CHAPTER – V
SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION
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It deals with summary of findings, suggestions and conclusion.

5.1 MAIN FINDINGS

The following are the main findings which are arrived from this study.

1. Besides two old paper machines, one new modern paper machine was installed during the year 2001-2002.

2. Due to installation of new machines the production was doubled i.e. during the year 1999-2000 the production was 600042 tonnes it was increased to 1,17,271 tonnes euring the year 2003-04.

3. The sales of the paper and paper products was also increased from 57,530 tonnes in the 1999-2000 to 1,16,598 tonnes.

4. The export of paper and paper products was increased from 5121 tonnes in the year 1999-2000 to 24011 tonnes in the year 2003-04.

5. Adequate training facilities are given both for workmen and executives of SPB Ltd., separately.

6. Separate training centre is located with in the factory.
7. In SPB Ltd., promotion for workmen is based on a service as well as a merit.

8. In SPB Ltd., promotion for staff as well as executives is based on seniority only.

9. Bonus is given at 9% of total yearly income of the employee who get Rs. 3500 or above as salary per month in SPB Ltd.

10. For employees whose salary is less than Rs. 3500 per month, bonus is 9% of yearly income + 20% of such 9% of yearly income.

11. For valuable suggestions cash award for each valuable suggestion is only Rs. 500 each + merit certificate.

12. Works committee, canteen maintenance committee, safety committee are constituted for the welfare of the employees.

13. An effective grievance redressel system is followed through the above such committee.

14. Educational loan to two children of his employees is given for a maximum of Rs. 10,000.

15. Residential quarters are provided to its all employees at a nominal rent ranging from Rs. 9 to 62.50 each.

16. A death relief fund is constituted. For this Rs. 5 per head is contributed by each employee and the equal amount of the
above is contributed by the company towards death relief fund for immediate relief.

17. Free uniforms (two sets) are given to its employees along with stitching charge.

18. Free transport facilities is provided by the SPB Ltd for the employees convenience.

19. An education allowance Rs.50 per month is provided to all permanent employees.

20. So, adequate and sufficient motivational factors for job satisfaction of employees are provided by the SPB Ltd.

21. Hypothesis 1 is accepted. So, there is no significant relationship between training and development in SPB Ltd and age of different sections of employees.

22. Hypothesis 2 is accepted. So, there is no significant relationship between promotion with the ages of different sections of employees.

23. Hypothesis 3 is accepted. So, there is no significant relationship between the amount of wages and the ages of different sections of employees.

24. Hypothesis 4 is rejected. So, there is a significant relationship between the financial incentives in SPB Ltd and the ages of different sections of employees in SPB Ltd.
25. Hypothesis 5 is rejected. So, there is a direct relationship between the non-financial incentives with ages of different sections of employees in the SPB Ltd. So, the employees are highly satisfied with non-financial incentives in SPB Ltd.

26. Hypothesis 6 is rejected. So, there is a significant relationship between statutory welfare measures in SPB Ltd and the ages of different sections of employees.

27. Hypothesis 7 is rejected. So, the level of satisfaction about non-statutory welfare measures in the SPB Ltd is significantly associated with the ages of different section of employees.

28. Hypothesis 8 is accepted. So, the level of satisfaction about existing employees counseling scheme in the SPB Ltd. is not significantly associated with the ages of different section of employees.

29. Hypothesis 9 is rejected. So, the level of satisfaction about committees constituted in the SPB Ltd is significantly with the ages of different section of employees.

30. Hiership is followed by the company to provide employment opportunity to the son-in-law or daughter-in-law of its employees of SPB Ltd.
5.2 SUGGESTIONS

The following are some of the suggestions to improve the motivational factors of job satisfaction in the SPB Ltd.

1. Cash award for each valuable suggestion is increased for Rs.500 to Rs.5000

2. Employee should be sent to abroad frequently for learning technological changes in paper production.

3. Educational loan to two children of its employees may be increased from Rs.10000 to Rs.20000

4. Death relief fund should be increased for Rs.5 per head to Rs.100 per head to provide immediate relief.

5. Educational allowance of Rs.50 per month to its permanent employees should be increased.

6. Under the hiership system employment opportunity may be given to the son of its employees directly.
5.3 CONCLUSION

There is a positive attitude of employees towards their working conditions because majority of the employees are satisfied with all motivational factors of job satisfaction which are adequately provide by the SPB Ltd, Erode. So, there is an effective training system followed by company. Motivational factors such as training, promotion and career development, welfare facilities, adequate wage structure, incentives and job security are provided satisfactorily by the SPB Ltd, Erode.