CHAPTER V

Conclusions and Suggestions

The present chapter deals with the conclusions and suggestions, based on the responses of the respondents. The data have been analysed with help of item analysis. Furthermore t-test has also been applied in order to find out significant differences at 0.5 level if any, and to work out comparative analysis among respondents. The data have been analysed and compared on the basis of perception and aspiration differentials among the respondents hailing from the skilled and semi-skilled categories of the workers selected from some of the established and reputed lock industries located in Aligarh.

According to the findings, following conclusions and tentative suggestions are submitted:

The researcher feels that little work pertaining to the perceptions and aspirations among the workers of Aligarh lock industries has been undertaken by any researcher sociology. The percentage-wise analysis and t-value pertaining to perceptions and aspirations of the respondents hailing from skilled and semi-skilled workers group reveal as under:
Majority of the workers (respondents) keeping in view the productivity aspect feel that regular medical check-up should be made operative in the factories.

It is tentatively proposed that regular medical checkup keeping in view the productivity aspect be made compulsory by law. If any owner not abiding by the law, be subjected to legal course of action.

Majority of the respondents have exhibited their views that the factory where they work, do not have prescribed and provided adequate facilities for regular medical check up of the workers.

It is tentatively suggested that the Factory Act be made compulsorily operative in all the factories. Regular check-up of the factory workers be made compulsory by the concerned governmental authorities to check the provisions pertaining to the prescribed medical facilities, which are supposed to be followed by the owners of the factory. In case of any short coming proper legal action, as prescribed in the law, be taken against the concerned owners of the factories.

Majority of the respondents hold that lack of proper medical facilities within the factory campus amount to lesser interest of the workers towards their working.
It is tentatively suggested that factory owners should themselves keeping in view their own economic interest, should provide at least basic medical facilities to their workers within the factory campus so that workers may feel attracted towards their establishments and work judiciously. Such facilities, it is expected are bound to have positive impact on productivity.

Majority of the respondents agree with the statement that industrial workers on account of lesser pay often engage themselves in some other extra economic activities and pay lesser attention towards their assigned jobs where they are working.

It is tentatively proposed that the factory owners in order to avail judicious services of the workers and get better productivity results, should revise the salary of the workers after every three or five years or so. They should also formulate proper pay scales for the workers' and system of incentives should also be adopted by the factory owners in order to gain the confidence and working sympathies of the workers which ultimately is expected to give fillip to higher productivity.

Majority of the respondents agree with the statement that the factory owners do not revise the pay structure of their workers amounting to the adoption of an attitude of
indifference by the workers towards their assigned job which adversely affect production.

It is tentatively proposed that keeping in view the higher productivity aspect and to enrich workers attitude in positive direction, the factory owners must revise the pay structure of the workers annually or on the basis of their profits, which, it is expected, would not affect production adversely.

Majority of the respondents hold the view that their average work load and wages are not judicious which amounts to frustration and lesser production.

It is tentatively proposed that in order to control frustration and encourage production aspects, the factory owners should be careful in the assignment of workload to the workers and wages should be paid judiciously on the basis of extra workload if any.

Majority of the workers feel that the loan, which they seek on exorbitant rates of interest produce psychological strains on them amounting to lesser attention towards their job.

It is tentatively suggested that in order to save workers from psychological strains and to retain their working concentration, the factory owners should start some loan provisions within the system. The factory owners can realise
the given loans from worker's salary every month on very nominal rate of interest.

Majority of the respondents have expressed that they do not get judicious bonus amounting to lesser attention towards production and conflicting situations among the workers and management.

It is thus tentatively suggested that the factory owners in order to gain the confidence of the workers must provide adequate bonus to the workers. It is expected would help in the maintenance of workers sincerity towards work as well as in attaining higher productivity and in arresting any conflicting situation among the factory owners, management and the workers.

Majority of the workers have expressed their views that provisions of pension would amount to greater productivity as well as healthy relationship among the workers the management.

It is tentatively suggested that in order to keep in view the productivity aspect as well as in the maintenance of good relationships among the workers and the management, the provisions of pension must be incorporated by the factory owners. It is expected, would ultimately lead to higher productivity and healthy relationship among the workers and the management. In case of temporary workers or contractual
labour some financial provisions be made by the owners to provide some suitable amount of money to the labourer or worker if he / she leaves the job himself / herself or asked by the factory owner to leave the job.

Majority of the workers have expressed their views that in the event of closure of their factory they do not get full payment and other claims which generally generate hostility among the workers towards the management.

It is tentatively proposed that in the event of the closure of the factory, the owners must pay the salary first and then they must make every effort for some compromise with the workers in the matters of their other claims. Furthermore, it is also suggested that Factories Act be modified to take suitable initiative to rescue such workers.

Majority of the respondents have agreed with the statement that their factory owners avoid the implementation of labour laws judiciously which often leads to conflict situation among the workers and the management.

It is tentatively suggested that in order to avoid any kind of conflict with the workers, the management should sincerely and honestly apply labour laws in their factories. Furthermore, it is also suggested that the concerned officials of industrial and labour departments, should keep regular surprise checks of the factories and see whether the industrial laws are
operative in the factories or not. Suitable action should be taken against such factory owners, where the industrial laws are not being rigorously implemented.

Majority of the respondents have expressed their feelings that leave provisions in their factories are not very restricted hence they are satisfied with their leave provisions.

It is tentatively proposed that leave provisions to the workers should remain as they are presently operative. It is further suggested that in the event of any eventuality if any worker seek extra leave he should not be awarded any kind of admonishment or punishment rather he be asked to work for extra time for which he need not be paid extra.

Majority of the respondents have expressed that loan facilities to the workers for marriage of their wards or for the construction of house etc. are not provided by the factories which causes dissatisfaction among the workers.

It is tentatively proposed that factory owners on the basis of their annual profits should raise funds which may be marked “Loan Funds”. Loans may be given to the workers for the marriage of their wards or for the construction of their houses etc. on nominal rate of interest, which can be reclaimed from the workers salary on monthly basis. Such step, it is expected, would have great positive impact on the workers satisfaction, productivity as well as on labour-
management relation. By providing such facilities factory owners can get favors from the Government as well as enhance the reputation of their factory.

Majority of the respondents have expressed that if loan facilities are made available in the industrial set ups it may lead to integrate the feelings of belongingness among the workers and might result in greater productivity and healthier relationships with the management.

It is tentatively proposed that keeping in view the productivity as well as labour-management relationships aspects, every factory owner must make provisions for loan facilities to the workers on nominal rate of interest. The loan may be deducted from their salaries on monthly basis. Factory owners can seek Government help for raising such funds for loans for the workers and in this, they would be serving as middle men without raising funds from their own sides, such step, it is expected, would lead to integrate the feelings of belongingness among the workers and might result in greater productivity and healthy relationships with the management.

Majority of the workers have observed that in the event of workers' death their dependents on compassionate grounds are not provided any job in their establishments, which causes the feelings of insecurity and uncertainty, amounting to lesser sincerity of the workers towards their establishments.
It is tentatively proposed that the government should make specific provisions in the Factory Act and Labour laws that in the event of worker’s death his/her dependents on the basis of qualifications on compassionate grounds have to be provided job in the same organisation as such provisions are not operative these days. This accomplishment, it is expected, would succeed in controlling the emerging feelings of insecurity and uncertainty among the workers and would improve the feeling of sincerity towards their management.

Majority of the respondents have expressed their agreement with the statement that after the death of workers if judicious financial assistance or job for dependents are made compulsory by law it may provide positive return as far as productivity and labour-management relations are concerned.

It is thus tentatively proposed that under Companies Act and Labour Laws provisions be made compulsorily applicable that in the event of the worker's death, his/her dependent shall be provided with substantial financial assistance for future settlement of the dependent or job be provided by the factory owners, where the worker was serving. It is expected that such approach would enhance and enrich production as well as healthy labour-management relations.

Majority of the workers have expressed their disagreement with the statement that the workers on account
of profit aspects are often asked by the management to work overtime but do not get judicious remuneration for their overtime work from the management.

It is tentatively proposed that in the event of overtime work if and when required by the factory owners, should continue the presently operative system of extra payment to the workers and if possible occasionally some small gifts should also be offered to the workers. Such step, it is expected, would further strengthen the labour-management relations and working environment of the establishments.

Majority of the workers have expressed their opinion that on account of lesser education and adequate salary, workers are unable to provide proper education to their children which often leads to frustration and dissatisfaction towards their job.

It is tentatively suggested that the less educated workers of their establishment be advised by the management to attend Adult Education Programmes, which are operative in every district. In doing so, workers in order to improve their financial position should take up some extra economic activity during their spare time but not at the cost of their own working responsibilities, so that they may be able to educate their children. Furthermore it is also suggested that factory owners as a tool to encourage workers should start some kind
of scholarship provisions for the children of their workers. In case, if factory owners make such provision, it may amount to enrich the reputation of the factory as well as factory owners can seek manual favours from the government under various aspects of welfare schemes meant for the workers.

Majority of the respondents have manifested that management does not attend to desired physical and socio-cultural requirements of their working setups according to modern modules, which amount to lesser productivity and restricted interaction among the workers and the management.

It is tentatively suggested that keeping in view the latest modern approaches operative in the western world which have brought very good productive results the Indian factory owners are also advised to modify their present working system in gradual installments. It is expected that if the physical and socio-cultural requirements of the working setups are modified on modern lines, would amount to greater productivity profits and healthier interactions among the workers and the management.

Majority of the respondents do feel that promotional avenues in their factories are negligible, amounting to greater psychological strains and frustrations among them resulting in lesser productivity.
It is tentatively proposed that keeping in view the productivity and profits aspects, factory owners must incorporate the provisions for promotional opportunities to the workers on the basis of some specific criteria, which would, it is expected lead to a great extent in arresting the feelings of psychological strains and frustrations among the workers and strengthen the labour-management relations with a positive impact on productivity.

Majority of the respondents do not agree with the statement that discriminative attitude of the employers on the basis of caste and religion are operative in the factories, affecting production as well as social relationships in the working set ups adversely.

It is tentatively suggested that in order to keep the productivity as well as social relationship aspects, the employers should encourage their workers to interact among themselves freely and regularly. The same approach be adopted by the management for interaction with workers. It is expected that the approach would further strengthen the relationships among the workers and the management on permanent basis and would very effectively keep on going production going on in positive directions.

Majority of the respondents do not agree that favoritism often prevails among the employers as well as among the
employees which tends to uneven the relationships and productivity.

It is tentatively suggested that management should take sincere care in checking that the tendency of favoritism does not emerge in their establishments, in order to maintain healthy relationships and level of production.

Majority of the respondents hold that as a matter of policy, management does not encourage workers participation in matters related to production and administration.

It is tentatively suggested that keeping in view the production and better administrative aspects, that management should always take workers in confidence and seek their opinions or views through their representatives pertaining to any problem related to production and administration. This, to a great extent, is expected, would help the management in solving factory problems because they are largely connected with labour and management of the establishments. Furthermore, the workers would feel elated and honoured if their opinions are sought, which would strengthen the relationships with the management having positive impact on productivity.

Majority of the respondents holds that if the management encourages the participation of the workers representatives in matters of administrative and policy
matters, it may bring some positive impact on industrial relations as well as on productivity.

It is thus tentatively proposed that management should freely seek consultations or opinions of the workers representatives on crucial matters pertaining to the administration and production aspects. It is expected that this would have concrete positive impact on production as well as on the relationships among the workers and the management. This approach is globally visible in the present era of change, labour-management relations.

Majority of the respondents hold that management offer legitimate financial and social security to the workers in the event of need.

It is tentatively suggested that management should not deviate from the operative patterns of extending such securities as they have their own impact on the workers mind, which ultimately are manifested in the production and relationships with the management.

Majority of the respondents hold that if industrial units make provisions of recreational facilities within the campus, it would amount to better productivity and healthy relations between the labour and the management.
It is tentatively suggested that industrial units of our society should make provisions for some recreational facilities in their setups, in order to diversify the interest and activities of the workers. It is expected that such interest and investment from the side of the owners of the factory would generate healthy labour management relations and higher productivity.

Majority of the respondents feel that democratic modes of interaction among the workers and the management are not operative in the factories, amounting to lesser productivity as well as affecting relations with the management adversely.

It is tentatively suggested that management should adopt democratic modes of interaction in their establishments so that the workers may take greater positive interest towards organisations where they are working. Such modes of interaction in the establishments, it is expected, would generate "we feelings", among the workers which ultimately would have positive impact on production and labour-management relations.

Majority of the respondents hold that industrial units of our society do not modernise their productive system from time to time, hence are lagging behind in production and profits, thus are unable to pay adequately to the workers.
It is tentatively suggested that keeping in view the modern or latest changes in the production system as adopted by the industrial units of the west, the factory owners of our society are advised to introduce and adopt latest technological innovations in the system of production. This is expected would have great positive impact on production and their profits, there by, they would be able to pay salaries adequately to their workers.

Majority of the respondents do not agree with the statement that industrial workers do not encourage changes in the system of their working because of illiteracy and inexpertness on their part even if the management wishes to introduce them from the point of view of better productivity and profits.

It is tentatively suggested that management should encourage changes in the traditional system of their working conditions according to the needs of the time. In case, if the factory owners observe that any of their workers on account of illiteracy and inexpertness is unable to pickup changes properly, then such worker be sent for some training in those factories where such changes have already been incorporated. The adoption of such approach on the part of the management, is expected, would encourage workers in the acceptance of
changes as well as would yield greater productivity and profits for their establishments.

Majority of the respondents have expressed their disagreement with the statement that they are not religiously committed towards their assigned jobs which amounts to lesser productivity leading to uncooperative relationships among the workers and the management.

It is tentatively suggested that management should keep a careful watch over such workers who seems to be less committed to their assigned jobs and persuade them affectionately not by punishment to fulfill their responsibilities towards their assigned jobs. Such workers to a great extent can be attracted towards their expected commitment of work provided, they are offered suitable incentives. Incentives do have positive impact on the workers as a whole as far as their defined roles and duties in the industrial units are concerned.

Majority of the respondents do feel that occasional riots and strikes do have their adverse impact on production as well as on workers and management relations.

It is tentatively suggested that educated and enlightened members of the society and factories should play a judicious and positive role in harmonizing the situations generated by riots and strikes. It is further suggested that in the event of
riots. Factory owners with the help of local administration should arrange and send eatable items and some money to the workers and their families residing in riot affected areas. In situations of strike, the management should adopt democratic approach for amicable settlement or compromise with the workers by accepting some of their genuine demands. If any matter is complex some committees including workers representatives be formed to provide solution to the complex problems, which need solutions.

Majority of the respondents agree with the statement that factory owners on account of their vested interest extend heavy financial support to political leaders and parties at the cost of workers economic welfare.

It is tentatively proposed that factory owners should maximally restrict their financial support to political leaders and parties because such assistances have given rise to manifold forms of corruption in trade and political atmosphere of our society. The factory owners at any cost should not extend such financial support at the cost of the workers welfare, because they are the backbone of their factory's survival. Furthermore, it is also suggested that the government should enforce such laws, which should delimit the range of such donations, which should be subject of accountability.
Majority of the subjects notice that political leaders of parties with their deferring ideologies exploit the workers and the management which adversely affect the working environment of the factory.

It is tentatively suggested that union leaders of the factories as well as factory owners should sincerely discourage political activists and leaders to visit their factories and address them on any issue. The adoption of such practice, it is expected, would help in the retention of good working environment of their establishments. Management to a great extent can achieve such objective provided they hold full confidence of their workers by adopting liberal administrative, working and social policies of their establishments.

Majority of the respondents hold that employers on account of their economic interest appoint workers as casual or temporary working hands which often leads to conflicting situation between the workers and management amounting to lesser productivity.

Keeping in view the plights of casual or temporary working hands as well as productivity aspects of our industrial set ups, it is tentatively suggested that workers should not be employed as casual or temporary hands rather they should be appointed on the basis of some working contract. The contract
should not be less than five years because five years working experience would add to better qualifications of the worker for future progress and change. The government should also modify the legal provision, which is three years because five years working experience would be more useful for the worker if the worker wants to change from one factory to another. Furthermore, working contract policy should be formulated on certain specific criteria such as work performance, punctuality and honesty etc. or whatever factory owners deem fit. Such practice if adopted, is expected would encourage workers for better performance and thus would give rise to production.

Majority of the subjects feel that if the government, as a matter of socio-industrial policy puts a ban on casual or temporary appointment of the workers in industrial units, it would have positive impact on productivity as well as on labour-management relations.

It is tentatively suggested that the Government should send a panel of experts to such countries, which are industrially well advanced so that they may study and analyse the problems of the workers as well as the system of appointments in those countries. It is expected that their report would be of immense value for the Government and for the Indian working force. Furthermore, the Government as a
matter of policy should formulate an ordinance to ban the appointment of casual or temporary working hands. The Government should also direct their labour as well as industries departments to keep honest and judicious list of the working hands in the industry district wise. In case if any violation is reported by them against any factory, legal action should be taken against the owner of the factory. In case if the Government find it difficult to ban the operative system of casual or temporary appointments of the workers, then should encourage working experience hands to start their own setups by providing technical guidance as well as loan on very nominal rate of interest to them. It is expected that if rigid check on casual or temporary appointments is made operative or facilities of technical guidance and loan are made available to the workers, it would attain positive impact on factories as well as on workers.

Majority of the respondents agree with the statement that frequent changes in industrial policy by the Government has an adverse bearing on productivity as well as on labour-management relations.

It is tentatively suggested that Government should not introduce changes in industrial policies frequently. The changes be incorporated keeping in view the worker’s conditions. adequate condition of the work place, workers
welfare as well as labour-management relations aspects etc. The units, which are well established but are in need of financial or technical help, the Government should assist them judiciously according to their requirements. Such steps, it is expected, would have positive impact on productivity as well as on labour-management relations.

Majority of the respondents have expressed their feeling that their factory owners are more interested in obliging the concerned government officials, instead of caring about workers welfare which carries more resentment among the workers towards their management.

It is tentatively proposed that factory owners may oblige the concerned Government officials within certain limits if there is any need but it should not be at the cost of workers welfare. In case if it is practiced the workers, it is expected, would hold a feeling that the owners of the factory are not obliging at their cost. It is expected, that such feelings would to a great extent arrest the feelings of resentment if any among the workers towards their management which would enhance productivity as well as healthier relationships between the workers and the management.

Majority of the subjects feel that unethical relationships are sometimes operative among the workers the management in our industrial septups which often leads to conflicting
situations among the workers and the management affecting production adversely.

It is tentatively suggested that keeping in view the probable emerging conflicting situation in the set ups and adverse impact on productivity, the owners and management of the factories should take extra and every care that industrial working ethical norms are never violated. It is expected that if professional ethics are rigidly maintained the opportunity of conflicting situations among the workers and the management would be controlled maximally and productivity will not be affected negatively. Furthermore, the management as a moral commitments of the working policy should openly declare that if any such matter comes to the notice either of the management or to the workers with evidence, the person would be subject to course of legal action.

Majority of the respondents feel that majority of the industrial workers are addict to some kind of intoxication which often adversely affect on work as well as on relationship with the management amounting to lesser productivity.

It is tentatively proposed that some kind of prohibitory methods be incorporated in the industrial units to check the workers not indulging towards any kind of intoxication while
on job. Industrial units as a working policy or condition should openly declare that if any worker after medical examination is found under intoxication would be subject to some kind of punishment like no pay for the day, one day deduction in leave provision, no over time work for one week and even termination of services etc; such policy declaration, it is expected would work as strong deterrent in the units. Furthermore, the management should occasionally also invite persons having sound knowledge about the negative impacts of intoxication to deliver lectures inside the campus. Similarly films on the abuses of intoxication should also be shown to the workers as and when convenient to the management. Such approach if adopted by the factory owners, it is expected, would play a decisive role in reshaping the workers and in providing positive results from all aspects.

Majority of the respondents feel that the reputation of the factory produces some feelings of superiority and inferiority complexes among the workers which often encourages them for change of factory affecting production adversely.

It is tentatively suggested that factory owners in order to retain their good working hands should take some extra care, interest and adopt judiciously the liberal welfare schemes meant for the workers. The factory owners in order to magnify
the reputation of their establishments are also advised to seek media help for the propagation and the implementation of the workers welfare schemes and other benefits offered to their workers. Such steps, it is expected, would to the great extent put a check on the feelings of workers and protect production also.

Majority of the respondents have expressed their disagreement with the statement that management does not concede to the judicious demands of the workers until and unless they adopted and employ pressure techniques at the displeasure of the management.

It is tentatively suggested that presently operative practice of accommodation and adjustment of workers judicious demands be retained at all costs so that displeasure among the workers and the management never emerges. Furthermore, it is also proposed that management with the help of workers leaders should keep a watch on wayward workers also which often give fillip to such demands or situations leading to displeasure and discomforts in the set ups.

Majority of the respondents have expressed their agreement with the statement that occasionally the labour leader get their work done under the table from the management at the cost of their co-workers.
It is tentatively suggested that workers of the factories as a united force should keep strict and constant watch on their leaders. In case if such leaders gain something under the table from the management they should be fully exposed and condemned by the entire work force of the setups. They should also press the management not to extend patronage to such self-centered workers or leaders so that unwanted corruption may not get its entrance in the establishments. Furthermore, it is also suggested that workers among themselves should generate strong, consciousness that they would neither listen nor support such workers or leaders who gain at their cost.

Majority of the respondents have agreed with the statement that occasional conflicts among the workers are operative in the factories amounting to lesser productivity and unhealthy relations among them as well as with the management.

It tentatively suggested that the management as well as the enlightened workers of the establishments should take responsibility and play judicious role in diffusing any conflicting situations arising among the workers of the organisation. It is further proposed that workers with political background or connections should not be encouraged in such proceedings. It is expected that such approach would succeed
in achieving amicable compromise among the workers and would have positive impact on productivity as well as in the maintenance of healthy relationship among themselves and with the management.

Majority of the respondents have expressed their agreement with the statement that the working environment of their factories is not congenial to the workers causing frustrations and strains amounting to lesser productivity.

It is tentatively suggested that factory owners should pay special attention towards workplace and its environment it should be congenial as prescribed by Factories Act. Furthermore, they can also seek help from government officials as well as individuals having expertise in the technologies of the working environment and the system. It is expected that if the congenial working environment in the factories is maintained maximally, it would to a great extent control the feelings of frustrations and strains on the workers and thus production would not be affected negatively.

Majority of the respondents have manifested their agreement with the statement that labour forces in industrial units are mostly rural based which on account of improper adjustment with the urban settings often create conflicting situations between the labour and management amounting to lesser productivity.
It is tentatively proposed that management keeping in view the rural based workers, minimizing conflicting situations as well as productivity should keep constant watch and assist such working hands in the set ups. In doing so, they would neither be loosing good working hands nor conflicting situations would emerge and production would not be affected adversely. Management should encourage maximum socio-cultural interactions among the workers themselves as well as with the management. The problem of their proper adjustment to a great extent can be solved, if the management on religious occasions and on important historical dates arrange some small-socio-cultural programmes in their organisation, that would provide an opportunity to the rural based workers for closer interaction and opportunity for rural urban adjustment among the workers and the management. In case if such adjustment is achieved, problem of adjustment would be minimized maximally and production would never suffer adversely.

Majority of the respondents have exhibited their agreement with the statement that family size of the workers is generally large, hence they suffer from financial strains and frustrations, amounting to lesser attention towards their job assignment and productivity.
Keeping in view the large family size of the labour class, financial strains and frustrations among the workers, it is tentatively suggested that the workers be enlightened and educated about the importance and usefulness of small family size norms. The factory owners should seek help from Social Welfare Department in screening educative films on family planning to the workers in the campus itself. Furthermore, factory owners should also introduce some kind of incentives for the workers for the maintenance of small size family by adopting methods and techniques of family planning. It is expected that if the workers succeed in maintaining small size family norms they would remain free from strains and frustrations amounting to better adjustment and productivity.

Majority of the respondents have exhibited their agreement with the statement that the government should impose some kind of population tax so that the problem of over population in general and among the workers in particular be checked, amounting to better productivity and prosperity of the workers.

It is tentatively proposed that besides educative processes for the control of population as are operative presently, the Government should introduce some kind of tax on population. The Government keeping in view the amount of the tax to be levied, resources of the country as well as
pressure on the land should first decide the size of ideal family. This, to a great extent can be achieved if the Government seek help from the geographers, economists, psychologists and sociologists of the country. The tax be imposed uniformly throughout the country the fear of the tax, it is expected, would have a decisive impact on the masses. It is expected that if the policy of small family size norms are adopted by the workers it would have positive impact to check the problem of over population among the working class as well as on productivity and prosperity of the workers.

Majority of the respondents have displayed their agreement with the statement that factory owners in order to pay less do often engage child labour force under hand causing physical and psychological strains on the children amounting to conflicts and lesser productivity.

It is tentatively proposed that worker’s leaders should keep constant watch on such establishments where children are being employed by the owners and they should raise their voice against such factory owners. They should also bring such cases to the notice of the concerned authorities as such employment’s are prohibited by law. Furthermore, concerned officials of labour and industry departments should also make surprise and judicious checks on the factories. In case, if any
factory found violating the law they should proceed for legal action against such factory owners.

Majority of the respondents feel that because of expected high salary demands by the qualified technical hands, employers avoid to employ them which affect production adversely.

In is tentatively proposed that keeping in view the higher productivity and profit aspects, the employers should offer attractive salaries according to the qualifications of the technical hands. In the absence of qualified technical hands, the objective of higher productivity can never be achieved. It is also suggested that factory owners can offer the salary as demanded by the qualified persons on contractual basis. Contracts can be made for a specific period of time, if the management feels that the performance of such persons is fairly good or upto to their satisfaction, the contracts may be renewed. In doing so, it is expected that owners would not lose financially rather gain higher production and profits.

Majority of the respondents holds that management as well as workers are against and opposed to the Governments policy to allow other nations to enter in the areas of industrial setups in India because it would negatively affect our already established systems and employment opportunities.
It is tentatively suggested that government should take extra care in allowing other nations to enter in setting up their trade and industrial units in India. It is expected that without considering the demands and requirements of the presently operative industrial units in our society and permitting the foreigners to set up their establishments, would amount to the total collapse of our industrial setups. Furthermore, Government before permitting outsiders should hold free and frank discussions with the owners of the already established organisations as well as economist of the country about the positive and negative feasibility of such ventures to decide at the cost of Indian industries. It is also expected that the cottage industries of our country under such liberalism would be uprooted maximally amounting to maximum unemployment and great economic crises.

On the basis of inspection and reports of Aligarh Lock Industries it has been observed and suggested that due to indifferent attitude of the State Government towards the problems of Aligarh Lock Industries the production of locks is highly unsatisfactory. If due attention is not paid to their problems and due assistance is not provided for the industrial units, it is expected that many industries may be closed down and thousands of workers may face retrenchment.
The researcher in order to elicit responses of the factory owners as well as managerial staff pertaining to salary problems, incentives, bonus measures to improve productivity, ways to maintain healthy relations between them and working forces, worker's participation and environmental conditions of work place etc. held verbal discussions with them.

The respondents were almost unanimous in their views pertaining to the above stated as facts which were presented before them. They have submitted that on account of paucity of funds sometimes they are often forced to distribute worker's salaries not as a whole but according to the different categories of the workers. The salaries of the workers are never stopped and are paid within one month's time. Incentives and bonuses are also distributed in the same way but on festivals they do provide something as gift to the workers.

In order to achieve or maintain higher productivity level and to re-enforce healthier relationship with workers, they often not regularly invite senior experienced working hands to discuss the factory working and problems with them. In such meetings their leaders are also invited to participate.

Factory owners undoubtedly, as expressed by them are keenly interested to introduce latest tools and techniques in their production system from time to time but on account of
financial constraints they are unable to incorporate them at the earliest hands, they take long time in the accomplishment of such targets. They are not satisfied with the loan provisions or facilities provided by the government because of the procedure involved their in as well as monetary corruption operative in the system hence they avoid loan seeking as far as possible.

Factory owners as well as management of the units are fairly aware and conscious to maintain healthy socio-psychological environments of their establishments. They also claim that pollution and congestion aspects of the working places.

The researcher during the visit to the factories and interaction with the workers observed that factory owners as well as management of these units are not judiciously and sincerely committed their propagations and expected commitments as per factory laws pertaining to their setups, particularly as far as small scale units of Aligarh Lock Industries are concerned.

Aligarh lock industry undoubtedly can play a leading role to improve the state of economy if remedial measures from time to time are provided by the Government to industries. like easy credit facilities, worker’s training,
adequate supply of water and power and re-organisation of marketing on modern patterns etc.

These industries are likely to contribute to great economic growth and can earn foreign exchange maximally as Aligarh Locks have already established their place in International market. Furthermore, it is also suggested that concrete and co-ordinate efforts be made by the state as well as by the concerned agencies for the promotion of export of Locks so that Aligarh Lock Industry may come up as are one of the top foreign revenue earners of the country.