CHAPTER – VI

FINDINGS AND CONCLUSIONS

The findings of the present study reveal the following facts. It is observed that respondents’ earner dependent ratio is revealed that reporting of one earner and two dependents takes the first order form of reporting among the respondents in the study area, two earners and four dependents the second, one earner and three dependents the third, two earners and one dependents the fourth and two earner and two dependents the last. In general, one earner two dependents is quite common among the respondents of Kolli hills and two earners and four dependents are quite common among the respondents of Namagiri pet block. It could be noted that majority of the illiterate respondents have one earner and three dependents.

The findings of enhanced household income consequent upon Mahatma Gandhi National rural employment scheme indicate the following facts. The increased household income in the range of 50-75 per cent consequent upon engagement in Mahatma Gandhi National rural employment scheme ranks the first order reporting among the respondents in the study area, increased household income in the range of 75-100 per cent the second, increased household income in the range of 25-50 per cent the third and increased household income below 25 per cent the last consequent upon engagement in Mahatma Gandhi National rural employment scheme.

It is observed that most backward caste respondents occupy the first position with respect to enhancement in household income consequent upon engagement in Mahatma Gandhi National rural employment scheme.
employment scheme, backward caste respondents the second and scheduled caste respondents the last. The result of education wise analysis reveals that illiterate respondents mainly have got up to 50 per cent enhancement in their household income consequent upon engagement in Mahatma Gandhi National rural employment scheme. Contrastingly educated respondents mainly have got above 50 per cent enhancement in their household income consequent upon engagement in Mahatma Gandhi National rural employment scheme.

The findings of respondents’ impact of Mahatma Gandhi National rural employment scheme on household income indicate the following facts. A one third of the respondents have spent monthly food expenditure in the range of 500-750 and similar proportion of them have spent food expenditure in the range of 750-1000 and the rest of them have spent food expenditure in the range of 1000-1250. In general, the rural households of Mohanur block, Elachipalayam block and Namagiri pet block have spent food less level of expenditure consequent upon working in Mahatma Gandhi National rural employment scheme. Contrastingly majority of the respondents of Paramathi velur block and Kolli hills block spent high level of food expenditure per month consequent upon working in Mahatma Gandhi National rural employment scheme.

It is observed that respondents of all the caste the groups have enhanced their food expenditure consequent upon implementation of Mahatma Gandhi National rural employment scheme. However, the level of increased food expenditure is highest among the backward caste. The result of education wise analysis reveals that respondents of all the caste the groups have enhanced their food expenditure consequent upon implementation of Mahatma Gandhi National rural
employment scheme. However, the level of increased food expenditure is highest among the backward caste.

The findings of changes in respondents’ food expenditure after adopting Mahatma Gandhi National rural employment scheme indicate the following facts. A one third of the respondents have spent monthly food expenditure in the range of 750-1000 and similar proportion of them have spent non food expenditure in the range of 1000-1500 and the rest of them have spent food expenditure in the range of 1000-1250 after implementation of Mahatma Gandhi National rural employment scheme. In general, the rural households of Mohanur block and Elachipalayam block have spent non food less level of expenditure consequent upon working in Mahatma Gandhi National rural employment scheme. Contrastingly majority of the respondents of Paramathi velur block and Kolli hills block spent high level of food non foods expenditure per month consequent upon working in Mahatma Gandhi National rural employment scheme. It is observed that respondents of all the caste the groups have enhanced their non food expenditure consequent upon implementation of Mahatma Gandhi National rural employment scheme. However, the level of increased food expenditure is highest among the backward caste.

The findings of result of education wise analysis reveals that respondents of all the education groups have enhanced their non food expenditure consequent upon implementation of Mahatma Gandhi National rural employment scheme. However, the level of increased non food expenditure is highest among the upper primary level educated respondents. The findings of changes in respondents’ non food expenditure after adopting Mahatma Gandhi National rural employment scheme indicate the following facts. A one third of the
respondents have owned wealth in the range of 25000-50000 and similar proportion of them have spent owned wealth in the range of 50000-100000 and the rest of them have spent food expenditure in the range of 100000-150000 after implementation of Mahatma Gandhi National rural employment scheme.

It is observed that respondents of all the caste the groups have enhanced their non food expenditure consequent upon implementation of Mahatma Gandhi National rural employment scheme. However, the level of increased food expenditure is highest among the backward caste.

The findings of education wise result of analysis reveals that respondents of all the education groups have enhanced their non food expenditure consequent upon implementation of Mahatma Gandhi National rural employment scheme. However, the level of increased non food expenditure is highest among the upper primary level educated respondents.

The findings of impact of Mahatma Gandhi National rural employment scheme on households’ wealth status reveal the following facts. A one third of the respondents have owned wealth in the range of 25000-50000 and similar proportion of them have spent owned wealth in the range of 50000-100000 and the rest of them have spent food expenditure in the range of 100000-150000 after implementation of Mahatma Gandhi National rural employment scheme. In general, the rural households of Mohanur block and Elachipalayam block have owned wealth less level of wealth consequent upon working in Mahatma Gandhi National rural employment scheme. Contrastingly majority of the respondents of Paramathi velur block and Kolli hills
block owned high level wealth consequent upon working in Mahatma Gandhi National rural employment scheme.

It is observed that backward caste respondents and scheduled caste respondents have moderate level increase in their households’ wealth status after adoption of Mahatma Gandhi National rural employment scheme. However, backward caste respondents record high level increase in their households’ wealth status after adoption of Mahatma Gandhi National rural employment scheme.

The findings of education wise result of analysis reveals that illiterate respondents and lower primary level educated respondents have moderate level increase in their households’ wealth status after adoption of Mahatma Gandhi National rural employment scheme. However, upper primary level educated respondents’ and secondary level educated respondents’ record high level increase in their households’ wealth status after adoption of Mahatma Gandhi National rural employment scheme.

The findings of respondents’ mode of getting job card reveal the following facts. The respondents’ getting job card through application on plain paper ranks the first order reporting, getting job card through oral request the second, getting job card through door to door survey the third and getting job card through village president the last. It is observed that scheduled caste respondents have got job card mainly through oral request and through village president. It could be noted that illiterate respondents have got job card mainly through oral request and through village president and literate respondents have got job card through application on plain paper.
The findings of respondents’ waiting time for applying and obtaining job card reveal the following facts. The waiting period up to 10 days for applying and obtaining job card ranks the first position as per the reporting of the respondents, waiting period in the range of 15-20 days the second, waiting period in the range of 20-25 days the third and waiting period in the range of 10-15 days the last. In general respondents of Paramathi velur block and Kolli hills block have waited below 10 days for applying and obtaining job card. Contrastingly majority of the respondents of Elachipalayam block and Mohanur block have waited above 15 days for applying and obtaining job card.

It is observed that scheduled caste respondents have waited a long time for applying and obtaining job card in contrast to backward caste respondents and most backward caste respondents. The result of education wise analysis reveals that illiterate respondents have waited a long time for applying and obtaining job card in contrast to upper primary level educated respondents and secondary level educated respondents.

The respondents’ numbers of visits toward obtaining job card indicate the following facts. The 3-4 visits to the village panchayat office towards getting job card ranks the first position as per the reporting of the respondents, up 2 visits the second and 4-5 visits the last. In general, respondents of paramathi velur block have made only 2 visits to the village panchayat office towards getting job card. It could be noted that scheduled caste respondents have made more number of visits to the village panchayat office towards getting job card in contrast to backward caste respondents and most backward caste respondents. It is observed that illiterate respondents have
made more number of visits to the village panchayat office towards getting job card in contrast to educated respondents.

The findings of respondents’ works done under Mahatma Gandhi National rural employment scheme reveal the following facts. The works on renovation of ponds and canals under Mahatma Gandhi National rural employment scheme ranks the first order as per the reports of the respondents, works on minor irrigation and water shed the second, works on laying mud roads and renovation of mud roads the third and afforestation and tree plantation works the last. It could be observed that scheduled caste respondents take the first position towards completion of renovation of ponds and canals works under Mahatma Gandhi National rural employment scheme. It is seen from the result of the study that illiterate respondents take the first position towards completion of renovation of ponds and canals works under Mahatma Gandhi National rural employment scheme.

The findings of the respondents’ impact of Mahatma Gandhi National rural employment scheme on respondents’ wealth status indicate the following facts. It could be observed that increase in number of livestock consequent upon impact of Mahatma Gandhi National rural employment scheme take the first position as per the reporting of the respondents, reduction in household debt the second and increase in movable assets consequent upon impact of Mahatma Gandhi National rural employment scheme the last. In general, the respondents of Kolli hills and Paramathi velur block have shown better improvement in increasing their households’ assets consequent upon impact of Mahatma Gandhi National rural employment scheme compared to the respondents of the remaining blocks.
The results of caste wise analysis reveals that backward caste respondents and most backward caste respondents have increased remarkably their movable assets consequent upon impact of Mahatma Gandhi National rural employment scheme. However, scheduled caste respondents occupy the first position towards increasing their livestock status consequent upon impact of Mahatma Gandhi National rural employment scheme. The result of education wise analysis reveals that illiterate respondents lag behind others with respect to increase in their household movable assets and reduction of household debt consequent upon impact of Mahatma Gandhi National rural employment scheme. In general, education respondents have got impact of Mahatma Gandhi National rural employment scheme with respect to enhancement in their movable assets status and reduction in their household debt.

The findings of respondents’ realization on overall prospects from the Urban Wage Employment Programme Mahatma Gandhi National Rural Employment Scheme indicate the following facts. It could be seen clearly from the study that the respondents realize the high level prospects of the Mahatma Gandhi National Rural Employment Scheme with respect to guaranteed employment, increase in household income, working freedom, wage payment procedure, adequate rest, prevention of water stagnation during rainy season, developing irrigation infrastructure and knowledge of opening bank account. The respondents realize the moderate the level prospects of the Mahatma Gandhi National Rural Employment Scheme with respect to making village green and cleaner, development of rural sanitation, no wage discrimination, no exploitation, village connectivity through road works, free from problem of seasonal unemployment and reduction of employment
related migration. The respondents realize the low level prospects of Mahatma Gandhi National Rural Employment Scheme with respect to enhancement in household income and assets, access to bank, less scope for corruption and malpractices and no scope for over working.

The result of education wise analysis reveals that secondary level educated respondents rank the first position with respect to overall realization on prospects of availing themselves of the benefits of Mahatma Gandhi National Rural Employment Scheme, upper primary level educated respondents the second, lower primary level educated respondents the third and illiterate respondents the last. The result of caste wise analysis reveals that backward caste respondents occupy the first position with respect to overall realization on prospects of Mahatma Gandhi National Rural Employment Scheme, most backward caste respondents the second and scheduled caste respondents the last.

The findings of respondents’ realization on problems of getting benefits from the Mahatma Gandhi National Rural Employment Scheme indicate the following facts. It is observed that the respondents realize the high level problems of getting benefits from the MNREGP scheme with respect to lack of technical manpower, corruption on the part of village presidents, non availability of master rolls at the work site, denial of registration, demand of more than 100 days of employment, dubious quality of assets, no tea coffee service and delay in issuing job card. The respondents realize the moderate level problems of getting benefits from the MNREGP scheme with respect to stopping works sometime, non issuance of reception, official procedures and delay in payment. The respondents realize the low level problems of getting benefits from the MNREGP scheme with
respect to payment of less than the minimum wage, unsolicited fees being engaged for work application and disruption due to imposition of election code.

The result of education wise analysis reveals that illiterate respondents rank the first position with respect to overall realization on problems in availing the benefits of Mahatma Gandhi National Rural Employment Scheme, lower primary level educated the second, upper primary level educated the third and secondary level educated the last.

The result of caste wise analysis reveals that scheduled caste respondents rank the first position with respect to overall realization on problems of availing themselves of benefits of Mahatma Gandhi National Rural Employment Scheme, most backward caste respondents the second and backward caste respondents the last.

The findings of respondents’ impact of Mahatma Gandhi National Rural Employment Scheme on rural households indicate the following facts. It could be seen clearly from the study that the respondents realize the very high impact of Mahatma Gandhi National Rural Employment Scheme in terms of guarantee of employment, income level, shift in expenditure pattern, household food security, bank operation, live stock number, proper maintenance of roads, status of household assets and timely payment of wages. The respondents realize the very high impact of Mahatma Gandhi National Rural Employment Scheme in terms of Migration, women participation, proper payment of wages, acquisition of movable and immovable assets, status of loan and proper maintenance of water bodies. The respondents realize the very high impact of Mahatma
Gandhi National Rural Employment Scheme in terms of household sanitation, access to electric power, supplement employment act and job card. It is observed that illiterates realize the low impact of Mahatma Gandhi National Rural Employment Scheme than those of others. It could be noted that scheduled caste realize the low impact of Mahatma Gandhi National Rural Employment Scheme than those of others.

The findings of the respondents’ views on Organizational Capability and Resource Utility among the Small and Medium Industries reveal that the respondents rate the high level organizational capability and resource utility with respect to maintenance of company reputation, understanding technology trend, expertise in marketing, effective management of organization resources, efficient manpower planning, effective management of people and enterprise culture. The respondents rate the moderate the level organizational capability and resource utility with respect to expertise in products service development, efficient organizational system, response to customers’ needs, access to low cost factors of production, flexibility to adopt new technology. The respondents rate the low level organizational capability and resource utility with respect to expertise in customers’ service, efficient planning, access to low cost distribution channels and adequate availability of capital. It could be observed that the forest based industries take the first position in their views on organizational capability and resource utility, chemical based industries the second, metal based industries the third and the agro based industries the last. It is observed that there is a correspondence between the industry size of the respondents and their views on organizational capability and resource utility among the small and medium size industries. It could be noted
that higher the duration size of the respondents, higher their views on organizational capability and resource utility among the small and medium size industries and the vice versa. It could be noted that the respondents in the small size industries lag behind the respondents in medium size industries in their views on organizational capability and resource utility among the small and medium industries.

The findings of respondents’ views on Performance of organizational environment among the Small and Medium Industries reveals that the respondents rate the high level performance of organizational environment with respect to reducing level of releasing pollutants as per the government regulations, getting feedback about product quality, degree of industry concentration, measurement of customer satisfaction, carbon tax payment and developing opportunities. The respondents rate the moderate the level performance of organizational environment with respect to following allowable limit of emitting pollutants, clear knowledge of organizational market segments, collecting information about competitors, stage of industry evolution, anticipating customer needs and application of green productivity concept. The respondents rate the low level performance of organizational environment with respect to clear knowledge of organizational customer groups, awareness of company’s’ competitors along with company’s’ competitive position in the market, collecting and analyzing customers’ complaints, entry barriers, environment regulation in the industry, size and growth rate the of industry and understanding the changes in technology. It could be seen clearly from the above discussion that the forest based industries take the first position in their views on performance of organizational environment, chemical based industries the second, metal based industries the third and the agro based industries the
last. It is concluded that there is a correspondence between the industry size of the respondents and their views on performance of organizational environment among the small and medium size industries. It could be noted that higher the duration size of the respondents, higher their views on performance of organizational environment among the small and medium size industries and the vice versa.

It could be seen clearly from the above discussion that the respondents in the small size industries lag behind the respondents in medium size industries in their views on performance of organizational environment.

The findings of respondents’ Views on Measurement and analysis of organizational effectiveness among the Small and Medium Industries reveals that the respondents rate the high level measurement and analysis of organizational effectiveness with respect to provision of basic facilities in the working environment, utilization of appropriate performance measurement tools and skills, renewal of organizational structure and system based on the environmental changes, contribution of employees towards the achievement of the goals of the organization and provision of incentives for the effective work performance. The respondents rate the moderate the level measurement and analysis of organizational effectiveness with respect to knowledge of employees towards the goals of the organization, recognition of effective work done by the employees, data collection to meet the goals and achievement of the organization, emphasizing employees training, proper dissemination of organizational information to the employees, collection and analysis of competitor information, getting good suggestions from the employees, data collection about financial information and non financial information.
and efficiency of new product development. The respondents rate the low level measurement and analysis of organizational effectiveness with respect to measurement of organizational goals and objectives, flexibility to adopt new technology and market trends, proper evaluation of work performance of the employees, adoption of ICTs in organization management and investment in new product development. It could be seen clearly from the above discussion that the forest based industries take the first position in their views on measurement and analysis of organizational effectiveness, chemical based industries the second, metal based industries the third and the agro based industries the last. It could be observed that there is a correspondence between the industry size of the respondents and their views on measurement and analysis of organizational effectiveness among the small and medium size industries. It could be noted that higher the duration size of the respondents, higher their views on measurement and analysis of organizational effectiveness among the small and medium size industries and the vice versa. It could be seen clearly from the above discussion that the respondents in the small size industries lag behind the respondents in medium size industries in their views on measurement and analysis of organizational effectiveness.