSK	2.63	1.03	0.10
PSSK	2.72	1.17	0.12

The above table indicates an extrinsic motivational factors in relation to working conditions prevailing in the organisation. In above two industries, we see that the mean score is 2.63 and 2.72 respectively which is more than median score. So we come to the conclusion that in both the industries the employees feel comfort to the some extent about the present working conditions in the organisations.

Table No. 8 indicates mean and S.D. of extrinsic motivational factor related with work atmosphere in the following industries.

Table No.8  
Work Atmosphere

Industries	Mean	S.D.	Std.Error
DSSSK	2.62	1.01	0.10
PSSK	2.68	1.26	0.13



The above table relates with work atmosphere in the organisation. The obtained mean of the two industries to some extent similar i.e. 2.62 and 2.68 respectively. So we can say that in both the industries it is favourable to the employees. Employees are adjusted themselves with present atmosphere and so if become favourable to them.

Table No. 9 shows mean and std deviation of the two industries on monetary reward given to the employees.

Table No.9  
Monetary Rewards

Industries	Mean	S.D.	Std.Error
DSSSK	2.62	0.99	0.09
PSSK	2.74	1.13	0.13

The above table shows extrinsic motivational factor namely monetary rewards given to the employees. The obtained mean score of DSSK is 2.62 which is more than the median score. Here, we say that employees in the DSSSK are getting satisfaction with their monetary rewards i.e. favourable position. At the same time, in PSSK it is 2.74 i.e. more than the median score. Here also it is favourable to the employees or more than

that of DSSK.

Table No. 10 shows mean and S.D. on additional monetary rewards given for better work in the two organisations.

Table No.10  
Additional Monetary Rewards

Industries	Mean	S.D.	Std.Error
DSSSK	2.40	0.90	0.10
PSSK	2.80	1.24	0.15

Here, in the above table we see the Additional monetary rewards provided by the organisations to the employees. In case of DSSSK, the obtained mean score is 2.40 which is less than the median score, so we can conclude that employees are unhappy with such rewards. But there is reverse position in PSSK. The obtained mean score is 2.80 i.e. more than median score. Here employees are happy with the rewards given by the organisation.

Table No. 11 indicates mean and S.D on cooperation among peers of the two organisations.

Table No.11  
Cooperation among peers

Industries	Mean	S.D.	Std.Error
DSSSK	2.27	1.12	0.11
PSSK	2.36	1.16	0.12

Here in the above table, there is the extrinsic motivational factor showing cooperation among peers in both the industries. In both the industries we see that the position of cooperation among peers is unfavourable to the employees. As obtained mean score of both are 2.27 and 2.36 respectively which is less than the median score. We conclude that the cooperation among peer is more or less unhealthy.

Table No. 12 indicates the mean and S.D. of a extrinsic motivation factor i.e. cooperation with subordinates.

Table No. 12  
cooperation with Subordinates

Industries	Mean	S. D.	Std.Error
DSSSK	2.11	0.98	0.09
PSSK	2.74	1.20	0.12

The above table relates with cooperation given by subordinates at the time of work which is an extrinsic motivational factor. The obtained mean score of DSSSK is 2.11 which is less than the median score. So it becomes unfavourable, whereas the obtained mean score of PSSK is 2.74 which is more than the median score. here in the PSSK Cooperation with Subordinates shows favourable position from the point of view of employees.

Table No. 13 indicates and Std. devi. organisation's help in employees personal problem.

Table No. 13  
Employees personal problems.

Industries	Mean	S.D.	Std.Error
DSSSK	2.32	0.94	0.09
PSSK	2.72	1.09	0.11

Herein above table we have taken an extrinsic motivational factor related with organisation's help in solving employees own personal problem. In case of DSSSK, the obtained mean score is 2.32 i.e. less than median score. Here it seems that organisation do not bother about employees personal problems. While in case of PSSK, the obtained mean score is 2.72 i.e. more than median score. Here organisation helps to solve the own problems of workers which is necessary also.

Table No. 14 shows mean and std. devi. on an extrinsic motivational factor i.e. personal freedom while doing the work.

Table No. 14  
Personal Freedom

Industries	Mean	S.D.	Std.Error
DSSSK	2.50	0.97	0.09
PSSK	3.12	1.20	0.12

The above table indicates extrinsic motivational factor mainly on personal freedom given to the employees. The obtained mean score of DSSSK is 2.50 which is equal to the median score. here we can conclude that employees are provided with personal freedom to the some extent. While in case of PSSK it is 3.12 which is more than the median score. here, we can see that employees are given personal freedom so much that can improve their efficiency by using their own knowledge also.

Table No. 15 relates with mean and S.D. of the two industries mainly on Status of the workers.



Table No. 15

## Status of the workers

Industries	Mean	S.D.	Std.Error
DSSSK	2.43	1.04	0.10
PSSK	2.61	1.18	0.12

The above table deals with status of the workers working in the organisation. The obtained mean score of DSSSK is 2.43 which is less than 2.50 i.e. median score. here, we can conclude that status of the workers is not given so much importance. While in case of PSSK of the obtained mean score is 2.61 i.e. more than the median score. In this case status of the workers is maintained. Importance is given to the status which is important to improve the efficiency.

Table No. 16 indicates mean and S.D. of Economic and job security of the employees of the two selected sugar industries.

Table No. 16

## Economic and Job Security

Industries	Mean	S.D.	Std.Error
DSSSK	2.69	1.11	0.11
PSSK	2.66	1.22	0.11

The above table is related with an extrinsic motivational factor mainly on economic and job security given to the employees. In the two industries the obtained mean score is 2.69 and 2.66 each which is more or less similar which is more than the median score. In both the industries economic and job security is provided by the organisation which is favourable. Workers feel secured and their efficiency will increase.

Table No. 17 deals with Mean and S.D. on an opportunity given to the workers to develop their status in the two organisation.

Table No. 17

Opportunity given to the workers.

Industries	Mean	S.D.	Std.Error
DSSSK	2.63	0.06	0.10
PSSK	2.67	1.19	0.10

The above table relates with an extrinsic motivational factor mainly on opportunities provided to the workers to improve their status. The obtained mean score of the two industries is 2.63 and 2.67 respectively which is more than the medium score. We can conclude that in both the organisations workers can



improve their status with the help of organisation as opportunities are provided to them.

Table No. 18 deals with an extrinsic motivational factor security. The mean and S.D. of the same is as below :

Table No. 18  
Security and Safety

Industries	Mean	S.D.	Std.Error
DSSSK	0.71	1.05	0.10
PSSK	2.78	1.19	0.12

The above table relates with security received by the workers in the organisation. The obtained mean score of the DSSSK is 2.71 which is more than the median score. Hence, we can conclude that the position is favourable workers feel themselves secured. The same case we find with the PSSK. here the mean score is 2.78 . here also position is favourable. So in both the organisations workers are secured.

Table No. 19 relates with mean and S.D. of extrinsic motivational factors mainly on prestige of the workers in the two organisation.



Table No. 19

## Prestige of the Workers

Industries	Mean	S.D.	Std.Error
DSSSK	2.62	1.04	0.10
PSSK	2.78	1.19	0.12

The above table shows prestige of the workers in the organisation. The obtained mean scores of the two industries is 2.62 and 2.78 respectively which is more than the median score. In both the cases, we draw conclusion that the prestige of the workers is maintained and organisation helps the workers in this case.

Table No. 20 deals with an extrinsic motivation factor on learning new things in the following industries. The mean and std. divi. of the two industries are as below :

Table No. 20

## Learning new things.

Industries	Mean	S.D.	Std.Error
DSSSK	2.33	0.98	0.09
PSSK	2.44	1.28	0.13

The above table shows an intrinsic motivational factor namely learning new things in the organisation i.e. if workers are able to learn anything new. The obtained mean score of the two industries is 2.33 and 2.44 respectively which is less than the median score. hence we can conclude that the position is unfavourable in both the industries. The workers does only routine work they don't have anything new in the organisation.

Table No. 21 indicates mean and S.D. of an intrinsic motivational factor mainly on achievements of good things in the organisation.

Table No. 21

Achievements of Good Things.

Industries	Mean	S.D.	Std.Error
DSSSK	2.52	0.99	0.10
PSSK	2.75	1.30	0.13

The above table relates with achievements of good things in the organisation. The obtained mean of DSSSK is 2.52 which is slightly more than the median score. here in the DSSSK to some extent the employees are achieving new things. Whereas in PSSK the mean score is 2.75 which is more than the median score. Here, to great extent workers are achieving many good things.

Table No. 22 relates with mean and S.D. of intrinsic motivational factors i.e. if organisation considers better achievement in the organisation.

Table No. 22

Organisation considers Better Achievement

Industries	Mean	S.D.	Std.Error
DSSSK	2.45	1.14	0.11
PSSK	1.64	1.11	0.11

This above table shows intrinsic motivational factor mainly on better achievement considered by the organisation. The obtained mean score of DSSSK is 2.45 which is less than the median score. Here, we see that in this organisation, it does not consider achievements made by the workers. And in case of PSSK the mean score is 1.64 only which is so much behind median. Here, the organisation doesn't bother or doesn't consider the achievements. It is very harmful to the workers.

Table No. 23 deals with mean and S.D. on prevailing Recognition system in the two organisations.

Table No. 23

Prevailing recognition system.

Industries	Mean	S.D.	Std.Error
DSSSK	2.53	1.03	0.11
PSSK	2.90	1.21	0.12

The above table shows an intrinsic motivational factor mainly on prevailing recognition system in the organisation. The obtained mean score of DSSSK is 2.53 which is more than the median score. While in case of PSSK the mean score is 2.90 which is also more than median score. The mean of PSSK is comparative more than that of DSSSK. Hence in both the cases the prevailing recognition system is favourable.

Table No. 24 deals with mean and S.D. on opportunity provided for maintaining own recognition in the two organisation.

Table No. 24

Opportunity for maintaing own Recognition

Industries	Mean	S.D.	Std.Error
DSSSK	2.51	0.96	0.09
PSSK	2.87	1.17	0.12

The above table shows intrinsic motivational factor mainly on opportunities provided for maintaining own recognition in the organisation. In case of DSSK the obtained mean score is 2.51 and in case of PSSK it is 2.87. In both cases it is more than the median. Hence we can conclude that in both the industries there

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is positive approach by the industries there is positive approach by the works i.e. organisation provides them an opportunity to maintain their own recognition.

Table No. 25 indicates mean and S.D. of an intrinsic motivational aspect mainly on appreciation of good work done by the employees.

Table No. 25  
Appreciation of goodwork

Industries	Mean	S.D.	Std.Error
DSSSK	2.68	1.07	0.10
PSSK	2.87	1.25	0.13

The above table shows an intrinsic motivational Aspect namely Appreciation of Good work. In both the factories the obtained mean score is more than the median score i.e. 2.68 and 2.87 respectively. Hence in both the industries it shows favourable position that means we can say good work by workers is always appreciated by the organisation .

Table No. 26 indicates mean and S.D. of an intrinsic motivatioinal factor mainly oon work itself.

Table No. 26

## Work Itself

Industries	Mean	S.D.	Std.Error
DSSSK	2.52	1.07	0.10
PSSK	2.54	1.10	0.11

The above table shows the comparative position of mean and S.D. in the two organisation. The obtained mean score of the two industries are 2.52 and 2.54 respectively which is to some extent similar and more than the median score also. Hence we conclude that the position is favourable. This indicates that workers do their best to perform their activities. They get interested in work and it improve their working ability.

Table No. 27 relates with mean and S.D. on satisfaction received by the employees while solving their own problems related to their work in the following two organisation.

Table No. 27

## To Solve related problems in the work

Industries	Mean	S.D.	Std.Error
DSSSK	2.48	1.15	0.11
PSSK	2.93	1.21	0.12

The above table shows an intrinsic motivational factor namely satisfaction get by the workers while solving their own problems. The obtained mean of DSSSK is 2.48 which is less than the median score. Hence, we conclude that here workers are not that much satisfied with solving their own problems while there is reverse position in PSSK here obtained mean is 2.93 i.e. more than the median score.

Table No. 28 indicates mean and S.D. on sincerity and efficiency of work in the below given industries.

Table No. 28

Work Efficiency

Industries	Mean	S.D.	Std.Error
DSSSK	2.50	1.12	0.11
PSSK	2.75	1.19	0.12

The above table shows an intrinsic motivational aspect mainly on efficiency of the work. The obtained mean score of DSSSK is 2.50 which is equal to the median score. Hence, here workers do their work sincerely, honestly and efficiently to do their good. While the obtained mean score of PSSK is 2.75 which is more than the median score. So here we see that workers are interested in work. They love their work so they do it sincerely and efficiently.

Table No. 29 deals with mean and S.D. on Job responsibility of the workers in the below given organisations.

Table No. 29

Job Responsibility?

Industries	Mean	S.D	Std.Error
DSSSK	2.42	1.11	0.11
PSSK	2.54	1.21	0.12

The above table shown an intrinsic motivational aspect namely job responsibility. In case of DSSSK the obtained mean score is 2.42 which is less than the median score. Hence here we see that workers are not given so much scope for their responsibility towards their Job while in case of PSSK the mean score is 2.54 i.e. more than the median score. Here to some extent we find workers are given scope towards job responsibility to some extent .

Table No. 30 indicates mean and S.D. of intrinsic motivational factors mainly on devotion to the work by the employees.



Table No. 30  
Devotion of the Work

Industries	Mean	S.D	Std.Error
DSSSK	2.45	1.29	0.12
PSSK	2.62	1.19	0.12

The above deals with employees devotion to the work. That means how much they can devote themselves to the work. The obtained mean score of DSSSK is 2.45 which is less than the median score. So we conclude that workers are not accepting their responsibility and also does not want to devote to the work while in case of PSSK the mean score is 2.62 i.e. more than the median score. Here the position is reverse. Here workers are devoting them to the work.

### 5.3 comparative Statistical Analysis and Interpretation of Human Relation Aspects Related with

1. Shri Datta Shetkari Sahakari Sakhar Karkhana Ltd., Dattanagar (D.S.S.S.K)
2. Shri Panchganga Sahakari Sakhar Karkhana Ltd., Ganganagar, Ichalkaranji, (P.S.S.K.)

Tabler No.1 indicates the mean and S.D. on importance of Human Relation Aspect in the two industries.

Table No.1  
Policies of the Organisation

Industries	Mean	S.D.	Std. Error
DSSSK	2.56	1.06	0.10
PSSK	2.37	1.11	0.11

The above table relates with Human Relation Aspect i.e. Organisation policies. The obtained mean score and S.D. of DSSSK is 2.56 and 1.06 respectively which is more than the standard mean i.e. 2.50 Here we can say that organisation policy is favourable to the employees of DSSSK. Whereas the derived mean of PSSK is 2.37 and S.D. 1.11 which is less than the standard mean. Here organisation policies are not much favourable to the employees of PSSK.

Table No.2 indicates mean and S.D. of on importance of Human Relation Aspect in the two industries.

Table No.2

## Importance of Human Relation Aspect

Industries	Mean	S.D.	Std.Error
DSSSK	2.60	1.22	0.12
PSSK	2.56	1.18	0.12

The above table relates with importance of Human Relation Aspect in the organisation. The obtained mean score of DSSSK is 2.60 and that of PSSK it is 2.56. In both the case the mean score is more than the std mean. hence we can conclude that in both the organisations the importance is given to the Human relation. Aspect. So the workers are happy with the Human relation aspect in the organisation.

Table No. 3: relates with mean and S.D. on workers participation in the management in the two industries.

Table No.3

## Workers Participation of Management

Industries	Mean	S D.	Std.Error
DSSSK	2.31	1.10	0.11
PSSK	2.17	1.15	0.12

The above table shows Human Relation Aspect in relation to necessity of workers participation in management. The obtained mean score of DSSSK is 2.31 and of PSSK is 2.17 . In both the industries the derived mean is less than the Standard mean. So we conclude that in both the industries, they don't feel there is necessity of workers participation in management. Workers participation in management is necessary for maintaining good and harmonious relationship between management and workers. In both the concerned industries, importance is not given to the workers participation in management. Hence we find position not much favourable.

Table No. 4 relates with mean and S.D. of Human Relations Aspect on employee's morale in the organisation.

Table No. 4  
Employees Morale

Industries	Mean	S.D.	Std.Error
DSSSK	2.60	1.27	0.12
PSSK	2.47	1.06	0.11

The above table relates with the employees morale in the organisation. The obtained mean of

DSSSK is 2.60 which is more than the standard mean. Here we find positive approach of employees morale in the organisation. So the workers have feeling of togetherness while working with one another. The obtained mean score of PSSK is 2.47 which is less than the standard mean 2.50 . Here we see negative approach of employees morale.

Table No. 5 indicates mean and S.D. on nature of Human relatio approach in the two industries.

Table No. 5

Nature of Human Relation Approach

Industries	Mean	S.D.	Std.Error
DSSSK	2.48	1.24	0.12
PSSK	2.63	1.20	0.12

The above table shows nature of Human Relation approach in the Organisation. The obtained mean score of DSSSK is 2.48 which is less than the standard mean. here the workers says that human relation aspects most critical and dynamic in nature. The obtained mean score of PSSK is 2.63 which is more than the standard mean. Here we see the human relation aspect is not critical or dynamic factor. Here the approach is positive.

Table No. 6 indicates mean and S.D. of Human Relation aspect mainly on Communication procession the organisation.

Table No. 6  
Communication Process

Industries	Mean	S.D.	Std.Error
DSSSK	2.31	1.23	0.12
PSSK	2.55	1.29	0.13

The above table relates with Human Relation Aspect namely Communication process. In case of DSSSK the obtained mean is 2.31 which is less than the standard mean. here, in this industry the communication process is not so much useful and hence not much favourable to the employees. In case of PSSK the communication process is contineous and hence it is favourable also. Here the obtained mean is 2.55 which is more than the standard mean i.e. 2.50 . Hence here the position of communication process is favourable.

Table No. 7 relates with mean and S.D. on Human Behavioural approach in the Organisation.

Table No. 7

## Human Behaviour in the Organisation

Industries	Mean	S.D.	Std.Error
DSSSK	2.09	1.22	0.12
PSSK	2.17	1.21	0.12

The above table indicates Human Relation aspect in relation to human behaviour approach in the organisation. The obtained mean scores of the two industries is 2.09 and 2.17 respectively which is less than the standard mean. hence we conclude that in the both the industries, human being is not seen as the centre and yardstick. hence Human behaviour approach is not that much appreciated.

Table No. 8 indicates Human Relation aspect relating to advancement of the organisation.

Table No.8

## Advancement of the Organisation.

Industries	Mean	S.D.	Std.Error
DSSSK	2.63	1.03	0.10
PSSK	2.82	1.08	0.11

The above table shows Human Relation Aspect in case of development of operating skills for advancement of the organisation. In case of DSSSK the obtained mean score is 2.63 which is more than the standard mean. here, the employees in the organisation are helping each others to develop operating skills and hence they naturally help towards advancement of the organisation. The same case we find in PSSK. Here the obtained mean is 2.82 which is more than the standard mean. here also workers are developing operating skills for advancement of the organisation.

Table No. 9 shows mean and S.D. of Human relation aspect in relation to development of Human Relations in the organisation.

Table No. 9

Development of Human Relations

Industries	Mean	S.D.	Std.Error
DSSSK	2.44	1.02	0.10
PSSK	2.74	1.21	0.12

The above table shows Human Relation Aspect relating with development of human relations. The obtained mean score of DSSSK is 2.44 which is less than



the standard mean. here we see that Organisation does not ensures well being of the employees. Here human relations are not that healthier. Besides this, in case of PSSK, the obtained mean score is 2.74, which is more than the standard mean. Here, the human being are given importance and because of this, human relations are developed. The organisation ensures well being of ther employees.

Table No. 10 indicates mean and S.D. of Human Relation aspect in respect of achieving organisational goals.

Table No. 10  
Growth of the Organisation

Industries	Mean	S.D.	Std.Error
DSSSK	2.19	1.18	0.11
PSSK	2.48	1.35	0.14

The above table shows better human relations are necessary for satisfying personal needs of the employees and at the same time achieving organisational goals. The obtained mean score of DSSSK is 2.19 which is less than the standard mean. here workers feel that human relations in the organisation are not that much

useful to work together and for satisfying personal needs and achieving organisational goals. In case of PSSK the obtained mean score is 2.48 which is also less than the standard score. Here also employees don't feel that the human relations improves their work ability for achieving organisation goals and satisfying personal needs. In both the industries growth of the organisation is not that much considered because of poor human relations.

Table No. 11: The following table indicates the combined Average mean on Human Relation aspects in Shri Datta Shetkari Sahakari Sakhar Karkhana Ltd., Shirol and Shri Panchganga Sahakari Sakhar Karkhana, Ichalkaranji respectively.

Table No.11  
combined Mean

Industries	DSSSK	PSSK
Averagemean	2.40	2.50

The maximum obtainable score is '5' and the minimum is '1' and the median score will be 2.5. If the average mean is more than, We can say that, the attitude of workers towards the organisation is good.



and favourable one.

But in our study both sugar industries the average mean is equal or less than median score. Therefore, we come to the conclusion that the above two industries has not giving much importance for development of Human Relations in the industry.

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