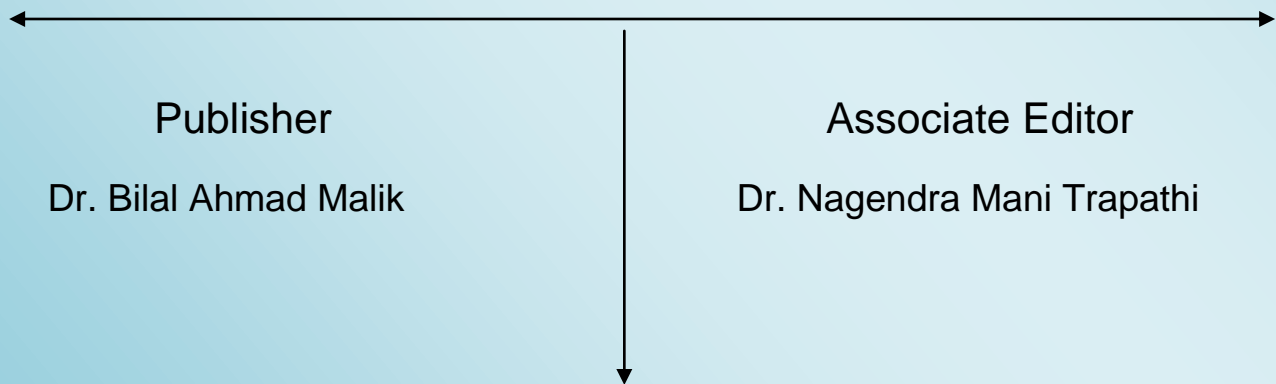


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A RESEARCH PAPER ON PROBLEMS OF SUGAR INDUSTRY WORKERS

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ABSTRACT:

Problems of workers status is an economic and sociological combined total measure of a person's work experience and of an individual's or family's economic and social position in relation to others, based on income, education, and occupation. When analyzing a family's socio-economic conditions, the household income, earners' education, and occupation are examined, as well as combined income, versus with an individual, when their own attributes are assessed.

Key words: problems, income, education, occupation.

INTRODUCTION:

The primary aim of sugar industry is to promote the welfare of the members by uplifting the economically manufacturing poor, development of locality and benefiting the people at large. Indian sugar units in Andhra Pradesh have transformed the socio-economic development of the people. Sugar industrial units, consequent to globalization, economic reforms and privatization policies, are facing competition and struggling to sustain in the new environment. Some of the challenges for poor performance are obsolete technology, poor financial performance, discriminatory government policies, high political influence, frequent changes in management, limited modernization and diversification and unprofessional management. Industrial units in the sugar industry also face the same challenges as do other organizations to create organizations to create organizational capacity to achieve desired goals. An organization performs best when all the Sugar Industry workers practices are managed well. In companies with effective Sugar Industry workers tend to be more satisfied and the companies tend to be more innovative, have greater productivity and develop a more favorable reputation in the community. Today firms are instituting HR practices aimed at gaining competitive advantage from their employees. Traditional management thinking treated Sugar Industry Workers as an administrative function. Now Sugar Industry workers are considered as a means to support an organization's strategy its plan for meeting broad goals, profitability and quality and market share²⁶. That is HR professionals are strategic partners with other managers. This implies that they use their knowledge of the business and of human resources to help the organization develop strategies and

align Sugar Industry Workers policies and practices with these strategies. Though HR professionals support for strategy varies according to their level of involvement and the nature of strategic issues include emphasis on quality and decisions about growth and efficiency.

REVIEW OF LITERATURE:

Gangadhara Rao. M. (1980)¹ in his study entitled, "Industrial relations in Indian Railways", has investigated the personnel and union - management relations with special reference to post - independence period. The study analysed trends in employees' remuneration, hours of employment, absenteeism, discipline, employees unions and leadership in Indian Railways.

Ishwar Dayal and Baldev R. Sharma'(1971)² study on "Strike of Supervisory Staff in the State Bank of India" examined industrial relations situation in the State Bank and the events preceding the strike, the reasons for the strike, and described the immediate post - strike phase and the subsequent stage reconstruction of relationships between the management and the employee's federation.

Baldev R. Sharma (1983)³ has conducted a study on "Organisational Determinants of Supervisory Management Relations in Corinthian Bank Limited." A combination of three factors namely, style of management, monetary benefits & absence of disparities was found to explain 58 percent of the variation in supervisory management relations. The said combination represented the best equation.

Menon P.K.S (1983)⁴ in his study on "Personnel Management in Banks" examined the procedures, practices and policies prevalent in personnel administration in banks in India. He identified that behind the facade of trade unionism the bullies influenced every facet of management whether it was collective bargaining, grievance procedures, disciplinary matters, departmental enquiries or employee managerial relations.

IMPORTANCE OF THE PAPER:

Sugar Industry Workers policies and practices in sugar industry, it is hoped, would help in understanding and analyzing the Sugar Industry Workers policies and practices adopted by the sugar industry under private sector. In this context, it is also hoped that there is every need to suggest improvements in the existing organizational philosophy, Sugar Industry Workers policies and practices in the industry. Such an attempt not only provides an insight and analytical background but also helps the management to evolve the suitable Sugar Industry Workers

policies in sugar industry particularly under private sector that would contribute for the development of the sugar industry. There is a need for evolving an effective Sugar Industry Workers concept, which is consistent with findings of behavioral science research. Recent studies have been attempting to find out how a human being can be stimulated in a given work situation to utilize his energies for the benefit of the industry in the changing market economy. There is an imperative need for the sugar industry to tap the potentiality of the human resource, which is available in abundance in rural areas along with other physical resource. The sugar industry is yet to develop systematic and objective oriented Sugar Industry Workers policies and practices. Again, the success of an enterprise largely depends on the efficiency skill set and commitment of its workforce, which is influenced by the organizational policies and practices. This workforce will have to be properly nurtured, motivated, rewarded and counseled to bring out the best in them. Therefore, Sugar Industry Workers which is to be more concerned with the human side of an enterprise has a major role to play for the success of any industry. Hence the need for the present study which attempts to analyze the Sugar Industry Workers policies and practices in sugar industry with special reference to the select sugar industrial units under private sector in Bidar district of Karnataka state.

SIGNIFICANCE OF THE STUDY:

The majority of workers live in inadequate conditions, and the boost in ethanol production is worrisome as it will result in even more unemployment. Many agriculturally-based Bidar district workers, particularly sugar industry workers, are presently living in very worrying conditions involving: state abandonment; lack of education and health care, poor living conditions and recreation; low salaries; and unattainable former public services that have been privatised. This means that living costs are steadily increasing, work hours are long and education is unattainable for adults and our children; young people are denied access to university because the cost per semester is exorbitantly high and sugar industry workers salaries are not sufficient to cover the payments. Health care services have been largely privatized and the entities that offer these services are interested more in increasing their profits than in serving the public community.

RESEARCH DESIGN:

The research was based on assessing socio-economic conditions of sugar industry workers in Bidar district. The design was a descriptive study which used both quantitative and qualitative tools to workers of sugar industry. The study is mainly based on the primary data. The Primary data were collected through a questionnaire consisting both open and close ended questions to 100 respondents in the study area. The study also made use of

secondary data in collecting information. The sources of the secondary data include books, internet search, articles, and journals among others on socio economic workers of sugar industry. Such as the Hindu, Vijay Karnataka, Indian Express, Kannada Prabha, ext.,

OBJECTIVES OF THE STUDY:

1. To study the socio-economic background of sugar industry workers in Bidar District
2. To know the Educational background of sugar industry workers

PROBLEMS OF WORKERS

AGE STRUCTURE OF RESPONDENTS: While studying socio-economic conditions of sugar industry workers in Bidar district, the age plays an important role in deciding status of the respondents and brings the clear picture of the age distribution of the respondents in the profession the personnel of all ages from below 25 to above 55 years were engaged in sugar industry workers in Bidar district. The distribution of respondents according to age structure chosen for the present study is presented in the table-1.

TABLE NO. 1
AGE – WISE DISTRIBUTION OF RESPONDENTS

SI. No.	Age Category	Frequency	Percentage
a	Below 25	16	16
b	26 to 35	22	22
c	36 to 45	18	18
d	46 to 55	24	24
e	Above 55	20	20
	Total	100	100

Source: Field Survey

The age wise distribution of the respondents shown in the above Table No. 1 reveals that the 16 per cent of the falls in below 25 years age group; followed by 22 per cent falls in 26 to 35 years age group; 18 per cent of the respondents falls in 36 to 45 age group 24 percent age group followed by 46 to 55 years and only 20 per cent respondents falls above 55 years of age group

GENDER WISE RESPONDENTS: It is also important to emphasize that the concept of gender is not interchangeable with women. Gender refers to both women and men, and the relations between them. Promotion of gender equality should concern and engage men as well as women. In recent years there has been a much stronger direct focus on men in research on gender perspectives. There are three main approaches taken in the increased focus on men. Firstly, the need to identify men as allies for gender equality and involve them more actively in this work. Secondly, the recognition that gender equality is not possible unless men change their attitudes and behavior in many areas, for example in relation to reproductive rights and health. And thirdly, that gender systems in place in many contexts are negative for men as well as for women creating unrealistic demands on men and requiring men to behave in narrowly defined ways. A considerable amount of interesting research is being undertaken, by both women and men, on male identities and masculinity. The increased focus on men will have significant impact on future strategies for working with gender perspectives in development. The below table below 2 reveals the gender statistics which was covered in the study area in sugar industry workers which was collected by asking name of the respondent.

TABLE NO. 2
DISTRIBUTION OF RESPONDENTS AND GENDER

Sl. No.	Gender	Frequency	Percentage
a	Male	75	75
b	Female	25	25
	Total	100	100

Source: Field Survey

The Table No. 5.2 reveals the respondents gender of 100 covered in the present study. The distribution of male respondents is cover 75 per cent followed by 25 per cent female respondents only of the total respondents 100.

EDUCATION WISE RESPONDENTS: The workers interviewed had a very low level of education. Most had only completed primary school. Of all the people interviewed. The respondents are classified on the basis of their educational background is presented in the following table 3.

TABLE-3
EDUCATION WISE RESPONDENTS

Sl.No.	Particulars	No. of Respondents	Percentage
a	Illiterate	30	30
b	Primary /High school	33	33
c	Technical (ITI / Diploma)	07	07
d	Under Graduate	18	18
e	Graduate	09	09
f	Post graduate	03	03
	Total	100	100

Source: Field Survey

From the above table 30 percent of the respondents are illiterate, 33 percent educated up to a level of primary, where as technical and ITI/Diploma 7 percent P.U.C. constitute nearly 18 percent, under graduate account for only 3 percent and post graduate. Where workers have a best educational status. As regards an almost most percentage in the category of primary/ high school.

RELIGION WISE RESPONDENTS:

In the Bidar district, the main feature of the religious system is the universal belief in the god head. It may be mentioned at outset, that Hindu, Muslim, Christian and other religious beliefs and practices have also made considerable impact of people and as to the Nature of religious sugar industry workers in Bidar district give details opinions in and the same were presented in the table 4

TABLE-4
RELIGION WISE RESPONDENTS

Sl. No.	Particulars	No. of Respondents	Percentage
a	Hindu	45	45
b	Buddhist	14	14
c	Christian	17	17
d	Muslim	16	16
e	Others (jain, sikh)	08	08
	Total	100	100

Source: Field Survey

The above table reveals that religion wise distributions of respondents in selected sugar industry predominant number 45 percent respondents belongs to Hindu 14 percent belongs to Buddhist, 17 percent belongs to

Christain, muslim belongs to 16 percent and lowest number 8 percent respondents belong to other religions (jain, sikh).

MARITAL STATUS: In every social science research the marital status of the respondents are very important which reveals socio economic and demographic profile of the study area. Since in the sugar industry workers also marital status of the respondents have also collected which is shown in the below table 5.

**TABLE NO. 5.
RESPONDENTS MARITAL STATUS**

Sl.No.	Response	Frequency	Percentage
a	Unmarried	38	38
b	Married	60	60
c	Widow	01	01
d	Separated /Divorced	1	1
	Total	100	100

Source: Field Survey

The Table No.5 reveals the marital status of the respondents which covers the unmarried, married, widow and separated divorced with total frequency of 100 respondents. The table reveals that the 38 per cent of the respondents are married followed by 60 per cent are unmarried; 01 per cent are separated /divorced and only 01 per cent respondents are widow. The table also reveals that the married respondents are more in percentage wise.

OCCUPATIONS OF THE RESPONDENTS

Sugar manufacturing industry falls in the “seasonal Industry” category as the sugar cane crushing operations are carried out for 6-7 months in a year only, depending on availability of cane in the fields from the October to June. During this period the factory remains Fully operational working in three Shifts. Production of sugar is a “continuous process” and any Stoppages for a longer period in the operation at any stage due to Breakdown of machinery at any level or non-Availability of cane at the feeding end or for any other reason affects the quality as well as quantity (Recovery of sugar from cane juice) of sugar produced A searching inquiry has been made to know the occupations of the respondents expressed their opinion from the following table 6.

TABLE-6
OCCUPATIONS OF THE RESPONDENTS

Sl. No.	Particulars	No. of Respondents	Percentage
a	Permanent workers	00	00.00
b	Seasonal permanent workers	00	00.00
c	Daily wages / contact basis	100	100.00
d	Any other	00	00.00
	TOTAL	100	100.00

Source: Field Survey

Sugar industry workers Occupational classification and show that majority of them are Seasonal permanent workers 00 percent, where as 100 percent of the respondents Daily wages / contact basis workers.

FINDINGS:

1. It is observed that age wise respondents 16 per cent of the falls in below 25 years age group; followed by 22 per cent falls in 26 to 35 years age group; 18 per cent of the respondents falls in 36 to 45 age group 24 percent age group followed by 46 to 55 years and only 20 per cent respondents falls above 55 years of age group and also gender wise respondents is cover 75 per cent followed by 25 per cent female respondents only of the total respondents 100.
2. As regarding educational wise, 33 percent illiterate educated up to a level of primary, where as technical and ITI/Deploma 7 percent P.U.C. constitute nearly 18 percent , under graduate account for only 3 percent and post graduate.
3. it is observed that 45 percent respondents belongs to Hindu religion 14 percent belongs to Buddhist, 17 percent belongs to Christain, muslim belongs to 16 percent and lowest number 8 percent respondents belong to other religions (jain, sikh).
4. according to the marital status 38 per cent of the respondents are married followed by 60 per cent are unmarried; 01 per cent are seprated /divorced and only 01 per cent respondents are widow

SUGGESTIONS:

Employees work conditions should be improved by management. Employees should take regard of workers health. The normal eight working hours should be observed and not twelve working hours as is currently done in

the sugar firms if high productivity is to be realized. Proper work facilities and protective facilities should be given to workers.

1. Respondents suggested about Company can improve the quality of work life.
2. Respondents suggested about Maintenance of Urinals is comparatively not good than other statutory welfare Measures provided by the company. It has to be implemented.
3. Workers opened that The Problems in welfare facilities should be solved

CONCLUSION:

Problems of workers is an economic and sociological combined total measure of a sugar industry workers work experience and of an individual's or family's economic and social position in relation to others, based on income, education, and occupation. When analyzing a family's SES, the household income, earners' education, and occupation are examined, as well as combined income, versus with an individual, when their own attributes are assessed. Socioeconomic status is typically broken into three categories, high Socio-economic conditions, middle and low Socio-economic conditions to describe the three areas a family or an individual may fall into. When placing a family or individual into one of these categories any or all of the three variables (income, education, and occupation) can be assessed. Additionally, low income and little education have shown to be strong predictors of a range of physical and mental health problems, ranging from respiratory viruses, arthritis, coronary disease, and schizophrenia. These may be due to environmental conditions in their workplace, or in the case of mental illnesses, may be the entire cause of that person's social predicament to begin with. Education in higher socio-economic families is typically stressed as a more important in topic in the household and local community.

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