CHAPTER IV

Data Analysis and Interpretation

In the preceding chapter plan and procedure of the present study has been presented. The present chapter deals with analyses and interpretation of the data. In order to analyse and compare perceptions and expressions of the respondents the methods or techniques of item analyses and t-test has been employed. The data on account of certain delimitation has been analysed on the bases of occupational categories i.e. skilled and semi-skilled workers, which constitutes the total sample of 351 workers serving in the industries selected for the study.

In order to find out any significant variations among the respondent’s responses, the following t-test formula has been employed.

\[
t = \frac{P_1 - P_2}{\sqrt{\frac{N_1 + N_2}{N_1 N_2}}}
\]

\[
PC = \frac{N_1 P_1 + N_2 P_2}{N_1 + N_2}
\]

Where

\(P_1\) = First percentage
\(P_2\) = Second percentage
\(N_1\) = Number of persons in the first group
\(N_2\) = Number of persons in the second group
\(PC\) = combined percentage of the group

\(Qc = 1 - PC\) (Gilford J.P., 1978)
Q. 1  Do you agree that the factory workers keeping in view the productivity aspect need regular medical check up?

Table - 1

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>151</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>149</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>300</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table reveals that majority of the skilled and semi-skilled workers 85.8% and 85.1% respectively have exhibited their agreement with the statement, whereas 2.8% skilled and 6.9% semi-skilled workers respectively have exhibited their indifference towards the statement, while 11.4% skilled and 8% semi-skilled workers have expressed their disagreement with the statement.

The t-value \( (t=0.9865) \) indicates that no significant variation is visible among the skilled and semi-skilled workers with regard to the statement.

Among the total respondents, 85.4% have expressed their agreement with the statement, while 4.8% remained indifferent towards the statement, on the other hand 9.6% of the workers have expressed their disagreement with the statement.
It can thus be concluded that majority of the respondents 85.4% keeping in view the productivity aspect need regular medical check up.

Q. 2 Do you feel that factories in our society do have the prescribed and adequate facilities for regular medical checkup of the workers?

Table - 2

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>47</td>
</tr>
<tr>
<td>2</td>
<td>Semi- skilled</td>
<td>26</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>73</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table reveals that 26.7% skilled and 14.9% semi-skilled respectively have manifested their agreement with the statement; 1.1% skilled and 1.1% semi-skilled workers respectively have expressed their indifference towards the statement, on the other hand 72.2% skilled and 84.0% semi-skilled workers have manifested their disagreement with the statement.

The t-value (t=0.9794) indicates that no significant difference is noticeable among the skilled and semi-skilled workers pertaining to the statement.
Majority of the respondents 78% have expressed their disagreement with the statement while 1.1% and 20.7% of the workers have exhibited their indifference and disagreement towards the statement.

It can thus be inferred that the majority of the respondents 78% have exhibited their disagreement with the statement that the factories in our society do have the prescribed and adequate facilities for regular medical checkup of the workers.

**Q. 3** Do you feel that the lack of proper medical facilities within the factory campus, decreases the interest of the workers towards working?

<table>
<thead>
<tr>
<th>S.No</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>%</th>
<th>Disagreed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>121</td>
<td>68.8</td>
<td>4</td>
<td>2.3</td>
<td>51</td>
<td>29.0</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>125</td>
<td>71.4</td>
<td>10</td>
<td>5.7</td>
<td>40</td>
<td>22.9</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>246</td>
<td>70.0</td>
<td>14</td>
<td>3.9</td>
<td>91</td>
<td>25.9</td>
</tr>
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<td>4</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.9885</td>
</tr>
</tbody>
</table>

The above table reveals that 68.8% skilled and 71.4% semi-skilled workers respectively have expressed their agreement with the statement, where as 2.3% skilled and 5.7% semi-skilled workers remained indifferent towards the statement while on the other hand 29% skilled 22.9% semi-
skilled workers have exhibited their disagreement with the statement.

The t-value (t=0.9885) reveals that no significant variation is operational among the skilled and semi-skilled workers with regard to the statement.

Majority of the subjects 70% have expressed their agreement with the statement, while 3.9% respondents remained indifferent, whereas 25.9% respondents have exhibited their disagreement with the statement.

It can thus be concluded that majority of the workers 70% hold the view that lack of proper medical facilities within the factory campus decreases the interest of the workers towards working.

**Q. 4** Do you agree that the industrial workers on account of lesser pay, often engage themselves in some other extra economic activities and pay less attention towards their assigned jobs where they are working?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>%</th>
<th>Disagreed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>124</td>
<td>70.5</td>
<td>2</td>
<td>1.1</td>
<td>50</td>
<td>28.4</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>83</td>
<td>47.4</td>
<td>1</td>
<td>0.6</td>
<td>91</td>
<td>52.0</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>207</td>
<td>58.9</td>
<td>3</td>
<td>0.85</td>
<td>141</td>
<td>40.1</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
<td>0.7940</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above table indicates that 70.5% skilled and 47.4% semi-skilled workers respectively have expressed their
agreement with the statement, while 1.1% skilled and 0.6% semi-skilled workers have exhibited their indifference towards the statement, on the other hand 28.4% skilled and 52.0% semi-skilled workers have shown their disagreement with the statement.

The t-value (t=0.7940) indicates that some significant variations is noticeable among the skilled and semi-skilled workers with regard to the statement.

Out of the total respondents, 58.9% have exhibited their agreement with the statement, while 0.85% of the subject remained indifferent towards the statement, on the other hand 40.1% of the respondents have expressed their disagreement with the statement.

It can thus be concluded that majority of the respondents 58.9% have exhibited their agreement with the statement that industrial workers on account of lesser pay, often engage themselves in some other extra economic activities and pay less attention towards their assigned jobs where they are working.
Q. 5 Do you agree that factory owners do not revise the pay structure of their workers resulting to the adoption of an attitude of indifference by the workers towards their assigned jobs which adversely affects production?

Table - 5

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>138</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>147</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>285</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table indicates that 78.4% skilled and 84% semi-skilled workers have exhibited their agreement with the statement, while 1.7% skilled and 1.1% semi-skilled workers respectively have expressed their indifference and disagreement with the statement.

The t-value (t=0.9970) reveals that no significant difference is noticeable among the skilled and semi-skilled workers pertaining to the statement.

Majority of the respondents 81.1% are in agreement with the statement while 1.4% remained indifferent, whereas 17.3% respondents do not agree with the statement.
It can thus be concluded that majority of the subject 81.1% have shown their agreement 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 jobs, which adversely affects production.

Q. 6 Do you feel that wages and average workload of the workers are not judicious which amounts to frustration and lesser productivity?

Table - 6

<table>
<thead>
<tr>
<th>S.No</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>133</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>134</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>267</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table reveals that 75.6% skilled and 76.6% semi-skilled workers respectively have manifested their agreement with the statement, while 0.6% skilled and 1.1% semi-skilled workers remained indifferent with the statement, on the other hand 23.9% skilled and 22.3% semiskilled workers have presented their disagreement towards the statement.

The t-value (t=0.9994) indicates that no significant difference is operative among the skilled and semi-skilled workers, regarding to the statement.
Among the total respondents 76% have exhibited their agreement with the statement, while 0.85% respondents remained indifferent, whereas 23% respondents are in disagreement with the statements.

It can thus be concluded that majority of the respondents 76% feel that their average workload and wages are not judicious, which amounts to frustration and lesser productivity.

Q. 7 Do you notice that the factory workers frequently seek loans on exorbitant rate of interest and thus remain psychologically strained amounting to lesser attention towards their job?

<table>
<thead>
<tr>
<th>S.No</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>94</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>69</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>163</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table reveals that 53.4% skilled and 39.4% semi-skilled workers have exhibited their agreement with the statement, 3.4% skilled and 2.3% semi-skilled workers have
expressed their indifference towards the statement, while 43.2% and 58.3% skilled and semi-skilled workers respectively do not endorse the statement.

The t-value (t=0.8952) indicates that no significant difference is visible among the skilled and semi-skilled workers with regard to the statement.

Among all the respondents, 46.4% have manifested their agreements with statements, while 2.8% remained indifferent with the statement, whereas 50.7% have expressed their disagreement with the statement.

It can thus be concluded that majority of the respondents 50.7% notice that the factory workers frequently seek loans on exorbitant rate of interest and thus remain psychologically strained amounting to lesser attention towards their job.

Q. 8 Do you feel that the factory workers do not get judicious bonus amounting to lesser attention towards production and conflicting situation among the workers and the management?

<table>
<thead>
<tr>
<th>S.No</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>%</th>
<th>Disagreed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>117</td>
<td>66.5</td>
<td>7</td>
<td>4.0</td>
<td>52</td>
<td>29.5</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>65</td>
<td>37.1</td>
<td>6</td>
<td>3.4</td>
<td>104</td>
<td>59.4</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>182</td>
<td>51.8</td>
<td>13</td>
<td>3.7</td>
<td>156</td>
<td>44.4</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.6145</td>
</tr>
</tbody>
</table>

The above table indicates that 66.5% skilled and 37.1%
semi-skilled workers have exhibited their agreement with the statement, while 4% skilled and 3.4% semi-skilled workers remained indifferent, whereas 29.5% skilled and 59.4% semi-skilled workers have displayed their disagreement with the statement.

The t-value (t=0.6145) reveals that some significant differences are visible among skilled and semi-skilled workers pertaining to the statement.

Among the total respondents 51.8% have shown their agreement with the statement, while 3.7% and 44.4% respondents respectively have expressed their indifference and disagreement with the statement.

It can thus be concluded that majority of the respondents 51.8% feel that the factory workers do not get judicious bonus amounting to lesser attention towards production and conflicting situation among the workers and management.

**Q. 9** Do you feel that if pension provisions are introduced, it would amount to greater productivity as well as to healthy relationship among the workers and the management?

<table>
<thead>
<tr>
<th>S.No</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>%</th>
<th>Disagreed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>142</td>
<td>80.7</td>
<td>12</td>
<td>6.8</td>
<td>22</td>
<td>12.5</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>153</td>
<td>87.4</td>
<td>12</td>
<td>6.9</td>
<td>10</td>
<td>9.1</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>295</td>
<td>84.0</td>
<td>24</td>
<td>6.8</td>
<td>32</td>
<td>9.1</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.9961</td>
</tr>
</tbody>
</table>

The above table exhibit that 80.7% skilled and 87.4%
semi-skilled workers have expressed their agreement with the statement, while 6.8% skilled and 6.9% semi-skilled workers remained indifferent, whereas 12.5% skilled and 9.1% semi-skilled workers have expressed their disagreement with the statement.

The t-value ($t=0.9961$) reveals that no significant difference is noticeable among the skilled and semi-skilled workers pertaining to the statement.

Out of the total respondents 84% respondents have exhibited their agreement towards the statement, while 6.8% respondents remained indifferent, on the other hand 9.1% respondents have manifested their disagreement with the statement.

It can thus be concluded that majority of the workers 84% feel that if pension provisions are introduced, it would amount to greater productivity as well as to healthy relationship among the workers and the management.
Q. 10 Do you agree that in the event of the closure of any factory, workers do not get their full pay and other claims, which generate hostility among the workers towards the management?

Table - 10

<table>
<thead>
<tr>
<th>S.No</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>118</td>
</tr>
<tr>
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<td>Semi-skilled</td>
<td>84</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>202</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table presents that 67% skilled and 48% semi-skilled workers have exhibited their agreement with the statement. On the other hand 1.7% skilled and 1.1% semi-skilled workers remained indifferent with the statement, while 31.3% skilled 50.9% semi-skilled workers have expressed their disagreement.

The t-value (t=0.8460) indicates that no difference is noticeable among the skilled and semi-skilled workers regarding to the statement.

Out of the total respondents 57.5% subjects have expressed their agreement with the statement, while 1.4% respondents remained indifferent, whereas 41% respondents do not agree with the statement.

It can thus be submitted that majority of the respondents
57.5% feel that in the event of closure of their factory, they do not get their full pay and other claims, which generate hostility among the workers towards the management.

Q. 11 Do you agree that the factory owners avoid the implementation of labour laws judiciously which often lead to conflict among the workers and the management?

Table - 11

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>98</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>85</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>183</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table shows that 55.7% skilled and 48.5% semi-skilled workers have exhibited their agreement with the statement, whereas 8% skilled and 2.9% semi-skilled workers remained indifferent. While 36.4% skilled and 48.6% semi-skilled workers have expressed their disagreement towards the statement.

The t-value (t=0.9326) reveals that no significant variation is visible among the skilled and semi-skilled workers with regard to the statement.

Among the total respondents 52.1% have manifested their
agreement with the statement, while 5.4% respondents remained indifferent, whereas 42.4% respondents do not approve the statement.

It can thus be inferred that majority of the respondents 52.1% have agreed with the statement that their factory owners avoid the implementation of labour laws judiciously which often lead to conflict among the workers and the management.

Q. 12 Do you feel that the leave provisions in Indian factories are very restricted which are often the causes of dissatisfaction among the workers?

<table>
<thead>
<tr>
<th>S.No</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed %</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>70</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>71</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>141</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td>0.9997</td>
</tr>
</tbody>
</table>

The above table reveals that 39.8% skilled and 40.6% semi-skilled workers are in agreement with the statement, while 2.3% skilled as well as 2.3% semi-skilled workers remained indifferent with the statement, whereas 58% skilled and 57.1% semi-skilled workers have expressed their disagreement towards the statement.

The t-value (t=0.9997) indicates that no significant difference is noticeable among the skilled and semi-skilled workers pertaining to the statement.
Among the total respondents 40.1% have shown their agreement with the statement, while 2.2% and 57.5% respondents respectively have exhibited their indifference and disagreement with the statement.

It can thus be concluded that majority of the workers 57.5% have expressed their disagreement with the statement that leave provisions in Indian factories are very restricted, which are of the causes of dissatisfaction among the workers.

Q. 13 Do you agree that the loan facilities to the workers for the marriage of their wards or construction of house etc. are not available in the factories which is one of the causes of dissatisfaction among the workers?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>99</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>127</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>226</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table exhibits that 56.3% skilled and 72.2% semi-skilled workers respectively have expressed their agreement with the statement to the statement, while 0.6% skilled and 1.7% semi-skilled workers have expressed their indifference and on the other hand 43.2% skilled and 25.7% semi-skilled workers have manifested their disagreement with the statement.
The t-value ($t=0.9024$) reveals that no significant variation is operative among the skilled and semi-skilled workers, regarding to the statement.

Among the total respondents 64.3% have expressed their agreement with the statement, while 1.1% respondents remained indifferent, whereas 34.4% respondents have expressed their disagreement with the statement.

It can thus be concluded that majority of the respondents 64.3% agree with the statement that the loan facilities for the marriage of their ward or construction of house building etc. are not available in their factories, which is one of the causes of dissatisfaction among the workers.

Q. 14 Do you feel 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 healthy relationship with the management?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>%</th>
<th>Disagreed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>125</td>
<td>71.0</td>
<td>10</td>
<td>5.7</td>
<td>41</td>
<td>23.3</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>152</td>
<td>86.9</td>
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<td>2.3</td>
<td>19</td>
<td>10.9</td>
</tr>
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<td>60</td>
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<td>t-value</td>
<td>0.9834</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above table presents that 71% skilled and 86.9% semi-skilled workers respectively have expressed their
agreement towards the statement, while 5.7% skilled and 2.3% semi-skilled workers remained indifferent. 23.3% skilled and 10.9% semi-skilled workers have manifested their disagreement with the statement.

The t-value (t=0.9834) reveals that no significant variation is noticeable among the skilled and semi-skilled workers regarding the statement.

Among the total respondents 78.9% have expressed their agreement with the statement, 3.9% have expressed their indifference, whereas 17% respondents do not agree with the statement.

It can thus be submitted that majority the workers 78.9% feel 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 healthy relationship with the management.
Q. 15 Do you notice that in the event of workers death, his 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 establishment?

<table>
<thead>
<tr>
<th>S.No</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>101</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>133</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>234</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table reveals that 57.4% skilled and 76% semi-skilled workers have manifested their agreement towards the statement, whereas 5.1% skilled and 5.7% semi-skilled workers hold their attitude of indifference, while 37.5% and 18.3% skilled and semi-skilled workers respectively have expressed their disagreement with the statement.

The t-value (t=0.8932) reveals that no significant variation is operative among the skilled and semi-skilled workers regarding the statement.

Among the total respondents 66.6% have expressed their agreement with the statement, while 5.4% respondents have
expressed their indifference with the statement, whereas 27.9% respondents have exhibited their disagreement towards the statement.

It can thus be inferred that majority of the respondents 66.6% notice that in the event of workers death, his dependents on compassionate grounds are not provided any job in the establishments, which causes the feeling of insecurity and uncertainty, amounting to lesser sincerity of workers towards their establishment.

Q. 16 Do you agree that after the death of the workers, if judicious financial assistance or job for their dependents are made compulsory by law, it may provide positive returns as far as productivity and labour-management relations are concerned?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Agreed</td>
<td>%</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>150</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>162</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>312</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table indicates that 85.2% skilled and 92.6% semi-skilled workers have manifested their agreement with the statement, while 1.1% skilled and 2.9% semi-skilled workers have exhibited their indifference towards the statement, whereas 13.6% skilled and 4.6% semi-skilled workers have expressed their disagreement with the statement.
The t-value \((t=0.9919)\) reveals no significant difference is noticeable among skilled and semi-skilled workers pertaining to the statement.

Among the total respondents 88.8% have exhibited their agreement towards the statement, while 1.9% and 9.1% respondents have expressed their indifference and disagreement respectively towards the statement.

It can thus be concluded that majority of the respondents 88.8% feel that after the death of the workers, if judicious financial assistance or job for their dependent are made compulsory, it may provide positive returns as far as productivity and labour-management relations are concerned.

**Q. 17** Do you feel that 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?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>85</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>69</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>154</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td>0.9537</td>
</tr>
</tbody>
</table>

The above table reveals that 48.3% skilled and 39.4% semi-skilled workers have manifested their agreement with the statement, while 3.4% skilled and 1.1% semi-skilled workers
respectively hold their attitude of indifference, whereas 48.3% skilled and 59.4% semi-skilled workers respectively have displayed their disagreement with the statement.

The t-value (t=0.9537) indicates that no significant variation is operative among skilled and semi-skilled workers with regard to the statement.

Among the total respondents 43.8% are in agreement with the statement, while 2.2% respondents have expressed their indifference with the statement, on the other hand 53.8% respondents do not support the statement.

It can thus be concluded that majority of the workers 53.8% have expressed their disagreement with the statement that the workers on account of profit aspects are often asked by the management to worker overtime but do not get judicious remuneration for their overtime work form the management.
Q. 18 Do you feel that on account of lesser education and inadequate salary, workers are unable to provide proper education to their children which often leads to frustration and job dissatisfaction among the workers?

Table - 18

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>137</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>137</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>274</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table presents that 77.8% skilled and 78.3% semi-skilled workers have exhibited their agreement with the statement, while 5.7% skilled and 8.6% semi-skilled workers remained indifferent with the statement, 16.5% skilled and 13.1% semi-skilled workers respectively do not favour the statement.

The t-value (t=0.9967) indicates that no significant difference is visible among the skilled and semi-skilled workers pertaining to the statement.

Among the total respondents, 78% have expressed their agreement with the statement, while 7.1% respondents remained
indifferent, whereas 14.8% respondents have expressed their disagreement with the statement.

It can thus be concluded that majority of the respondents 78% feel that on account of lesser education and inadequate salary, workers are unable to provide proper education to their children which often leads to frustration and job dissatisfaction among the workers.

Q. 19 Do you feel that the management do not carefully attend to the desired physical and socio-cultural requirements of their working setups according to the modern modules, which is amounting to lesser productivity and restricted interaction among the workers and the management?

Table - 19

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>113</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>108</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>221</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table indicates that 64.2% skilled and 61.7% semi-skilled workers have expressed their agreement towards the statement, while 10.2% skilled and 9.7% semi-skilled workers respectively have expressed their indifference, whereas 25.6% skilled and 28.6% semi-skilled workers respectively do not support the statement.
The t-value \( t=0.9966 \) manifest that no significant variation is noticeable among the skilled and semi-skilled workers with regard to the statement.

Among the total respondents 62.9% have shown their agreement with the statement, while 9.9% respondents remained indifferent, statement whereas 27% of the workers do not favour the statement.

It can thus be concluded that majority of the respondents 62.9% feel that the management do not carefully attend to the desired physical and socio-cultural requirements of their working setups according to the modern models, which is amounting to lesser productivity and restricted interaction among the workers and the management.

Q. 20 Do you feel that the promotional avenues in the factories are negligible amounting to greater psychological strain and frustration among the workers resulting in lesser productivity?

Table - 20

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>143</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>136</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>279</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td>0.9983</td>
</tr>
</tbody>
</table>

The above table exhibits that 81.3% skilled and 77.7% semi-skilled workers respectively have manifested their
agreement with the statement, while 3.4% skilled and 3.4% semi-skilled workers have exhibited their indifference, whereas 15.3% skilled and 18.9% semi-skilled workers respectively have expressed their disagreement towards the statement.

The t-value (t=0.9983) reveals that no significant difference is noticeable among the skilled and semi-skilled workers pertaining to the statement.

Among the total respondents 79.4% have expressed their agreement with the statement, while 3.4% remained indifferent, whereas 17% respondents do not support the statement.

It can thus be concluded that majority of respondents 79.4% feel that the promotional avenues in the factories are negligible amounting to greater psychological strain and frustration among the workers resulting in lesser productivity.

Q. 21 Do you observe that discriminative attitudes of the employers on the basis of caste and religion are operative in the factories affecting production as well as social relationship in the working setups adversely?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>%</th>
<th>Disagreed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>54</td>
<td>30.7</td>
<td>1</td>
<td>0.6</td>
<td>121</td>
<td>68.8</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>25</td>
<td>14.3</td>
<td>2</td>
<td>1.1</td>
<td>148</td>
<td>84.6</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>79</td>
<td>22.5</td>
<td>3</td>
<td>0.85</td>
<td>269</td>
<td>76.6</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td>0.9564</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above table presents that 30.7% skilled and 14.3% semi-skilled workers are in agreement with the statement, while
0.6% skilled and 1.1% semi-skilled workers respondents have expressed their indifference towards the statement, on other hand 68.8% skilled and 84.6% semi-skilled workers have displayed their disagreement towards the statement.

The t-value (t=0.9564) indicates that no significant variations is operative among the skilled and semi-skilled workers pertaining to the statement.

Among the total respondents 22.5% are in agreement with the statement, whereas 0.85% respondents seems to be indifferent, while 76.6% respondents have shown their disagreement with the statement.

It can thus be inferred that majority of the respondents 76.6% do not agreed 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 relationship in the working setups adversely.

Q. 22 Do you agree that favouritism often prevails among the employers as well as among the employees which tends to uneven the relationship and productivity?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>%</th>
<th>Disagreed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>81</td>
<td>46.0</td>
<td>7</td>
<td>4.0</td>
<td>88</td>
<td>50.0</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>77</td>
<td>44.0</td>
<td>3</td>
<td>1.7</td>
<td>95</td>
<td>54.3</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>158</td>
<td>45.0</td>
<td>10</td>
<td>2.8</td>
<td>183</td>
<td>52.1</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.9947</td>
<td></td>
</tr>
</tbody>
</table>

The above table presents that 46% skilled and 44% semi-skilled workers respectively have supported the statement.
while 4% skilled and 1.7% semi-skilled workers remained indifferent, on the other hand 50% skilled and 54.3% semi-skilled workers have expressed their disagreement with the statement.

The t-value (t=0.9947) indicates that no significant difference is noticeable among skilled and semi-skilled workers with regard to the statement.

Among the total respondents 45% are in agreement with the statement, whereas 2.8% remained indifferent, while 52.1% respondents do not agreed with the statement.

It can thus be concluded that majority of the respondents 52.1% do not agreed with the statement that favouritism often prevails among the employers as well as among the employees which tends to uneven the relationship and productivity.

Q. 23 Do you agree that, as a matter of policy management does not encourage workers participation in matters related to production and administration?

| Table - 23 |
|------------------|------------------|------------------|------------------|------------------|
| SNo | Category     | Agreed | % | Indifferent | % | Disagreed | % |
| 1   | Skilled      | 117    | 66.5 | 14         | 8.0 | 45       | 25.6 |
| 2   | Semi-skilled | 142    | 81.1 | 6          | 3.4 | 27       | 15.4 |
| 3   | Total        | 259    | 73.7 | 20         | 5.6 | 72       | 20.5 |
| 4   | t-value      |        |     |            |    |          | 0.9861 |

The above table indicates that 66.5% skilled workers and 81.1% semi-skilled workers respectively have displayed their
agreement towards the statement, while 8% skilled and 3.4% semi-skilled workers respectively remained indifferent, whereas 25.6% skilled and 15.4% semi-skilled workers respectively have exhibited their disagreement with the statement.

The t-value \((t=0.9861)\) reveals that no significant variation is manifested among the skilled as well as among semi-skilled workers with regard to the statement.

Among the total respondents 73.7% have shown their agreement with the statement, while 5.6% and 20.5% of the respondents have manifested their indifference and disagreement respectively.

It can thus be concluded that majority of the respondents 73.7% have expressed their agreement with the statement that as a matter of policy management does not encourage workers participation in matters related to production and administration.
Q. 24 Do you feel that if the management encourages the participation of the workers representatives in matters of administration and production policy matters it may bring some positive impact on industrial relation as well as on productivity?

Table -24

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>134</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>151</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>285</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table exhibits that 76.1% skilled and 86.3% semi-skilled workers respectively have manifested their agreement with the statement, whereas 1.1% skilled and 1.7% semi-skilled workers remained indifferent, while 22.7% skilled and 12% semi-skilled workers respectively have displayed their disagreement with the statement.

The t-value (t=0.9846) reveals that no significant variation is noticeable among the skilled and semi-skilled workers with regard to the statement.
Among the total respondents 81.1% have expressed their agreement with the statement, while 1.4% and 17.3% of the subjects respectively have expressed their indifference and disagreement with the statement.

It can thus be submitted that majority of the respondents 81.1% feel that if the management encourages the participation of the workers representatives in matters of administration and production policy matters it may bring some positive impact on industrial relation as well as on productivity.

Q. 25 Do you observe that the management offers legitimate financial and social security to workers in the event of need?

Table - 25

<table>
<thead>
<tr>
<th>S.No</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>119</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>126</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>245</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table presents that 67.6% skilled and 72% semi-skilled workers respectively have displayed their agreement towards the statement, while 1.1% skilled and 1.1% semi-skilled workers have expressed their indifference with the
statement, whereas 31.3% and 26.9% skilled and semi-skilled workers respectively do not support the statement.

The t-value (t=0.9981) indicates that no significant variation is noticeable among the skilled and semi-skilled workers pertaining to the statement.

Among the total respondents 69.8% have manifested their agreement with the statement, while 1.1% remained indifferent, whereas 29% respondents have disagreed with the above statement.

It can thus be submitted that majority of the respondents 69.8% have expressed their agreement with the statement that the management offers legitimate financial and social security to workers in the event of need.

Q. 26 Do you agree that if industrial units of our society, make provisions of recreational facilities within the campus, it may amount to better productivity and healthy relations between the labour and the management?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Total No. of Respondents 351 Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Agreed</td>
<td>%</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>145</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>139</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>284</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table presents that 82.4% skilled and 79.4%
semi-skilled workers have exhibited their agreement towards the statement, while 3.4% skilled 9.1% semi-skilled workers have expressed their indifference towards the statement, whereas 14.2% skilled and 11.4% semi-skilled workers are in disagreement with the statement.

The t-values ($t=0.9747$) reveals that no significant difference is found among the skilled and semi-skilled workers with regard to the statement.

Among the total respondents 80.9% have expressed their agreement with the statement, whereas 6.2% and 12.9% respondents have expressed their indifference and disagreement respectively towards the statement.

It can thus be inferred that majority of the respondents 80.9% think that if industrial units of our society, make provisions for recreational facilities within the campus, it may amount to better productivity and healthy relations between the labour and the management.
Q. 27  Do you agree 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?

Table - 27

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
<td>%</td>
<td>Indifferent</td>
<td>%</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>134</td>
<td>76.1</td>
<td>12</td>
<td>6.8</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>140</td>
<td>80.0</td>
<td>14</td>
<td>8.0</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>274</td>
<td>78.0</td>
<td>26</td>
<td>7.4</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above table exhibits that 76.1% skilled and 80.0% semi-skilled workers have expressed their agreement with the statement, while 6.8% skilled and 8% semi-skilled workers respectively remained indifferent, on the other hand 17% skilled and 12% semi-skilled workers respectively have expressed their disagreement with the statement.

The t-values (t=0.9821) indicates that no significant variation is noticeable among the skilled and semi-skilled workers with regard to the statement.

Among the total respondents 78% are in agreement with
the statement, while 7.4% remained indifferent, whereas 14.5% respondents do not agree with the statement.

It can thus be concluded that majority of the workers 78% 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.

Q. 28 Do you agree that industrial units of our society do not modernize their production system from time to time, hence are lagging behind in production and profits, thus are unable to pay adequately to the workers?

Table - 28

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>118</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>104</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>222</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table reveals that 67% skilled and 59.4% semi-skilled workers respectively do favour statement, while 10.8% skilled and 8.6% semi-skilled workers respectively remained indifferent, whereas 22.2% skilled and 32% semi-skilled workers have expressed their disagreement with the statement.
The t-values (t=0.9640) indicates that no significant difference is operative among the skilled and semi-skilled workers with regard to the statement.

Among the total respondents 63.2% have displayed their agreement with the statement, while 9.6% and 27% respondents have shown their indifference and disagreement respectively towards the statement.

It can thus be inferred that majority of the respondents 63.2% hold the opinion that industrial units of our society do not modernize their production system from time to time, hence are lagging behind in production and profits, thus are unable to pay adequately to the workers.

Q. 29 Do you agree that industrial workers do not encourage changes in the system of their working because of illiteracy and inexpertness even if the management wishes to introduce them, from the point of view of better productivity and profits?

<table>
<thead>
<tr>
<th>S.No</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>%</th>
<th>Disagreed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>78</td>
<td>44.3</td>
<td>8</td>
<td>4.5</td>
<td>90</td>
<td>51.1</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>55</td>
<td>31.4</td>
<td>10</td>
<td>5.7</td>
<td>110</td>
<td>62.9</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>133</td>
<td>37.8</td>
<td>18</td>
<td>5.1</td>
<td>200</td>
<td>56.9</td>
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<td>4</td>
<td>t-value</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.9862</td>
</tr>
</tbody>
</table>

The above table indicates that 44.3% skilled and 31.4% semi-skilled workers have respectively displayed their
agreement with the statement, while 4.5% skilled and 5.7% semi-skilled workers have manifested their indifference, on the other hand 51.1% skilled and 62.9% semi-skilled workers respectively have manifested their disagreement.

The t-values (t=0.9862) reveals that no significant variation is operative among the skilled and semi-skilled workers pertaining to the statement.

Among the total respondents 37.8% have expressed their agreement with the statement, while 5.1% respondents remained indifferent, whereas 56.9% respondents have expressed their disagreement with the statement.

It can thus be submitted that majority of respondents 56.9% have expressed their disagreement with the statement that industrial workers do not encourage changes in the system of their working because of illiteracy and unskilledness even if the management wishes to introduce them, from the point of view of better productivity and profits.
Q. 30 Do you feel that majority of the factory workers are not religiously committed towards their assigned jobs which amounts to lesser productivity leading to uncongenial relationship among the workers and the management?

<table>
<thead>
<tr>
<th>Table - 30</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Category</strong></td>
</tr>
<tr>
<td>Skilled</td>
</tr>
<tr>
<td>Semi-skilled</td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td><strong>T-value</strong></td>
</tr>
</tbody>
</table>

The above table indicates that 56.3% skilled and 72.2% semi-skilled workers respectively have exhibited their agreement with the statement, while 0.6% skilled and 1.7% semi-skilled workers respectively remained indifferent, whereas 43.2% skilled and 25.7% semi-skilled workers have shown their disagreement towards the statement.

The t value (t=0.8421) reveals that no significant variation is operative among skilled and semi-skilled workers with regard to the statement.

Among the total respondents 64.3% are in agreement,
while 1.1% workers remained indifferent, whereas 34.4% respondents are in disagreement with the statement.

It can thus be concluded that majority of the respondents 64.3% have expressed their agreement with the statement that the factory workers are not religiously committed towards their assigned jobs which amounts to lesser productivity leading to uncongenial relationship among the workers and the management.

Q. 31 Do you feel that occasional riots and strikes do have their adverse impact on production as well as on relationship among the workers and the management?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed  %</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>95  54.0</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>111  63.0</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>206  58.6</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table reveals that 54% skilled and 63% semi-skilled workers respectively have manifested their agreement towards the statement, while 23.3% skilled and 19.4% semi-skilled workers respectively remained indifferent, on the other hand 22.7% and 17.1% skilled and semi-skilled workers
respectively have displayed their disagreement towards the statement.

The t-value (t=0.9920) indicates that no significant difference is noticeable among skilled and semiskilled workers with regard to the statement.

Among the total respondents 58.6% have expressed their agreement with the statement, while 21.3% and 19.9% respondents have manifested their indifference and disagreement respectively with the statement.

It can thus be submitted that majority of the respondents 58.6% feel that occasional riots and strikes do have their adverse impact on production as well as on the relationship among the workers and the management.

Q. 32 Do you agree that the factory owners on account of their vested interests extend heavy financial support to political leaders and parties at the cost of workers economic welfare?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>%</th>
<th>Disagreed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>113</td>
<td>64.2</td>
<td>18</td>
<td>10.2</td>
<td>45</td>
<td>25.6</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>108</td>
<td>61.7</td>
<td>17</td>
<td>9.7</td>
<td>50</td>
<td>28.6</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>221</td>
<td>62.9</td>
<td>35</td>
<td>9.9</td>
<td>95</td>
<td>27.0</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.9619</td>
</tr>
</tbody>
</table>

The above table indicates that 64.2% skilled and 61.7% semi-skilled workers have expressed their agreement with the
statement, while 10.2% skilled and 9.7% semi-skilled workers have expressed their indifference towards the statement, whereas 25.6% and 28.6% skilled and semi-skilled workers respectively have manifested their disagreement towards the statement.

The t-value (t=0.9619) reveals that no significant variation is operative among skilled and semi-skilled workers pertaining to the statement.

Among the total responses 62.9% respondents have shown their agreement with the statement, while 9.9% have expressed their indifference, whereas 27% respondents have expressed their disagreement towards the statement.

It can thus be submitted that majority of the respondents 62.9% have expressed their agreement with the statement that the factory owners on account of their vested interests extend heavy financial support to political leaders and parties at the cost of workers economic welfare.
Q. 33  Do you notice that political leaders of the parties with their different ideologies exploit the workers and the management which adversely affect the working environment of the factories?

Table - 33

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
<td>%</td>
<td>Indifferent</td>
<td>%</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>117</td>
<td>66.5</td>
<td>7</td>
<td>4.0</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>65</td>
<td>37.1</td>
<td>6</td>
<td>3.4</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>182</td>
<td>51.8</td>
<td>13</td>
<td>3.7</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above table exhibits that 66.5% skilled and 37.1% semi-skilled workers respectively have manifested their agreement with the statement, while 4% skilled and 3.4% semi-skilled workers respectively have manifested their indifference, whereas 20.5% skilled and 59.4% semi-skilled workers respectively have shown their disagreement.

The t-value (t=0.8614) reveals that no significant variation is noticeable among skilled and semi-skilled workers pertaining to the statement.

Among the total respondents 51.8% have expressed their agreement with the statement, while 3.7% respondents have
expressed their indifference, whereas 44.4% respectively do not agreed with the statement.

It can thus be concluded that majority of the respondents 51.8% notice that political leaders of the parties with their different ideologies exploit the workers and the management which adversely affect the working environment of the factories.

Q. 34. Do you agree 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 the management amounting to lesser productivity?

<table>
<thead>
<tr>
<th>No</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>133</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>134</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>267</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table presents that 75.6% skilled and 76.6% semi-skilled workers respectively have exhibited their agreement with the statement, while 0.6% skilled and 1.1% semi-skilled workers respectively have expressed their
indifference, whereas 23.9% skilled and 22.3% semi-skilled workers respectively have expressed their disagreement with the statement.

The t-value ($t=0.9552$) reveals that no significant difference is found among the skilled and semi-skilled workers with regard to the statement.

Among the total respondents 76.0% have expressed their agreement with the statement, while 0.85% respondents remained indifferent, whereas 23.0% respondents respectively have shown their disagreement with the statement.

It can thus be submitted that majority of the respondents have expressed their agreement with the statement 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 the management amounting to lesser productivity.
Q. 35 Do you feel that if the government as a matter of industrial policy puts a ban on casual or temporary appointments of the workers in industrial units, it may have positive impact on productivity as well as on labour-management relations?

Table - 35

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
<td>%</td>
<td>Indifferent</td>
<td>%</td>
<td>Disagreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>96</td>
<td>54.5</td>
<td>24</td>
<td>13.6</td>
<td>56</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>125</td>
<td>71.4</td>
<td>15</td>
<td>8.6</td>
<td>35</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>221</td>
<td>62.9</td>
<td>39</td>
<td>11.1</td>
<td>91</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.9578</td>
</tr>
</tbody>
</table>

The above table exhibits that 54.5% skilled and 71.4% semi-skilled workers respectively have expressed their agreement towards the statement, while 13.6% skilled and 8.6% semi-skilled workers respectively have exhibited their indifference, whereas 31.8% skilled and 20% semi-skilled workers respectively have expressed their indifference and disagreement with the statement.

The t-value (t=0.9578) reveals that no significant variation is noticeable among skilled and semi-skilled workers pertaining to the statement.

Among all the respondents 62.9% have manifested their agreement with the statement, while 11.1% and 25.9% skilled and semi-skilled workers respectively have displayed their
indifference and disagreement with the statement.

It can thus be concluded that majority of the respondents 62.9% feel that if government as a matter of industrial policy puts a ban on casual or temporary appointments of the workers in industrial units, it may have positive impact on productivity as well as on labour-management relations.

**Q. 36** Do you agree that frequent change in industrial policies by the government has an adverse bearing on productivity as well as on labour-management relations?

**Table - 36**

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>83</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>72</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>155</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table presents that 47.2% skilled and 41.1% semi-skilled workers respectively have expressed their agreement with the statement, while 21% skilled and 31.4% semi-skilled workers respectively remained indifference, whereas 31.8% skilled and 27.4% semi-skilled workers
respectively have displayed their disagreement with the statement.

The t-value ($t=0.8652$) indicates that no significant difference is noticeable among skilled and semi-skilled workers pertaining to the statement.

Among the total respondents 44.1% have exhibited their agreement with the statement, while 26.2% respondents remained indifferent, on the other hand 29.6% respondents have expressed their disagreement with the statement.

It can thus be submitted that majority of the respondents 44.1% agreed with the statement that frequent change in industrial policies by the government has an adverse bearing on productivity as well as on labour-management relations.

**Q. 37** Do you feel that factory owners are more interested in obliging the concerned government officials instead of caring about workers welfare, which carries some resentment among the workers towards their management?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>%</th>
<th>Disagreed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>80</td>
<td>45.5</td>
<td>37</td>
<td>21.0</td>
<td>59</td>
<td>33.5</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>72</td>
<td>41.1</td>
<td>31</td>
<td>17.7</td>
<td>72</td>
<td>41.1</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>152</td>
<td>43.3</td>
<td>68</td>
<td>19.3</td>
<td>131</td>
<td>37.3</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.9277</td>
</tr>
</tbody>
</table>

The above table presents that 45.5% skilled and 41.1% semi-skilled workers respectively have exhibited their
agreement towards the statement, while 21% skilled and 17.7% semi-skilled workers respectively remained indifferent, whereas 33.5% skilled and 41.1% semi-skilled respondents respectively are in disagreement with the statement.

The t-value (t=0.9277) reveals that no significant difference is noticeable among the skilled and semi-skilled workers with regard to the statement.

Among the total respondents 43.3% have manifested their agreement with the statement, while 19.3% respondents remained indifferent, on the other hand 37.3% respondents have exhibited their disagreement towards the statement.

It can thus be submitted that majority of the respondents 43.3% feel that factory owners are more interested in obliging the concerned government officials instead of caring about workers welfare, which carries some resentment among the workers towards their management.
Q. 38  Do you feel that unethical relationships are sometimes operative among the workers and the managements in our industrial set ups, which often lead to conflicting situation among the workers and the management affecting productivity adversely?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>143</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>146</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>289</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table reveals that 81.3% skilled and 83.4% semi-skilled workers respectively have exhibited their agreement towards the statement, while 1.7% skilled-and 1.1% semi-skilled workers respectively remained indifferent, whereas 17% skilled and 15.4% semi-skilled workers respectively have expressed their disagreement with the statement.

The t-value (t=0.9997) indicates that no significant variation is noticeable among skilled and semi-skilled workers as regard to the statement.

Among all the respondents 82.3% have displayed their agreement with the statement, while 1.4% respondents remained indifferent, whereas 16.2% respondents do not agree with the
It can thus be concluded the majority of the respondents 82.3% have expressed their agreement with the statement that unethical relationships are sometimes operative among the workers and the management in our industrial set ups, which often lead to conflicting situation among the workers and the management affecting productivity adversely.

Q. 39 Do you observe that majority of the industrial workers are addict to some kind of intoxication which often adversely affect on work as well as on relationships with the management amounting to lesser productivity?

The above table indicates that 59.7% skilled and 58.3% semi-skilled workers respectively have manifested their agreement with the statement, while 5.1% and 4% skilled and semi-skilled workers respectively have expressed their indifference, whereas 35.2% skilled and 37.7% semi-skilled workers respectively have expressed their disagreement towards the statement.
The t-value \((t=0.9973)\) reveals that no significant difference is noticeable among skilled and semi-skilled workers with regard to the statement.

Among the total respondents 58.9% have displayed their agreement with the statement, while 4.5% and 38.4% respondents have manifested their indifference and disagreement with the statement.

It can thus be concluded that out of the total sample 58.9% respondents have observed that majority of the industrial workers are addict to some kind of intoxication which often adversely affect on work as well as on relationships with the management amounting to lesser productivity.

**Q. 40** Do you feel that the reputation of the factory produce some feeling of superiority and inferiority complexes among the workers, which often encourages them for change of factory affecting production adversely?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>%</th>
<th>Disagreed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>107</td>
<td>60.8</td>
<td>3</td>
<td>1.7</td>
<td>66</td>
<td>37.5</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>91</td>
<td>52.0</td>
<td>2</td>
<td>1.1</td>
<td>82</td>
<td>46.9</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>198</td>
<td>56.4</td>
<td>5</td>
<td>1.4</td>
<td>148</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>0.9623</td>
</tr>
</tbody>
</table>

The above table exhibits that 60.8% skilled and 52% semiskilled workers respectively have manifested their agreement with the statement, while 1.7% skilled and 1.1%
semi-skilled workers respectively remained indifferent, on the other hand 37.5% skilled and 4.69% semi-skilled workers respectively have manifested their disagreement with the statement.

The t-value ($t=0.9623$) indicates that no significant variation is operative among skilled and semi-skilled workers with regard to the statement.

Among the total respondents 56.4% have exhibited their agreement with the statement, while 1.4% and 42.1% respondents have expressed their indifference and disagreement respectively with the statement.

It can thus be submitted that majority of the workers 56.4% feel that the reputation of the factory produce some feeling of superiority and inferiority complexes among the workers which often encourage them for change of factory affecting production adversely.

Q. 41 Do you agree that management often do not concede to the judicious demands of the workers until and unless they adopt and employ pressure techniques at the displeasure of the management?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>2</th>
<th>1.1</th>
<th>Disagreed</th>
<th>102</th>
<th>58.0</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>72</td>
<td>40.9</td>
<td>2</td>
<td>1.1</td>
<td>102</td>
<td>58.0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>62</td>
<td>35.4</td>
<td>6</td>
<td>3.4</td>
<td>107</td>
<td>61.1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>134</td>
<td>38.1</td>
<td>8</td>
<td>2.2</td>
<td>209</td>
<td>59.5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above table presents that 40.9% skilled and 35.4% semiskilled workers respectively have expressed their
agreement with the statement, while 1.1% skilled and 3.4% semiskilled workers respectively remained indifferent, whereas 58% skilled and 61.1% semi-skilled workers respectively are in disagreement with the statement.

The t-value (t=0.9903) reveals that no significant difference is noticeable among the skilled and semi-skilled workers pertaining to the statement.

Among the total respondents 38.1% respondents have displayed their agreement with the statement, while 2.2% respondents have expressed their indifference, whereas 59.5% respondents have exhibited their disagreement towards the statement.

It can thus be submitted that majority of the respondents 59.5% have expressed their disagreement with the statement that management often do not concede to the judicious demands of the workers until and unless they adopt and employ pressure techniques at the displeasure of the management.
Q. 42 Do you feel that occasionally the labour leaders get their work done under the table from the management at the cost of the workers services?

<table>
<thead>
<tr>
<th>No</th>
<th>Category</th>
<th>Types of Responses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
<td>%</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>121</td>
<td>68.8</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>54</td>
<td>30.9</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>175</td>
<td>49.8</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above table reveals that 68.8% skilled and 30.9% semi-skilled workers respectively have expressed their agreement with the statement, while 1.1% skilled and 36% semi-skilled workers respectively have expressed their indifference, whereas 30.1% skilled and 33.1% semi-skilled workers respectively have expressed their disagreement towards the statement.

The t-value (t=0.8235) indicates that no significant difference is found among the skilled and semi-skilled workers with regard to the statement.

Among the total respondents 49.8% have expressed their agreement with the statement, while 18.5% hold their view of
indifference, whereas 31.6% have exhibited their disagreement towards the statement.

It can thus be concluded that majority of the respondents 49.8% feel that occasionally the labour leaders get their work done under the table from the management at the cost of the workers services.

Q. 43 Do you notice 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?

Table - 43

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
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<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>121</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>133</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>254</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table reveals that 68.8% skilled and 76% semi-skilled workers respectively have exhibited their agreement with the statement, while 1.1% skilled and 1.7% semi-skilled workers respectively remained indifferent, whereas 30.1% skilled and 22.3% semi-skilled workers respectively have exhibited their disagreement with the statement.
The t-value \( (t=0.9863) \) indicates that no significant difference is operative among the skilled and semi-skilled workers with regard to the statement.

Among the total respondents 72.3\% are in agreement with the statement, while 1.4\% respondents remained indifferent, whereas 26.2\% respondents have expressed their disagreement with the statement.

It can thus be concluded that majority of the respondents 72.3\% have notice 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.

**Q. 44** Do you feel that the working environment in the factories is not congenial to the workers, causing frustrations and strains, amounting to lesser productivity?

**Table - 44**

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Agreed</th>
<th>%</th>
<th>Indifferent</th>
<th>%</th>
<th>Disagreed</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Skilled</td>
<td>139</td>
<td>79.0</td>
<td>2</td>
<td>1.1</td>
<td>35</td>
<td>19.9</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>144</td>
<td>80.0</td>
<td>9</td>
<td>5.1</td>
<td>26</td>
<td>14.9</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>279</td>
<td>79.4</td>
<td>11</td>
<td>3.1</td>
<td>61</td>
<td>17.3</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

|               | 0.9934 |

The above table indicates that 79\% skilled and 80\% semi-
skilled workers respectively have exhibited their agreement towards statement, while 1.1% skilled and 5.1% semiskilled workers respectively remained indifferent, whereas 19.9% skilled and 14.9% semi-skilled workers respectively have displayed their disagreement with the statement.

The t-value (t=0.9934) reveals that no significant difference is noticeable among skilled and semi-skilled workers pertaining to the statement.

Among the total respondents 79.4% have expressed their agreement with the statement, whereas 3.1% respondents remained indifferent, while 17.3% respondents do not approve to the statement.

It can thus be inferred that majority of the respondents 79.4% have expressed their agreement with the statement that the working environment in the factories is not congenial to the workers, causing frustrations and strains, amounting to lesser productivity.
Q. 45  Do you agree that labour forces in industrial units are mostly rural based which on account of their improper adjustment with the urban settings often create conflicting situations between the labour and management amounting to lesser productivity?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>107</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>91</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>198</td>
</tr>
</tbody>
</table>

The above table reveals that 60.8% skilled and 52% semi-skilled workers respectively have manifested their agreement with the statement, while 1.7% skilled and 1.1% semi-skilled workers respectively have expressed their indifference, whereas 37.5% skilled and 46.9% semi-skilled workers respectively have expressed their disagreement with the statement.

The t-value (t=0.8672) indicates that no significant variation is noticeable among skilled and semi-skilled workers with regard to the statement.

Among the total respondents 56.4% respondents have expressed their agreement with the statement, while 1.4% remained indifferent, whereas 42.1% have exhibited their disagreement with the statement.
It can thus be concluded that majority of the respondents 56.4% are in agreement with the statement that labour forces in industrial units are mostly rural based which on account of their improper adjustment with the urban settings often create conflicting situations between the labour and management amounting to lesser productivity.

Q. 46 Do you feel that the family size of the workers is generally large, hence, mostly they suffer from financial strains and frustrations amounting to lesser attention towards their job assignments and productivity?

Table - 46

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>137</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>147</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>284</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table exhibits that 77.8% and 84% skilled and semi-skilled workers respectively have manifested their agreement towards the statement, while 2.3% skilled and 5.7% semi-skilled workers respectively have expressed their indifference, whereas 19.9% skilled and 10.3% semi-skilled workers respectively have expressed their disagreement with the statement.
The t-value ($t=0.9846$) reveals that no significant variation is noticeable among skilled and semi-skilled workers with regard to the statement.

Among the total respondents 80.9% have expressed their agreement with the statement, while 3.9% respondents remained indifferent, whereas 15% respondents have expressed their disagreement with the statement.

It can thus be concluded that majority of the respondents 80.9% have expressed their agreement with the statement that the family size of the workers is generally large, hence, mostly they suffer from financial strains and frustrations amounting to lesser attention towards their job assignments and productivity.

Q. 47 Do you agree that the government should impose some kind of population taxes 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?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>138</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>131</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>269</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table reveals that 78.4% skilled and 74.9%
semi-skilled workers respectively have expressed their agreement with the statement, while 5.1 skilled and 10.3% semi-skilled workers remained indifferent, whereas 16.5% skilled and 14.9% semi-skilled workers respectively have displayed their disagreement with the statement.

The t-value (t=0.9778) indicates that no significant variation is noticeable among skilled and semi-skilled workers, with regard to the statement

Among the total respondents 76.6% have expressed their agreement with the statement, while 7.6% respondents have exhibited their indifference, on the other hand 15.6% respondents do not agree with the statement.

It can thus be submitted that majority of the respondents 76.6% have expressed their agreement with statement that the government should impose some kind of population taxes 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.
Q. 48 Do you agree that factory owners in order to pay less do often engage child labour force underhand, causing to great physical and psychological strain on the children amounting to conflict and lesser productivity?

Table - 48

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agreed</td>
<td>%</td>
<td>Indifferent</td>
<td>%</td>
<td>Disagreed</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>81</td>
<td>46.0</td>
<td>6</td>
<td>3.4</td>
<td>89</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>61</td>
<td>34.9</td>
<td>8</td>
<td>4.6</td>
<td>106</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>142</td>
<td>404</td>
<td>14</td>
<td>3.9</td>
<td>195</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
<td>0.9445</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above table presents that 46% skilled and 34.9% semi-skilled workers respectively have manifested their agreement towards the statement, while 3.4% skilled and 4.6% semi-skilled workers respectively have manifested their indifference, on the other hand 50.6% skilled and 60.6% semi-skilled workers respectively have exhibited their disagreement with the statement.

The t-value ($t=0.9445$) indicates that no significant difference is operative among the skilled and semi-skilled workers with regard to the statement.

Among the total respondents 40.4% have expressed their agreement with the statement, while 3.9% respondents remained indifferent, on the other hand 55.5% respondents have
displayed their disagreement with the statement.

It can thus be inferred that majority of the respondents 55.5% do not agree with the statement that factory owners in order to pay less do often engaged child labour force underhand, causing to great physical and psychological strain on the children amounting to conflict and lesser productivity.

Q. 49 Do you think that because of expected high salary demands by the qualified technical hands, employer avoid to employ them which affect production adversely?

<table>
<thead>
<tr>
<th>Table - 49</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SN#</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>2</td>
</tr>
<tr>
<td>3</td>
</tr>
<tr>
<td>4</td>
</tr>
</tbody>
</table>

The above table reveals that 58.5% skilled and 77.1% semi-skilled workers respectively have manifested their agreement with the statement, while 8.5% and 5.1% skilled and semi-skilled workers respectively have exhibited their indifference, whereas 33% skilled and 17.7% semi-skilled workers respectively have expressed their disagreement with the statement.
The t-value \((t=0.9430)\) indicates that no significant difference is operative among the skilled and semi-skilled workers pertaining to the statement.

Among the total respondents 67.8% have exhibited their agreement with the statement, while 6.8% respondents have expressed their indifference, whereas 25.3% respondents have expressed their disagreement with the statement.

It can thus be submitted that majority of the respondents 67.8% have expressed their agreement with the statement that because of expected high salary demands by the qualified technical hands, employer avoid to employ them which affect production adversely.

Q. 50 Do you feel that the management as well as the workers are against and opposed to the policy of the government to allow other nations to enter in the area of industrial set ups in India because it would negatively affect our already established systems and employment opportunities?

<table>
<thead>
<tr>
<th>SNo</th>
<th>Category</th>
<th>Types of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Agreed</td>
<td>%</td>
</tr>
<tr>
<td>1</td>
<td>Skilled</td>
<td>118</td>
</tr>
<tr>
<td>2</td>
<td>Semi-skilled</td>
<td>104</td>
</tr>
<tr>
<td>3</td>
<td>Total</td>
<td>222</td>
</tr>
<tr>
<td>4</td>
<td>t-value</td>
<td></td>
</tr>
</tbody>
</table>

The above table indicates that 67% skilled and 59.4%
semi-skilled workers respectively have expressed their agreement towards the statement, while 10.8% and 8.6% skilled and semi-skilled workers respectively remained indifferent, on the other hand 22.2% skilled and 32% semi-skilled workers respectively have exhibited their disagreement with the statement.

The t-value (t=0.8266) reveals that no significant variation is noticeable among skilled and semi-skilled workers with regard to the statement.

Among the total respondents 63.2% have manifested their agreement with the statement, while 9.6% respondents remained indifferent, whereas 27.0% respondents have displayed their disagreement towards the statement.

It can thus be inferred that majority of the respondents 63.2% have expressed their agreement with the statement that the management as well as the workers are against and opposed to the policy of the government to allow other nations to enter in the area of industrial set ups in India because it would negatively affect our already established systems and employment opportunities.