Chapter 4

PROFILES OF ORGANISATIONS AND EMPLOYEES

For the purpose of the present study, six prominent organizations are selected – three from public sector and three from private sector. A total sample of 470 non-managerial employees from these organizations were selected. Out of 470 non-managerial employees, 215 employees were from public sector and 255 employees were from private sector. The profile of the sample organizations and the sample respondents are analyzed in this chapter. For that purpose, the chapter is divided into two parts- Part I consists of the profile of the sample organizations and Part II deals with the profile of the sample respondents.

Part I

4.1 Profile of the organizations

The organizations selected form the public sector are Hindustan Latex Ltd., Thiruvananthapuram, HMT- Machine Tools Ltd., Kalamassery and
Travancore Cements Ltd, Kottayam. The organizations from the private sector are Kottakkal Arya Vaidyasala, Kottakkal, Malapuram, Padhoor Plantations, Kalpetta, Wayanad and Commonwealth Trust (India) Ltd., Kozhikkode.

4.1.1 HINDUSTHAN LATEX Ltd., Thiruvananthapuram.

Hindustan Latex Ltd. (HLL) incorporated under the Ministry of Health and Family Welfare of the Government of India on March 1, 1966. HLL was set up in the natural rubber rich state of Kerala, for the production of male contraceptive sheaths for the National Family Planning Programme. The company commenced its commercial operations on April 5, 1969. The Plant was established in technical collaboration with M/s Okamoto Industries Inc., Japan.

The corporate Head Office is situated at Poojappura, Thiruvananthapuram, and factories at Peroorkkada, Aakkulam in Kerala and at Kanagala in Karnataka. HLL is today the largest manufacturer of Condoms in the world, with an annual production capacity of over 1 billion condoms. With a vast array of innovative products and social programmes launched, Hindustan Latex Ltd. (HLL) is year after year taking a step closer to its vision of “Innovating for Healthy Generations”.

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HLL has been declared a Mini Ratna (Category-1 PSE) by the Government of India and upgraded during this year as a Schedule B Company by the Department of Public Enterprises.

HLL is today a multi-product, multi-unit organization addressing various public health challenges facing humanity.

Hindustan Latex is the only company in the world manufacturing and marketing the widest range of Contraceptives. It is unique in providing a range of Condoms, including Female Condoms, Intra Uterine Devices, Oral Contraceptive Pills – steroidal, non-steroidal and emergency contraceptive pills; Contraceptive Cream, and Tubal Rings.

HLL’s Health care product range include: Blood Collection Bags, Surgical Sutures, Auto Disable Syringes, Vaccines, Women’s Health Care Pharma products, Hydrocephalus Shunt, Tissue Expanders, Needle Destroyers, Blood Bank equipment, Iron and Folic Acid Tablets, Sanitary Napkins, and Oral Rehydration Salts.

Over the past fifteen years HLL has steadily set up a strong and sound infrastructure for direct marketing. HLL has put in place a vast distribution network covering the length and breadth of the country. HLL’s products today
reach over five lakh retail outlets, including over a lakh villages, in the remotest corners of the nation. HLL’s products are today exported to over 70 countries.

HLL has three state of the art manufacturing facilities with ISO 9001, ISO 14001- quality and environmental management system certifications. HLL is investing heavily in the area of Research and Development. It is setting up a national centre for Research in the area of Contraceptive products.

The Company has achieved a turnover of Rs. 213 crores during the last financial year – 2005-06 and a profit after tax of Rs. 22.33 crores.

4.1.1. (i) Employee Initiatives

The industrial relations scenario in all the Company’s Units have been excellent and no man-days were lost on account of any industrial disputes. Training and Development to enhance skill, knowledge and competency levels are an ongoing process in the company.

4.1.1. (ii) Corporate Vision & Plans ahead

HLL has drawn up a comprehensive plan to expand its portfolio in the area of Health Care and Contraceptives – its core areas, to achieve rapid growth.
The objective is to achieve through this process a turnover of Rs.1000 crores by 2010.

With nearly 1900 highly skilled and learned manpower, and several world leaders as partners, HLL has over the past four decades stood to uphold its mission to achieve and sustain a high growth path, and focus on five key thrust areas to achieve its vision. These are – customers, employees, business, industry, and social initiatives.

4.1.2 HMT- MACHINE TOOLS Ltd. (HMT -MT) Kalamassery, Ernakulam

Hindustan Machine Tools Ltd., (HMTL) was incorporated in 1953 as a Government of India undertaking to manufacture Machine Tools. Subsequently, the company diversified into the production of watches, tractors, printing machinery, metal forming presses, die casting and plastic processing machinery, CNC systems and bearings.

In the year 2000-01, HMTL adopted a Turnaround Plan, since an analysis of company’s performance had shown that it had been unable to record profits since 1993-94. The large overheads especially, especially the huge employee costs and the high interest burdens had made HMTL uncompetitive in
the face of increased competition. In order to improve its performance, the Turnaround Plan, which had been approved by the Government of India on August, 11, 2000, was adopted by HMTL. All actions as envisaged in the Turnaround Plan were initiated by HMTL in accordance with the MoU signed with the Government.

Manpower and financial restructuring were initiated to Voluntary Retirement Scheme (VRS) and settlement of over dues to financial institutions and banks.

The organization restructuring was complete by the end of the financial year 2001-02 by spinning of the existing business of machine tools and watches into subsidiary companies, namely., HMT- Machine Tools Ltd, HMT Watches Ltd., HMT Chinnar Watches Ltd., HMT (International) Ltd., HMT Bearings Ltd., HMT Praga Tools Ltd.

4.1.2.(i) **HMT - MT Ltd**

HMT -Machine Tools Ltd., is a subsidiary of HMT Ltd., was incorporated in 1999 to take over the Machine Tools business of HMT Ltd. It commenced operations from April 1, 2000. The company is an ISO 9001 certified multi - unit, multi – location and a multi – technology company, manufacturing a
wide variety of state-of-the-art machine tools. The company is a market leader in the machine tools sector with around 30 per cent market share. The company has 11 manufacturing units, each unit being an independent profit centre based in five locations, namely, Bangalore, Pingore, Ajmer, Hyderabad and Kalamassery. The company had 5056 employees of which 3445 are worker category and 1611 are officers.

4.1.2. (ii) HMT - MT, Kalamassery

This unit specializes in the manufacture of Lathes. The different types include Copying Lathes, Heavy Duty Lathes, CNC Turning Cells, CNC Twin Spindle Chuckers.

HMT Printing Machinery Unit, Kalamassery: This unit specializes in the manufacture of printing machinery of various sizes and shapes. Some of the machines manufactured here are: Single Colour Sheetfed Offset Printing Machine, Two/Four/Five Colour Sheetfed Offset Printing Machine, Web Offset Printing Machine and Programmable Guillotine.

HMT-MT is the only manufacturer which manufactures the entire range of machine tools, which find application in wide variety of manufacturing
industries, including automobile manufacturing, auto ancillary units, defence sector etc.

HMT-MT has one of the largest marketing and distribution networks in India. The company’s sales force focuses on providing customer service, technical support and after sales service.

The Kalamassery unit has got a staff strength of 1000 employees, of which 650 belong to the non-managerial cadre. On the technical side, it has three departments – Foundry, Machine Tools and Printing Press. On the administration side, it has Finance, Purchase, Sales, Personnel, Computer, Public Relations and Security departments. Non-managerial workers are graded according to their wage grade ranging from 1 to 6.

4.1.3 TRAVANCORE CEMENTS Ltd., Nattakom, Kottayam.

Travancore Cements Ltd., (TCL) is the only manufacturer of the production of cements from the raw material, limestone. The company is situated on the banks of Kodoor River at Nattakom, three kilometers from Kottayam. The company was incorporated on 9th October, 1946. It commenced operation on 7th December, 1946. The company was under private management till 1974 and subsequently Government took over the company and commenced production of
gray cements, gradually diversified to the production of white cement under the brand name Vembanad. It started production of white cement paint also in the year, 1977 under the brand name Snowcem and Shelcem.

The company has obtained ISO 9002 certification.

The various departments of the company are Dredger Department, Water Transport, Running Plant, Packing Plant, Workshop, Office, Laboratory, General Stores, Time Office, Civil Engineering, Electrical, General Transport, Cement Paint, Sanitary, Materials Handling, Medical, Sports and Marketing.

The company provides proper working conditions to the employees which includes supply of safety devices like shoes, masks, ear plugs, housing facilities like quarters, medical benefits and other fringe benefits like transport, canteen, leave travel assistance, recreational facilities etc., besides production incentives. About 500 non-managerial personnel are working in different departments of this company apart from managerial staff.

4.1.4 KOTTAKKAL ARYA VAIDYA SALA, Kottakkal, Malappuram

Kottakkal Arya Vaidya Sala (AVS) is a century old Charitable Institution engaged in the practice and propagation of Ayurveda, the ancient health
care system of India. AVS offers classical Ayurvedic medicines and authentic Ayurvedic treatments and therapies to patients from all over India and abroad.

AVS was established at Kottakkal in Kerala State of India in 1902 by the visionary physician and philanthropist, the late Vaidyaratnam P.S. Warier.

AVS manages Ayurvedic Hospitals at Kottakkal, Delhi and Kochi. All classical Ayurvedic medicines, therapies and expert medical advice are available there. AVS has two modern medicine manufacturing units, has well equipped quality control labs, has full-fledged research activities, publishes Ayurvedic periodicals and books, cultivates medicinal plants and conducts educational programmes. AVS also runs a Kathakali academy where the classical theatre of Kathakali is taught and performed.

Today, Kottakkal Arya Vaidya Sala is a name synonymous with Ayurveda. A name that offers a new lease of life to the suffering humanity.

Aryavaidyan P.K. Warrier became the Managing Trustee on the demise of his brother P.M. Varier. He is leading Arya Vaidya Sala for more than half a century. Dr. P.K. Warrier serves also as the Chief Physician ably assisted by other senior and experienced physicians. Under his leadership Arya Vaidya Sala has grown into a multi-core, multi-unit, organization and has been recognized as the premier centre of Ayurveda in the country. Arya Vaidya Sala became the
destination of ailing patients, rich and poor alike, students and scholars from India and abroad. He made Kottakkal the synonym of authentic ayurveda.

It has two production units, one at Kottakkal, Malappuram Dist and another at Kanjikode, Palakkad district for the manufacture of about 500 genuine ayurvedic medicines.

It has a charitable hospital where deserving poor patients are given both ayurvedic & allopathic treatments, medicines, accommodation and food free of cost.

It established hospitals at other locations across the country other than Kottakkal to provide ayurvedic treatment, to patients from northern parts of India as well as abroad. AVS has branches at New Delhi, Kolkata, Mumbai, Secunderabad, Chennai, Coimbatore, Madurai, Trivandrum, Kottayam, Ernakulam(Kochi), Aluva, Calicut, Kannur, Palakkad and Tirur. It also has over 900 authorised dealer network for the sale of its ayurvedic medicines.

The Research & Development Department of the institution is actively engaged in research work for modernization of production and quality control of ayurvedic drugs.

There are a variety of Ayurvedic medicines. Arya Vaidya Sala manufactures more than 530 classical formulations which fall in the following nine categories:
1. Arishta / Asava (Fermented formulation)
2. Bhasma (Calicinated drug)
3. Churna (Powdered herb)
4. Ghrita (Ghee based)
5. Gulika (Pill)
6. Kashaya (Decoction)
7. Leha (Electuary)
8. Rasakriya (Collerium)
9. Taila / Kuzhampu (Oil based)

Arya Vaidya Sala uses more than 4000 tons of raw material (about 600 items) in a year to produce 530 formulations for the market. The manufacturing activity takes place at two centres, one at Kottakkal and the other at Kanjikode near Palakkad.

A rough estimate of annual consumption by Arya Vaidya Sala:

Quantum of total production

<table>
<thead>
<tr>
<th>Type of Formulation</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Solid formulations</td>
<td>700 tons</td>
</tr>
<tr>
<td>Fluid formulations</td>
<td>31 lakh litres</td>
</tr>
<tr>
<td>Total number</td>
<td>530 items</td>
</tr>
</tbody>
</table>
Both the Factories work round the clock in three shifts. More than 600 personnel are engaged in manufacturing activity including work-men, and supervising, clerical and support staff. Every Section of the two Factories is managed by qualified and trained Physicians under the overall control of a Factory Manager and Production Manager.

The production activity is scheduled by the Production Planning Unit. It draws up annual / monthly / weekly / daily production schedule by taking into account the requirement of the Marketing Department and by maintaining close association with the Materials Department, Factory Managers and Finance Department. The operations of the factories are supported by Personnel Department, QA Department and Engineering Department.

Personnel Department takes care of human resources development related matters. There is a Labour Welfare Officer who works closely with the Organization’s Unions of the workmen and associates with the Personnel and Production Departments.

The formulations are made available to patients and doctors through a network of 22 branches and more than 1200 authorised dealerships spread all over the country.
4.1.5 PADHOOR PLANTATIONS Pvt. Ltd., Kalpetta, Wayanad

Padhoor Plantations Pvt. Ltd., is the company owns the Elstone Estates, consisting of three divisions namely, Poothacoolie Division in Meppady, Perindotty Division in Chundale and Elstone Division in Kalpetta, having tea plantations of more than 75 years old. Some fields in Perindotty Division were planted with China Jate Tea Plants are supposed to be the pioneer plantation of tea in Wayanad district which are more than one hundred years old.

Elstone Estate was founded by a British company during 1850s and late owned by M/s. Pierce Leslie and Co. Ltd., which was a group company, owning, Elstone Estate, Chembra Peak Estate and Warriat Coffee Estate in the district of Wayanad. By cornering the stock exchange shares, the whole group was taken over by a Marvare company based at Bangalore and in 1978 the Elstone Estate was bifurcated separately between their family and members.

The estate was taken over by M/s. Padhoor Plantations (P) Ltd., since August, 1996 and thereafter a tremendous involvement and investments are under progress for the improvement of this property. The estate is managed by a team of executives, office staff, field staff and factory staff. There are 30 supervisors and a total of 850 workers on the strength of the company.
At present, the company is manufacturing about 0.6 million Kg. of CTC tea per annum and the same is sold through auctions at Kochi and Coonoor and also a minor percentage is sold through private sale in Wayanad, Kannur, Kasaragode and Palakkad districts.

4.1.6 COMMONWEALTH TRUST (INDIA) LTD (COMTRUST), Kozhikode

Commonwealth Trust (India) Ltd. is a highly reputed manufacturing organisation with 150 years of success backing.

In 1834, a group of German priests came to India for missionary activities. They established Basel Mission Industries in 1841. The introduction of Basel Mission Industry was done with the establishment of Basel Mission Trust in 1841. In 1844, they set up a weaving industry at Mangalore. After the success of the unit, they set up more units at Calicut and Kannur. In 1865, they set up first tile factory in Mangalore followed by a second one at Calicut in 1873. In 1882, another tile factory was established at Mangalore itself. Consequently, other tile factories were started Malpe, Kodacal, Palakkad and Feroke. The entire business of Basel Mission Industries were taken over by British Government in 1919 under the name Commonwealth Trust. After the introduction of FERA in 1973, the
British Government handed over the company to Indian hands governed by the Board of Directors consisting of Indian citizens. Thus the company has become an Indian company and named as Commonwealth Trust (India) Ltd.

Presently COMTRUST has two units – textile unit and tiles unit. There are two factories in the textile unit, one is at Kozhikkode and the other at Kozhikkode Beach and three factories in the tiles unit, located at Mangalore, Feroke and Puthiyara. The headquarters is located at Kozhikkode. A total strength in all these factories comes to 1900 of which, about 1800 are non-managerial employees. The company has been awarded ISO 9001 and ISO 9002 certifications.
Part II

4.2. Profile of the non-managerial employees

4.2.1 Sector-wise distribution of the sample.

Table 4.2.1 presents the picture of sector-wise distribution of the respondents. Of the total sample size of 470 non managerial employees, 215 samples are from public sector and 255 samples are from private sector. A sample size of 10 per cent is taken at random, representing each of the department from each sample organization. Of the total sample population, 45.75 per cent are from public sector and the remaining 54.25 per cent are from private sector.

Table 4.2.1

Sector-wise classification of sample

<table>
<thead>
<tr>
<th>Sample size</th>
<th>Per cent</th>
<th>Private Sector</th>
<th>Per cent</th>
<th>Total</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public sector</td>
<td>45.75</td>
<td>255</td>
<td>54.25</td>
<td>470</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Survey Data
4.2.2 Age-wise Distribution of the sample

Table 4.2.2 shows the age-wise distribution of the sample.

Table 4.2.2

<table>
<thead>
<tr>
<th>Age (years)</th>
<th>Public Sector</th>
<th>Private sector</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Nos.</td>
<td>Per cent</td>
<td>Nos.</td>
</tr>
<tr>
<td>Between 18-35</td>
<td>19</td>
<td>8.8</td>
<td>64</td>
</tr>
<tr>
<td>Between 36-45</td>
<td>108</td>
<td>50.2</td>
<td>75</td>
</tr>
<tr>
<td>Between 46-58</td>
<td>88</td>
<td>41</td>
<td>116</td>
</tr>
<tr>
<td>Total</td>
<td>215</td>
<td>100</td>
<td>255</td>
</tr>
</tbody>
</table>

Source: Survey Data

The age-wise distribution of sample indicates that the pattern of age differs among the two sectors. When 25.1 per cent of the sample from private sector belongs to the low age group of 18 years to 35 years, only 8.8 per cent of the public sector comes under this group. As a result, the gap is reflected in the middle age group. This may be an indicator of cut in new recruits in public sector undertakings or may be due to relatively more enrolment in private sector undertakings.
4.2.3. *Education-wise Distribution of the sample*

Distribution of the sample based on their level of education is shown in Table 4.2.3. Based on educational qualifications, the sample is divided into four. Below SSLC, SSLC/Pre-degree/Plus two, graduate and post graduate level. The respondents below SSLC qualification come to 7.4 per cent in public sector and 59.2 per cent in private sector. This shows an increasing trend in absorbing non-managerial staff in the private sector, where as preliminary entry is restricted in public sector to less qualified. Further it is seen that candidates with higher qualifications are not coming as non-managerial employees.

Only 5 per cent with post graduate qualifications are joining in the organization as non-managerial staff.

<table>
<thead>
<tr>
<th>Education General</th>
<th>Public sector</th>
<th>Private sector</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Nos.</td>
<td>Per cent</td>
<td>Nos.</td>
</tr>
<tr>
<td>Below SSLC</td>
<td>16.00</td>
<td>7.40</td>
<td>151.00</td>
</tr>
<tr>
<td>SSLC/ Plus two/ Pre degree</td>
<td>109.00</td>
<td>50.70</td>
<td>71.00</td>
</tr>
<tr>
<td>Graduate</td>
<td>72.00</td>
<td>33.50</td>
<td>28.00</td>
</tr>
<tr>
<td>Post graduate</td>
<td>18.00</td>
<td>8.40</td>
<td>5.00</td>
</tr>
<tr>
<td></td>
<td>215.00</td>
<td>100.00</td>
<td>255.00</td>
</tr>
</tbody>
</table>

Source: Survey data
4.2.4 *Distribution of the sample – Based on length of service*

The classification of the sample based on length of service is presented in Table 4.2.4.

About 16 per cent of the respondents are within 10 years of service, 44 per cent are in group of 10 - 20 years service and 35 per cent are between 20 - 30 years of service. About 6 per cent belong to the group of above 30 years of service.

**Table 4.2.4**

Length of Service – wise classification of the sample

<table>
<thead>
<tr>
<th>Length of service</th>
<th>Ownership</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(Years)</td>
<td>Public sector</td>
<td>Private</td>
<td>Total</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Nos.</td>
<td>Per cent</td>
<td>Nos.</td>
<td>Per cent</td>
<td>Nos.</td>
</tr>
<tr>
<td>Less than 10</td>
<td>11.00</td>
<td>5.10</td>
<td>64.00</td>
<td>25.10</td>
<td>75.00</td>
</tr>
<tr>
<td>10 - 20</td>
<td>116.00</td>
<td>54.00</td>
<td>90.00</td>
<td>35.30</td>
<td>206.00</td>
</tr>
<tr>
<td>20 - 30</td>
<td>88.00</td>
<td>40.90</td>
<td>74.00</td>
<td>29.00</td>
<td>162.00</td>
</tr>
<tr>
<td>Above 30</td>
<td>-</td>
<td>-</td>
<td>27.00</td>
<td>10.60</td>
<td>27.00</td>
</tr>
<tr>
<td></td>
<td>215.00</td>
<td>100.00</td>
<td>255.00</td>
<td>100.00</td>
<td>470.00</td>
</tr>
</tbody>
</table>

Source: Survey data

The length of service – wise distribution of the sample indicates that only 5 per cent of the sample comes under the group of less than ten years of service in public sector whereas the per cent is 25 in private sector undertakings.
This may lead to the assumption that the entry to public sector as regards new employment is restricted than that of private sector.

4.2.5 Salary wise distribution of the sample.

The table 4.2.5 gives salary wise distribution of the respondents. The classification has been made in six levels, i.e., respondents drawing salary less than Rs.2000, between Rs.2000 and Rs.3000, between Rs.3000 and Rs.4000, between Rs.4000 and Rs.5000, between Rs.5000 and Rs.6000, and Rs.6000 and above.

Table 4.2.5
Salary wise Classification of the sample

<table>
<thead>
<tr>
<th>Present Salary (Rupees)</th>
<th>Ownership</th>
<th></th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Public Sector</td>
<td>Private Sector</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Nos.</td>
<td>Per cent</td>
<td>Nos.</td>
</tr>
<tr>
<td>Less than 2000</td>
<td>-</td>
<td>-</td>
<td>45</td>
</tr>
<tr>
<td>2000-3000</td>
<td>-</td>
<td>-</td>
<td>47</td>
</tr>
<tr>
<td>3000-4000</td>
<td>-</td>
<td>-</td>
<td>39</td>
</tr>
<tr>
<td>4000-5000</td>
<td>8</td>
<td>3.7</td>
<td>12</td>
</tr>
<tr>
<td>5000-6000</td>
<td>20</td>
<td>9.3</td>
<td>31</td>
</tr>
<tr>
<td>6000 and above</td>
<td>187</td>
<td>87</td>
<td>81</td>
</tr>
<tr>
<td>Total</td>
<td>215</td>
<td>100</td>
<td>255</td>
</tr>
</tbody>
</table>

Source: Survey Data
Important findings with regard to salary wise classification of the respondents are given below:

In the sector wise classification, the variation is substantial. More than 51 per cent of non-managerial employees are drawing less than Rs.4000, whereas no such remuneration has been drawn by any of the employees of Public Sector. Further 87 per cent of the employees of public sector are drawing more than Rs.6000 where as only 32 percentage of employees of private sector are drawing more than Rs.6000. It is highly imperative that the salary structure of government sector employees are much more better than private sector employees. Government sector offers at least a minimum level wages to their employees to earn their living.

More than 51 per cent of the employees in private sector undertakings do find it very difficult to earn their livelihood with the meager salary offered.

4.2.6 Size of Family-wise distribution of the sample

Table 4.2.6 shows the distribution of the sample by the size of their family. Based on the size, respondents are classified into 3 groups. Small family consists of those having up to 3 members, medium family includes four to six members and big family comprise of those having more than seven members.
Table 4.2.6

Classification of sample by size of family

<table>
<thead>
<tr>
<th>Size of family</th>
<th>Ownership</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Public Sector</td>
<td>Private Sector</td>
</tr>
<tr>
<td></td>
<td>Nos.</td>
<td>Per cent</td>
</tr>
<tr>
<td>Small</td>
<td>31</td>
<td>14.4</td>
</tr>
<tr>
<td>Medium</td>
<td>181</td>
<td>84.2</td>
</tr>
<tr>
<td>Big</td>
<td>3</td>
<td>1.4</td>
</tr>
<tr>
<td>Total</td>
<td>215</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Survey Data

It may be observed that 80 per cent of the sample belongs to medium family group and about 18 per cent have small family and those having big families slightly exceed one per cent. Although sector wise distribution of the sample slightly varies, the variation is not substantial.