CHAPTER - VI

FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS FOR OWNER’S PROBLEMS

Legal entity that controls and directs a servant or worker under an express or implied contract of employment and pays (or is obligated to pay) him or her salary or wages in compensation. Employer/employee relations refer to the communication that takes place between representatives of employees and employers. Much of the employee relations involve employees and employers working together. Successful employer/employee relations involve striking a balance of interests. From the employer's point of view, industrial relations is about having the right to manage - the ability to plan for the future so that a company can continue to be a success, to make profits for its shareholders and to keep its employees motivated. From the employee's point of view, it is all about securing the best possible conditions and living standards for employees. Where employees are not happy with working conditions this frequently leads to high labour turnover, bad timekeeping, and high levels of absenteeism. It may also occur in the form of slackness by individuals, poor working, and deliberate time wasting and similar practices. Other evidence of discontent will be revealed in complaints, friction, ignoring rules and apathy. Thus it is very important to create harmonious workplaces for the benefit of all concerned.

The following are the research findings 31% of the respondents had 5 - 10 years of business experience. 53% of the respondents were sole proprietorship owners. 36% of the respondents extracted around 250 – 300 tones of minerals per
month. 36% of the respondents had monthly turnover between Rs.7,50,000 to 10,00,000. 69% of the respondents disagreed that precious stones were often occurred while mining.

**LEGAL PROBLEMS**

The following are the research findings relating to legal problems. 45% of the respondents strongly agreed that there was delay in processing the lease application. 33% of the respondents responded it was absolutely right that legislations passed for large scale mines were not fit for small pocketed deposit mine operators. 33% of them approved that the conditions stipulated by legislations differ from one another. 46% of the respondents responded moderate that the requirement of all Acts related to mining were fulfilled in the unit. 41% of the respondents strongly agreed that Delay in processing of lease application and unpractical stringent regulations are the causes for illicit mine operation. 33% each of the respondents responded moderate and disagreed that the extraction of one pit is delivered by using the lease permit of another pit.

**TECHNOLOGICAL PROBLEMS**

The following are the research findings related to lack of technology. 45% of the respondents strongly agreed that usage of Scientific method of prospecting is not adopted in their mine. 36% of the respondents strongly approved that scientific method of quality assessment is not available to them. 31% of the respondents agreed that usage of latest machineries was not suitable for investment. 36% of the respondents strongly agreed that Mechanized system of
mining was not suitable for their mineral deposit. 26% of the respondents moderately responded that their mining units were semi-mechanized.

MARKETING PROBLEMS

The following are the research findings for marketing problems. 43% of the respondents responded their sale of extracted material was through the processing companies in India. 33% of the respondents were dissatisfied with the payment of buyers. 33% of the respondents agreed that In case of non delivery of the material continuously, the collection of sale proceeds in the hands of buyer was very difficult. 33% of the respondents agreed that Transport was a major problem in marketing. According to 26% of the respondents availing lorries for transportation was a major aspect in transportation problem. To 33% of the respondents it was certainly right and probably right that maintenance of own lorry was not suitable for their return. 29% of the respondents approved that loading by dozer is not fit for their return. 41% of the respondents strongly agreed that assessing weight manually was the cause for over loading. 36% of the respondents moderately responded towards being penalized for many times for over loading. 29% of the respondents felt a little above the capacity rejection due to low grade. 31% of the respondents agreed that lack of scientific quality assessment method was a major cause for rejection.

FINANCIAL PROBLEMS

The following are the research findings related to financial problems dimension. 36% of the respondents had invested a capital of Rs.20,00,000 to 25,00,000. 36% of the respondents were dissatisfied with the level of satisfaction
towards capital investment. To 50% of the respondents it was certainly right that additional capital could improve extraction. 41% of the respondents responded the procedure required much greater mobilization of capital. 41% of the respondents strongly approved that they were able fulfill the formalities for borrowing from government financial institutions. According to 48% of the respondents the rate of interest of borrowing from unorganized sources was very high. 36% of the respondents strongly agreed that mine owners had to create borrowings to discharge the borrowings already. 29% of the respondents responded that it was certainly right they had to maintain the maximum of capital investment as a cash reserve. 33% of the respondents agreed that the mechanized system of mining was not suitable for their return.

LABOUR PROBLEMS

The following are the research findings relating to labour problems. 48% of the owners had a total number of 10 - 25 labourers in their mines. To 48% of the respondents it was certainly right that procurement of labourers was a major problem in the industry. 43% of the respondents strongly agreed that without the contribution of required amount of semi-skilled labourers extract the materials from a pit was not possible. 36% of the respondents strongly agreed that provision of purified water facilities, toilet and other refreshment facilities are not possible in all small pocketed deposited mines 33% of the respondents agreed that adequate supervision was required for field workers. To 36% of the respondents responded employees loyalty was below average.
FINDINGS FOR LABOURER’S PROBLEMS

A person who is hired to provide services to a mining unit on a regular basis in exchange for compensation and who does not provide these services as part of an independent business.

As a workforce surplus country, with poverty a critical problem, Basic employment is not reachable, satisfaction is little faraway. The change is very much visible employers today looking more quality and skilled employees who can fulfill their work criteria, employment is increasing slowly.

Hiring knowledgeable people for the job is essential for an employer. But retention is even more important than hiring. Employee Retention involves taking measures to encourage employees to remain in the organization for the maximum period of time. The mining units are facing a lot of problems in employee retention these days. There are many organizations which are looking for such employees. If a person is not satisfied by the job he’s doing, he may switch over to some other more suitable job. In today’s environment it becomes very important for organizations to retain their employees. The top organizations are on the top because they value their employees and they know how to keep them glued to the organization. Employees stay and leave organizations for some reasons. Today’s corporate mantra being “LOVE OR LOSE THEM”

Respect and take a positive view of employees. Having hired, employers must have faith in them. Avoid assuming employees are reluctant to work or need constant supervision. Resist the temptation to show indiscriminate distrust towards employees. This is the reason why an employee who is viewed negatively will act
negatively. An employee who is viewed as responsible, talented, and an asset to the mining units will be more likely to take responsibility, be conscientious, and be loyal and an asset to the company or small business. Reward employees in small but tangible ways by giving holiday bonuses, honoring birthdays, new hiring and departures, and providing other employee perks.

Research findings regarding labour 47% of the respondents were educated 5 - 10th standard. 42% of the respondents belonged to the age group 15 - 25 years. 43% of the respondents had above 10 years of work experience. 47% of the respondents had a family size of 5 - 8 members. 53% of the respondents responded there were 5 - 8 members earning in the family. 52% of the respondents responded their family members had been doing the same nature of work for 2 - 5 generations. 65% of the respondents agreed they belonged to otta naicker community. 59% of the respondents belonged to semi-skilled category of employees. 46% of the respondents responded moderate towards payment of weekly salary. 49% of the respondents belonged to the income group Rs.1500 to 5000.

Research findings show that 72% of the respondents were dissatisfied with the salary paid to them. 64% of the respondents were dissatisfied with the festive bonus received from the mining units. 47% of the respondents received bonus amount ranging from Rs.2500 - 5000. 53% of the respondents were satisfied with the monetary benefit received apart from salary and bonus in the organization. 47% of the respondents responded moderately they had to work to discharge the advances acquired from employer. 80% of the respondents were dissatisfied with
the drinking water, toilet and other refreshment facilities provided in the workplace. 54% of the respondents agreed that employees often met with accidents when at work in the organization. 57% of the respondents were dissatisfied with the first aid, ambulance and other medical facilities provided to them in the workplace. 42% of the respondents agreed that lack of literacy was a cause for working in these mines with a meager amount of salary. 60% of the respondents moderately responded towards having additional income apart from mining work. 59% of the respondents earned from about 0 - Rs.1000 per month from as additional income. 41% of the respondents their source of additional income was cattle growing and brokerage. 51% of the respondents strongly agreed they had borrowings other than from mine proprietors. 50% of the respondents had a loan burden less than Rs.10,000 other than borrowings from the proprietor. 56% of the respondents had acquired loan from money lenders. 58% of the respondents the rate of interest of the loan amount was very high. 46% of the respondents obtained loan for medical treatment purpose.

RESULTS OF ANALYSIS

I. CHI-SQUARE FINDINGS FOR OWNER’S PROBLEMS

Association between Number of years in the Business and Legal Problem was not significant and indicates that there was legal problem involved in the business.

Association between Number of years in the Business and Lack of Technology was not significant and showed that majority of them agreed there was lack of technology.
Association between Number of years in the Business and Marketing Problem was not significant and showed that majority of the owners agreed and moderately responded towards presence of marketing problem in the business.

Association between Number of years in the Business and Financial Problem was not significant and shows that majority of the owners agreed there was financial problem.

Association between Number of years in the Business and Labour Problem was not significant and shows that majority of the owners agreed there was labour problem.

Association between Organizational Structure and Legal Problem was not significant and showed that majority of the sole proprietorship, partnership and joint stock company owners agreed and also moderately responded there were legal problems involved in the organization.

Association between Organizational Structure and Lack of Technology was not significant where majority of the sole proprietors and partnership owners agreed there was lack of technology, and a fewer joint stock company owners disagreed there was lack of technology.

Association between Organizational Structure and Financial Problem was significant and shows that majority of the owners irrespective of the nature of concern agreed that there was financial problem.

Association between Organizational Structure and Labour Problem was significant and showed that majority of the sole proprietorship, partnership and joint stock company owners agreed there was labour problem in the organization.
Association between Total Extraction of minerals per month and Legal Problem was not significant and indicates that majority of the owners agreed and provided moderate responses towards legal problem involved in the extraction of minerals.

Association between Total Extraction of minerals per month and Lack of Technology was not significant where majority of the respondents extracting between 100 - 150 tones and 250 - 300 tones agreed there was lack of technology.

Association between Total Extraction of minerals per month and Marketing Problem was not significant and shows that majority of the owners agreed and provided moderate responses towards marketing problems involved in the extraction of minerals.

Association between Total Extraction of minerals per month and Financial Problem was not significant and indicates that majority of the owners agreed that many financial problem were involved in the extraction of mines every month.

Association between Total Extraction of minerals per month and Labour Problem was not significant and shows that majority of the owners strongly agreed that labour problem posed a major hindrance in the extraction of minerals.

Association between Monthly turnover and Legal Problem was not significant and indicates that majority of the owners agreed and provided moderate responses towards legal problems being involved in the business.

Significant association between Monthly turnover and Lack of Technology shows that majority of the owners having a turnover less than Rs.250000 - upto Rs.1000000 agreed there was lack of technology.
Association between Monthly turnover and Marketing Problem was not significant and indicates that majority of the owners agreed and provided moderate responses towards presence of marketing problems in the business.

Association between Monthly turnover and Financial Problem was significant and indicates that majority of the owners agreed that there was financial problem.

Association between Monthly turnover and labour Problem was not significant and shows that majority of the owners agreed there were labour problems.

Association between Organizational Structure * Capital Investment shows that majority of Sole proprietors invested a capital of Rs.5,00,000 - 10,00,000, Majority of partnership owners invested a capital of between Rs.20,00,000 - 25,00,000.

**CHI-SQUARE FINDINGS FOR LABOURER'S PROBLEMS**

The association between educational qualification and salary was not significant and shows that majority of the employees educated between 5<sup>th</sup> - 10<sup>th</sup> standard had moderate and also dissatisfied regarding salary.

The association between age and salary was not significant and shows that majority of the employees between 15 - 25 years of age were dissatisfied with the salary received and employees less than 15 years old were satisfied with the salary.

Association between work experience and salary was not significant and shows that employees having below 5 years and also above 10 years of work
experience were satisfied with the salary, and the latter group of employees was both dissatisfied and had moderated responses.

Association between category of employees and salary drawn was significant and showed that majority of the employees belonged to semi-skilled category and earned between 1500 - 5000.

Association between Experience and Satisfy about the monetary benefit apart from salary and bonus was not significant and shows that majority of the respondents who had work experience between 5 - 10 years and above 10 years of work experience were satisfied.

Association between Age group and Income was not significant and shows that majority of the employees between age group 15 - 25 years were satisfied with the income and the age group above 25 had both moderate and dissatisfied responses.

Association between Category of Employees and The loan burden other than proprietor was significant and shows that majority of the semi-skilled workers had a loan burden of less than Rs.10000 and also Rs.10000 - 25000.

**CHI-SQUARE FINDINGS FOR THE POSITION OF MINING UNITS**

Association between years of business and capital Investment was not significant where owners with a capital investment of Rs.20,00,000 - 25,00,0000 had nearly 5 - 10 years of experience.

Association between years of business and level of satisfaction about capital investment was not significant where majority of the respondents having 5 - 10
years of work experience had moderate level of satisfaction towards capital investment.

Significant association between organizational Structure and level of satisfaction about capital investment shows that majority of the sole proprietors were dissatisfied with the level of satisfaction of capital investment, majority of the partnership owners were satisfied and the majority of the sole proprietorship owners were highly dissatisfied.

Association between monthly turnover and process of mobilization of capital was not significant and shows that majority of the respondents felt there was much greater mobilization of capital with a monthly turnover of Rs.750000 - 1000000.

Association between total extraction of minerals per month and having additional capital can be improve extraction was not significant and shows that majority of them extracting 250 - 300 tones per month responded having additional capital could improve extraction.

II. FACTOR ANALYSIS

a. Legal Problem

The dimension legal problems comprises of 6 individual statements. Out of which 2 individual statements contribute more (1) legislations passed for large scale mine is not fit for small pocketed deposit mine operators. (2) Delay in processing the lease application. The 2 statements accounted for 48.004 percent of the variance in the original 6 statements.
b. **Lack of Technology**

The dimension lack of technology comprises of 5 individual statements. Out of which 3 individual statements contribute more (1) Usages of latest machineries are not suitable for investment, (2) owners agreed the mechanized system of mining is not suitable for your mineral deposits, (3) Usages of Scientific method of prospecting could not be adopted in the unit. The 3 statements accounted for 77.524 percent of the variance in the original 5 statements.

c. **Marketing Problem**

The dimension marketing problems comprises of 10 individual statements. Out of which 5 individual statements contribute more (1) Do you agree so many times you are penalized by over loading (2) Do you believe the maintenance of own lorry is not suitable for your return (3) Do you agree transport is a major problems of marketing (4) Are you satisfied about the prompt payment of your buyers (5) Do you agree you are not able to deliver the material continuously, the collection of sale proceeds in the hands of buyer is very difficult. The 5 statements accounted for 76.218 percent of the variance in the original 10 statements.

d. **Factor Analysis for Labourers**

The factors relating to labourers comprises of 11 individual statements. Out of which 4 contribute more (1) accident (2) Monetary benefit apart from salary and bonus (3) Literacy is a cause for working in these mines with a meager amount of salary (4) Purified drinking water, toilet and other refreshment facilities. The 4 statements accounted for 60.155 percent of the variance in the original 11 statements. Out of the four statements priority was given to accidents with 100%
importance, followed by Lack of literacy, thirdly Purified drinking water, toilet and other refreshment facilities, fourth in the order was educational qualification and the last in the order of importance was Monetary benefit apart from salary and bonus.

III. CORRELATION ANALYSIS

The correlation findings between the three factors monthly turnover, total extraction of minerals per month and capital investment for mine owners shows that all the factors were found to be highly correlated and positively significant.

IV. CLUSTER DISTRIBUTION

The clusters were grouped on the basis of organizational structure. The respondents who owned partnership concern were grouped under cluster I, those owning Joint Stock company were grouped under cluster II and those owning sole proprietorship concern were grouped under cluster III.

According to the perception of partnership owners foremost importance was given to labour problem, followed by financial problem, lack of technology problem, marketing problems and legal problem was of least importance.

According to the perception of joint stock owners financial problem was very important, followed by labour problem, lack of technology, marketing problem and the legal problem was slightest importance.

The perception of sole proprietor ship owners shows that financial problem was placed first, followed by labour problem, lack of technology, Marketing problem and the legal problem was of meager importance.
V. MULTIDIMENSIONAL SCALING

The multidimensional scaling findings shows that marketing problem and legal problem were in positive co-ordinate, lack of technology, labour problem and financial problem were found to be in negative co-ordinate. The proximity matrix analysis shows that financial problem was much closer to other factors like legal problems, lack of technology, labour problem, and marketing problem.

VI. PATH ANALYSIS

a. Regression

1. When Financial Problem goes up by 1, Labour Problem goes up by 0.274.
2. When Lack of Technology goes up by 1, Labour Problem goes up by 0.145.
3. When Marketing Problem goes up by 1, Labour Problem goes up by 0.096.
4. When Legal Problem goes up by 1, Labour Problem goes down by 0.164.
5. When Labour Problem goes down by 1, Monthly turnover goes up by 0.219.

b. Estimate of covariance

1. The covariance between Marketing Problem and Lack of Technology is estimated to be .017.
2. The covariance between Marketing Problem and Legal Problem is estimated to be .039.
3. The covariance between Financial Problem and Legal Problem is estimated to be .041.
4. The covariance between Lack of Technology and Legal Problem is estimated to be .022.
5. The covariance between Financial Problem and Lack of Technology is estimated to be .053.

6. The covariance between Financial Problem and Marketing Problem is estimated to be .085.

Thus, concluding when financial, marketing, legal and lack of technology problems raise in an organization eventually labour problems also raise, which indicates that all these factors being vital for the organization are inter-related and finally evaluating in terms of labour problem and monthly turnover when labour problem goes down monthly turnover increases and vice versa. Thus, signifies that the organization must take steps giving equal weightage to solve various problems concerned in the functioning of the organization.

SUGGESTION

The mine operators must take care about the complaints and take the immediate remedial activities. Then only they can solve the problems. Complaints can be dealt in two opposite method. One is avoiding the complaints, and the other one is getting awareness and clearing it immediately. Let us analyse the outcome of the former type. Usually, complaints are got from skilled labourers semi skilled labourers and public. If the management doesn’t give any response to the skilled labourers complaints, Defects and consequently rejection will rise and ends with Breakdown likewise semi skilled labourers unheared complaints causes accidents and ends in Breakdown. In the third kind, if the management fails to give attention, the public will start to protest against mining, then the Government and the political interference will give Breakdown.
Because of the Breakdown, two types of problem will come decomposition of mines, too expensive to restart. Finally both the problems will leads to loss.

The later type of approach towards the problems is the right way of approach. That is aware and affordability of complaints. If the management takes required steps in time to solve the problems which are raised by the forces which are mentioned previously, there will not be any problems. Here the company gets only zero rejections, zero accidents and zero Government & Political problems, so no ‘Breakdown’ in the process.

Nil Breakdown provides safety, enriched for working, productivity, and reduces the cost finally it will leads to profitability. Fig.6.1 shows the results of avoidance of complaint and aware of complaints.

The Government must pass separate mining Acts for small manually operated mines. The Government can avoid the delay by way of decentralized processing of lease application.

To avoid transport problems and rejection by delay, the small mine operators can join together to purchase and maintain lorries.

If the Government permits to dump the rejections and low graded extractions in waste land belonging to the Government, the exploitation of non-renewable sources will be avoided.

It is seen that most of the mine owners neither have knowledge nor financial strength for systematic exploitation of these deposits. It appears necessary that adjoining mines can be grouped together and can engage out side technocrats and equipment on pool basis which solve the lack of finance on technical side.
Handling of Complaints

Complaints

Avoidance of Complaints

- Of skilled Labourers
  - Defects
  - Rejection
  - Breakdowns
    - Decomposition of Mines
    - Leads to loss

- Of Semi-skilled and unskilled labourers
  - Accidents
    - Government and Political interference
    - Too Expensive to restart

- Of Public
  - Protest for Mining

Aware and affordability of Complaints

- Zero rejections
  - Nil Breakdowns
    - Safety and enriched for working
      - Leads to Profitability
  - Zero Accidents
  - Zero Government & Political problems
    - Productivity reduces the cost
      - Leads to Profitability

Figure 6.1
The banking sector must adopt the modified formalities to provide the loan assistance for various industries. Lead bank of selected district must notify the lack of financial assistance to this industry.

The regulations regarding the private financing companies and money lender must be practiced stringently. The mine operators should provide adequate training to labourers to avoid accidents. The Government officials should frequently visit the mining industry to prevent child labour and slavery.

CONCLUSION

Mining industry in India has been progressing at an annual rate of 4% to 5% during the last three decades. It appears that the concept of ‘growth at all cost’ has become the order of the day. This is rather too heavy a price to pay for development’s sake. This ‘mad rush’ to produce gives way to unsustainable developments. As far as mining is concerned, the price for progress has also been quite high.

"Workers were cheated of their legitimate dues. Slaughter mining, lack of conservation and unscientific mining methods remained characteristic of large areas of the industry. The mine owners successfully prevented any further progress towards implementation of the numerous recommendations of the different committees made over the years. ‘Lathials’ or musclemen protected the interests of the mine owners. Rampant corruption, forced labour, dubious and duplicate records, under reporting of production, non-payment of full wages, extended hours of shift without payment of lead or lift, lack of safety and welfare measures, robbing of minerals, selective, seasonal and shallow depth mining in a haphazard
manner etc. seemed to be the guiding principles of a large number of private collieries."

Violations of mine safety laws were widespread. The extensive blasting and wastage of non renewable indigenous products were the result of unscientific mining practiced over the years and the cost to the nation was considerable in the shape of loss of mineral reserves and in controlling accidents. Mine ventilation was poor, support inadequate, safety equipment conspicuous by their absence. The hazards to which workers were exposed had been a matter of severe criticism. A dangerous situation had developed and the Government could no longer remain a passive spectator. This paved the way for stringent regulations.

Though the situation since then has improved considerably in some of the areas, many problems of the past remain and need to be addressed sincerely at this point in time. Quest for development has to go hand in hand with rapid industrialization, and mining has to remain an important cog in the wheel of development. It is expected that accentuated efforts on mining shall be witnessed in the years to come. As the mine operators begin to look forward for ways and means to improve efficiency and cut costs, safety considerations certainly assume more and more important position and emerge as significant factor even purely on economic considerations. Side by side modern society is also tending more and more to demand a safe and decent work environment, as a social need. Thus, results are being demanded. Tools and skill are available, and achievements with tremendous humanitarian and economic benefits are within the realm of practical possibility.
The study reveals that no separate rules and regulations are there for small manually operated mines. The existing Acts and Regulations passed on the basis of large scale mining are not adoptable by the manually operated mines. The clause between the legislations leads to ambiguity and evasion. The delay of processing of lease applications leads to illicit mining. Owing to the above problems 10% of the respondents alone fulfill the requirements of all Acts related with mining. 46% of the respondents responded moderate that the requirement of all Acts were not fulfilled.

In case of non-delivery of the material continuously, the collection of sale proceeds in the hands of buyer was very difficult. In case of rejections either by delay or low graded they have not any local market. This leads them to loose their capital investment and effort. They have not enough places to store the rejected and unwanted graded material. Lack of this storage facility leads to browbeat the non-renewable indigenous products. The rough material, over loading and improper forest roads, makes it difficult to hire lorries. 33% of respondents responded certainly right and probably right that the maintenance of own lorry was not suitable for their return. The manual weighing leads to over loading and hence they were penalized repeatedly.

41% of respondents strongly approved that they are not able to mobilize the capital from Government financial institutions because of innumerable procedures and formalities.

So that, the banks and government financial institutions are providing loan facilities with reasonable rate of interest, the mining units have to depend on the
private financial institutions and money lenders, to fulfill their requirements. Moreover, the private financial institutions need no legal formalities and they can get funds within a short period of time. Their nature of business does not help them to fulfill the formalities of the Government financial institutions.

According to the present study 36% of respondents strongly agree that they had to create borrowings to discharge the borrowings already. 48% of respondents reveals that the interest of borrowings from unorganized sources was very high. These high rate of interest suck the profit and emasculate the business.

Child labour and slavery are existing in this industry. Children belonging to various communities are working there. Out of which Ottanaiker Community forms sixty five percentage. Apart from them, the owners of the mines employ a large number of workers from outside. IT becomes expensive since they compete with other industries in procuring labourers.

Regarding the labourers 47% of the respondents were educated 5th to 10th standard. 47% of respondents had a family size of 5 to 8 members. It express their lack of literacy and family planning. A high rate of 80% respondents was dissatisfied in the drinking water and toilet facilities on the work spot. There were no first aid, ambulance and other protective measures on work spot. 56% of respondents of labourers had acquired loan from money lender at high rate of interest. Besides these they have advances from employer. Whenever they work to discharge the advances acquired from employer.