

CHAPTER -VI

SUMMARY, CONCLUSION AND SUGGESTIONS

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This chapter deals with the findings, conclusions and suggestions on the basis of the analysis and interpretations of the data regarding knowledge, awareness and attitude of the employees services in Rajarambapu Patil Sahakari Sakhar Karkhana Ltd., Rajaramnagar.

CONCLUSIONS

- 1) From the point of view of management, supervisors and officials that Karkhana provides employee services as per the recommendation of factories act-1948.
- 2) While recruiting the workers, the karkhana has given a preference to their respective surrounding villages, skilled workers, and educated workers.
- 3) Housing facility is provided by karkhana but it is not sufficient with comparing the number of employees.
- 4) Only first aid medical facility is available in karkhana and an emergency or at the time of accidents the injured workers are carried over to the local government hospital with the help of ambulance.

- 5) This karkhana has given priority to the maintenance of sanitation and cleanliness.
- 6) There is no training centre but training programme is properly carried out by this karkhana.
- 7) Karkhana has provided well maintained facilities such as lavatories, Urinals and Latrines. ONLY few workers are unsatisfied about its cleanliness.
- 8) Canteen facility is provided but the quality of the eatables and canteen service is not proper.
- 9) Karkhana has provided sufficient drinking water facility to workers e.g. sufficient taps, and in the summer season mud pots to each department. Five water coolers are provided by karkhana but they are not in good condition.
- 10) Separate lunch room is not provided by the karkhana. Majority of the workers are not satisfied with up keep and seating arrangements of lunch which are in canteen building, restroom and outside from the work place.
- 11) Karkhana has provided uniform facility only to peon, watchman, driver, boiler attendant, centry-fugalmet, oilman. Washing allowance is given (monthly Rs. 50.85/- to workers.)

- 12) Karkhana has not provided transport facility to employees. There are not time to time s.T. Buses, So it is difficult to do ups and downs. they came from surrounding villages by their own transport facility.
- 13) Well recreational facility is provided and maintained in this karkhana.
- 14) Library facility is provided up to the mark in the karkhana, but there is not a separate reading room and News-paper, periodicals and magazines are not provided in free time ⁱⁿ shift period.
- 15) Fair price shop is available in the Karkhana which is run by workers co-operative credit society. The rate of grocery is reasonable as per the rationing rate which is fixed by the Government.
- 16) The karkhana is giving loan facility to purchase or construct houses or to buy personal conveyance and loan for workers children's education through workers credit society, Rajarambapu Patil Sahakari Bank Ltd., Peth, Branch-Rajaramnagar and Walwa Taluka Mahila Nagri Credit Society Ltd., Rajaramnagar.

- 17) Workers trade union is there in the karkhana and all the employees are its members. This union is performing its activities in uplifting the workers life quite satisfactorily. But majority of workers are not happy with the union activities due to pending demands of union with the management. And union leader does not work in the real interest of workers.
- 18) Karkhana has celebrated festivals like birth anniversaries of Rajarambapu Patil, Shiv Jayanti, Ramnavami Ushthav Pujan and Ganeshusthav.
- 19) Karkhana has not given much importance to workers education which is a must to enrich the mental attitude of the workers.
- 20) Workers co-operative credit society is providing a laudable services to the employees, It is providing loans. The workers said that it should increase the loan limit and start the loan scheme to housing to buy a personal conveyance etc.
- 21) There are no female workers in the karkhana, So there is no creches facility provided by this karkhana.

- 22) Financial incentives to efficient workers (i.e. 15% to 17%) of the payment) is given.
- 23) It is found that there are recreational facilities such as playgrounds, Intertainment programmes, exhibition and indoor and outdoor games in the karkhana.
- 24) It is found that there is night shift allowance (i.e. Rs.5/-) per night, Children education allowance, washing allowance (i.e. Rs.-50-85/-) per month and medical allowance (i.e. Rs. 81/92/-) per month are offered to employees.
- 25) It is found that karkhana provided legal aid, vocational guidance and counseling through professional adviser, welfare officer and professional councillor.
- 26) Karkhana provides educational facility for kinder garden to higher education through 'kasegaon Education Society'.
- 27) Karkahna provides community services like free medical facility and eductional facilities.
- 28) On certain occassion gifts are given to retired employees and the employees who completed 25 years of the service.



SUGGESTIONS :

Reseracher has studied the welfare facilities and activities in the Rajarambapu Patil Sahakari Sakhar Karkhana on the basis of data collected and findings of the study. Researcher found that majority of the workers are satisfied with existing employee services in this karkhana. However, some improvement is necessary. Researcher would like to ^{make.} ~~suggest~~ following some important suggestions about welfare facilities and their importance. Which will help ^{to} improve the efficiency of the workers and productivity, and also helps the employees in maintaining industrial peace and reduce absenteeism problem.

I would like to ^{make} ~~suggest~~ some imporntat suggestions about the employee services.

- 1] There is no any lunch-room in the karkhana it should be provided.
- 2] Rest rooms and lunch rooms should be provided separately for staff and workers.
- 3] Canteen is run by contractor and subsidy is available on few eatables. It should be run by karkhana and subsidy should be allowed to all etables and meals.

- 4] Well, "training centre" for ~~the~~ trainees should be started on karkhana sight.
- 5] Quarterly or half yearly or annual get together programmes should be held ^{with} ~~to~~ workers, staff, supervisors, officials and management.
- 6] Well, equipped hospital facility should be provided to workers staff and their dependents.
- 7] Uniforms to all with washing facility should be provided.
- 8] Trade union representatives should know about various welfare facilities and inform and advise the management to extend the necessary welfare facilities. For this purpose effective communication is required and meeting and seminar should be held.
- 9] While recruiting the workers the karkhana should give preference to the sons of the retired and deceased workers.