

# Social and Economic Aspects of Labor Relations and Management Relations in NCS and KCP Sugar Industry Limited

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**Abstract:** The present study is made to analyse socio-economic aspects of respondents. Social and economic activity is mainly based on primary concern of trade unions. India has play a unique place in the history of developing nations to carry out an industrial revolution concurrently with a social revolution throughout her massive population and to conduct to process a modern, twentieth century, democratic welfare state. The present socio- economic conditions are not much encouraging. The immediate need of the economy is to arrest the ever-increasing population, unemployment and poverty are the major problems of Indian economy. Industry is a social world in miniature where an association of variety of people like employers, executives, and supervisory personnel and workmen interact and execute a relationship known as industrial relations. This association of people not only influence labour relations but also social, economic, political and moral lives of the whole community. In other words, industrial life creates a service of social relationship which regulates the relation and working of wide variety of people either directly or indirectly or both industrial relations. The main aspects of industrial relations are to maintain industrial peace and avoidance of industrial life and development of industrial democracy. In under developed countries unemployment of labours are prepared any kindsof job. Most of the labour unions are involved in political issues especially in their party control in government. Labour unions play a significant role in political party. The study is intended to analyse the socio-economic aspects of the respondents, such as category, age, technical qualification, religion, community, number of dependents, residential status, mode of conveyance and debt of the respondents which are presented in tabular form as well as graphical presentation.

**Keywords:** industrial relations.

## 1. Results

There is a significance difference between the Cadre and two type of industry i.e., the percentage of respondents in managerial cadre for NCS is significantly greater than KCP industry.

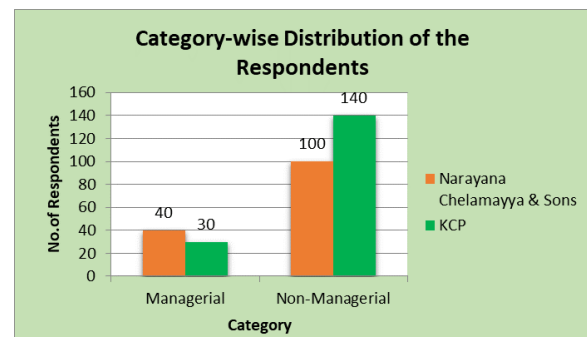


Fig. 1. Category-wise distribution of the respondents

Table 1 indicates the response regarding the statement that category-wise distribution of respondents in NCS Company Limited and KCP Company Limited respectively. It can be observed from the table that 82.35 per cent (140) of the respondents of KCP Company Limited as compared to 71.42

Table 1  
 Category-wise distribution of the respondents

S. No.	Parameters/Units	Narayana Chelamayya & Sons		KCP	
		No. of Respondents	Percentage	No. of Respondents	Percentage
1	Managerial	40	28.58	30	17.65
2	Non-Managerial	100	71.42	140	82.35
	<b>Total</b>	<b>140</b>	<b>100.00</b>	<b>170</b>	<b>100.00</b>

Chi-Sq = 5.241, DF = 1, P-Value = 0.022, Source: Compiled from the collected data

Table 2  
 Age-wise distribution of the respondents

S. No.	Age (years)	Narayana Chelamayya & Sons		KCP	
		No. of Respondents	Percentage	No. of Respondents	Percentage
1	20-30	8	5.72	0	0.00
2	31-40	26	18.57	28	16.48
3	41-50	42	30.00	84	49.41
4	51-60	64	45.71	58	34.11
	<b>Total</b>	<b>140</b>	<b>100.00</b>	<b>170</b>	<b>100.00</b>

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Table 3  
Technical qualification of the respondents

S. No.	Technical Qualification	Narayana Chelamayya & Sons		KCP	
		No. of Respondents	Percentage	No. of Respondents	Percentage
1	ITI	19	13.57	96	56.48
2	Polytechnic	63	45.00	13	7.64
3	Engineering	12	8.57	24	14.12
4	Type Writing	0	0.00	0	0.00
5	Stenography	6	4.28	7	4.11
6	Post-graduation	40	28.58	30	17.65
	<b>Total</b>	<b>140</b>	<b>100.00</b>	<b>170</b>	<b>100.00</b>

Chi-Sq = 87.877, DF = 4, P-Value = 0.000, Source: Compiled from the collected data.

Table 4  
Religion-wise distribution of the respondents

S. No.	Religion	Narayana Chelamayya & Sons		KCP	
		No. of Respondents	Percent-age	No. of Respondents	Percentage
1	Hindu	115	82.15	144	84.70
2	Christian	17	12.14	21	12.36
3	Muslim	8	5.71	5	2.94
	<b>Total</b>	<b>140</b>	<b>100.00</b>	<b>170</b>	<b>100.00</b>

Chi-Sq = 1.471, DF = 2, P-Value = 0.479, Source: Compiled from the collected data.

per cent (100) of the respondents of NCS Company Limited stated that they belong to non-managerial cadre. Similarly, 28.58 per cent (40) of the respondents of NCS Company Limited as compared to 17.65 per cent (30) of respondents of KCP Company Limited stated that they belong to managerial cadre. Hence, it can be concluded that two-thirds of the respondents of NCS and KCP Company Limited are of non-managerial cadre.

cent of KCP respondents against 30 per cent of NCS are in the age group of 41-50 as compared to 45.71 per cent of NCS Company respondents against 34.11 per cent of KCP respondents were in the age group of 51-60 years.

Educational qualification has significantly impact on type of industry as per the above Chi-square test and its corresponding significant p-value i.e., respondents with ITI background is significantly higher in KCP when compare with NCS, similarly Polytechnic qualification respondents in NCS industry is significantly greater than KCP.

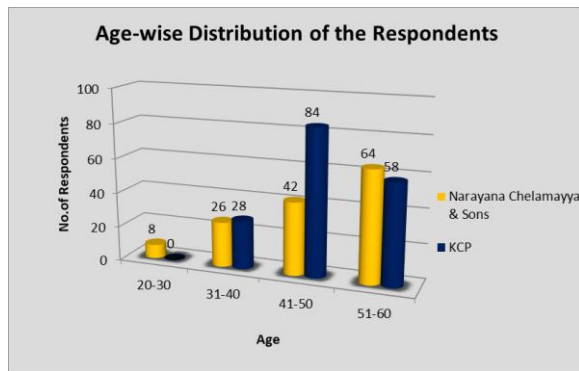


Fig. 2. Age-wise distribution of the respondents

Table 2 indicates the response regarding the statement that age-wise distribution of respondents in NCS Company Limited and KCP Company Limited respectively. It can be observed from the table that 45.71 per cent (64) of the respondents of NCS Company Limited as compared to 34.11 per cent (58) of the respondents of KCP Company Limited stated that they are in the age group of 51-60 years. Similarly, 30 per cent (42) of the respondents of NCS Company Limited as compared to 49.41 per cent (84) of the respondents of KCP Company Limited stated that they are in the age group of 41-50 years. Against the above it is to be stated that 18.57 per cent (26) of the respondents of NCS Company Limited as compared to 16.48 per cent (28) of the respondents of KCP Company Limited are in the age group of 31-40 years and similarly 5.72 per cent (8) of the respondents of NCS Company Limited stated that they are in the age group of 20-30 years.

It can be concluded from the above analysis that 49.41 per

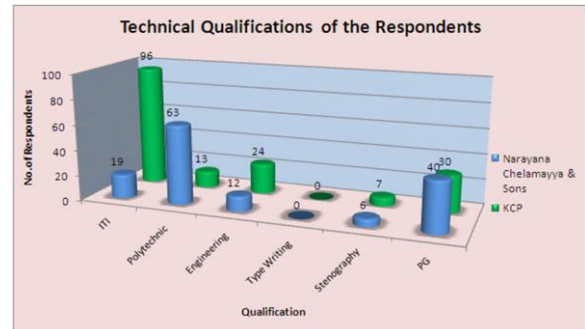


Fig. 3. Technical qualification of the respondents

Table 3 indicates the response regarding the statement technical qualification-wise distribution of respondents in NCS Company Limited and KCP Company Limited respectively. It can be observed from the table that majority 56.48 per cent (96) of respondents of KCP Company Limited as compared to 13.57 per cent (19) of respondents of NCS Company Limited stated that they possess ITI qualification. While 45 per cent (63) of respondents of NCS Company Limited as compared to 7.64 per cent (13) of respondents of KCP Company Limited stated that they possess polytechnic qualification.

Against the above 4.28 percent (6) of respondents of NCS Company Limited as compared to 4.11 percent (11) of respondents of KCP Company Limited stated that they possess stenography qualification.

From the above chi-square test and its corresponding insignificant p-value, it is depicted that religion has no impact

Table 5  
Community-wise distribution of the respondents

S. No.	Religion	Narayana Chelamayya & Sons		KCP	
		No. of Respondents	Percentage	No. of Respondents	Percentage
1	FC	37	26.42	126	74.12
2	BC	78	55.72	18	10.58
3	SC	17	12.14	21	12.36
4	ST	8	5.72	5	2.94
	<b>Total</b>	<b>140</b>	<b>100.00</b>	<b>170</b>	<b>100.00</b>

Chi-Sq = 85.102, DF = 3, P-Value = 0.000, Source: Compiled from the collected data.

Table 6  
Number of dependents of respondent's family

S. No.	No. of Dependents	Narayana Chelamayya & Sons		KCP	
		No. of Respondents	Percentage	No. of Respondents	Percentage
1	One	2	1.42	0	0.00
2	Two	10	7.15	56	32.95
3	Three	62	44.28	82	48.23
4	Four	52	37.15	32	18.82
5	Five	14	10.00	0	0.00
	<b>Total</b>	<b>140</b>	<b>100.00</b>	<b>170</b>	<b>100.00</b>

Source: Compiled from the collected data.

on type of industry at 5% level of significance.

against 2.94 percent (5) of respondents of KCP Company Limited stated that they belong to Muslim religion.

Category of religion has a significant impact on working in different industries as per the significant p-value of chi-square at 5% level.

Table 5 indicates the response regarding the statement that community-wise distribution of respondents in NCS Company Limited and KCP Company Limited respectively. It can be observed from the table that 74.12 per cent (126) of respondents of KCP Company Limited as compared to 26.42 per cent (37) of respondents of NCS Company Limited stated that they belong to forward communities followed by 55.72 per cent (78) of respondents of NCS Company Limited as compared to 10.58 per cent (18) of respondents of KCP Company Limited stated that they belong to backward community. Further followed by 12.36 per cent (21) of respondents of KCP Company Limited as compared to 12.14 per cent (17) of respondents of NCS Company Limited stated that they belong to Scheduled Caste community. Against the above, the minor per cent of 5.72 respondents (8) of NCS Company Limited against 2.94 per cent (5) of KCP Company Limited stated that they belong to scheduled tribe community.

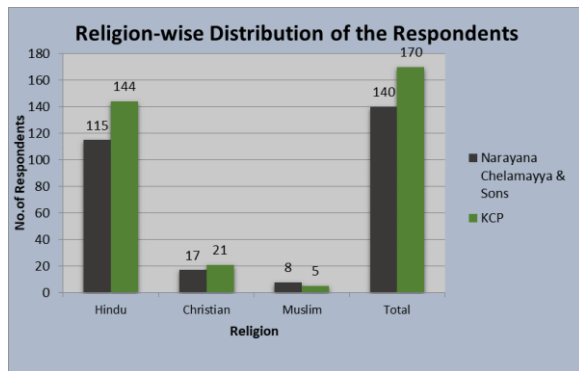


Fig. 4. Religion-wise distribution of the respondents

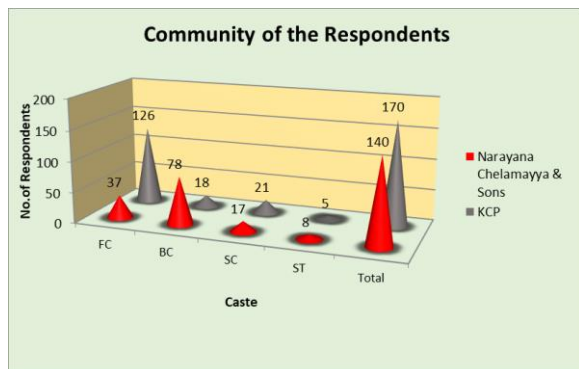


Fig. 5. Community of the respondents

Table 4 indicates the response regarding the statement that Religion-wise distribution of respondents in NCS Company Limited and KCP Company Limited respectively. It can be observed from the table that 84.70 per cent (144) of respondents of KCP Company Limited as compared to 82.15 per cent (115) of respondents of NCS Company Limited stated that they belong to Hindu religion. Similarly, 12.36 percent (21) of respondents of KCP Company Limited as compared to 12.14 per cent (17) of respondents of NCS Company Limited stated that they belong to Christian religion. Against the above minor per cent of 5.71 (8) respondents of NCS Company Limited

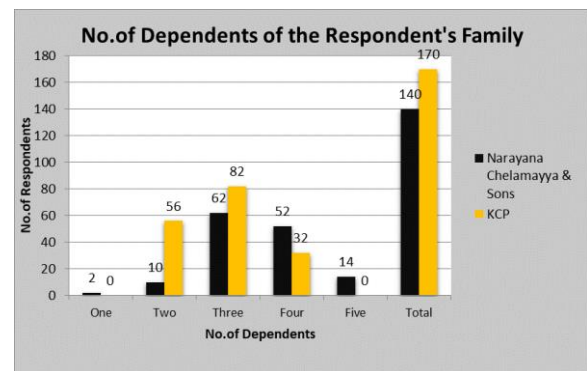


Fig. 6. Number of dependents of respondent's family

Table 6 indicates the response regarding the statement that number of dependents wise distribution of respondents in NCS Company Limited and KCP Company Limited respectively. It

Table 7  
Residential status of the respondents

S. No.	Residential Status	Narayana Chelamayya & Sons		KCP	
		No. of Respondents	Percentage	No. of Respondents	Percentage
1	Own house	97	69.28	27	15.88
2	Company Quarter	14	10.00	143	84.12
3	Rented House	29	20.72	0	0.00
4	Government Colony	0	0.00	0	0.00
	<b>Total</b>	<b>140</b>	<b>100.00</b>	<b>170</b>	<b>100.00</b>

Source: Compiled from the collected data.

Table 8  
Distance-wise distribution of the respondents

S. No.	Distance	Narayana Chelamayya & Sons		KCP	
		No. of Respondents	Percentage	No. of Respondents	Percentage
1	Below One Km	18	12.85	28	16.47
2	1 to 5 Km	48	34.29	142	83.53
3	Above 5 Km	74	52.96	0	0.00
	<b>Total</b>	<b>140</b>	<b>100.00</b>	<b>170</b>	<b>100.00</b>

Source: Compiled from the collected data.

Table 9  
Mode of conveyance-wise distribution of the respondents

S. No.	Mode of Conveyance	Narayana Chelamayya & Sons		KCP	
		No. of Respondents	Percentage	No. of Respondents	Percentage
1	By Walk	16	11.42	0	0.00
2	Cycle	64	45.72	96	56.47
3	Company Transport	0	0.00	0	0.00
4	City Bus Service	33	23.58	0	0.00
5	Moped/Scooter/ Motor Cycle	27	19.28	74	43.53
	<b>Total</b>	<b>140</b>	<b>100.00</b>	<b>170</b>	<b>100.00</b>

Source: Compiled from the collected data.

can be observed from the table that majority 48.23 per cent (82) of respondents of KCP Company Limited as compared to 44.28 per cent (62) of respondents of NCS Company Limited stated that they have three dependents. Conversely 37.15 per cent (52) of respondents of NCS Company Limited as compared to 18.82 per cent (32) of respondents of KCP Company Limited stated that they have four dependents on them followed by 10 per cent (14) of respondents of NCS Company Limited stated that they have 5 dependents. Conversely, 32.95 per cent (56) of respondents of KCP Company Limited as compared to 7.15 per cent (10) of respondents of NCS Company Limited stated that they have two dependents. Against the above, the minor per cent of 1.42 per cent (2) of respondents of NCS Company Limited stated that they have one dependent.

can be observed from the table that 84.12 per cent (143) of respondents of KCP Company Limited as compared to 10 per cent (14) of respondents of NCS Company Limited stated that they live in company quarters. Conversely, 69.28 per cent (97) of NCS Company Limited as compared to 15.88 per cent (27) of respondents of KCP Company Limited stated that they have own houses. Against the above 20.72 per cent (29) of respondents of NCS Company Limited stated that they live in rented houses.

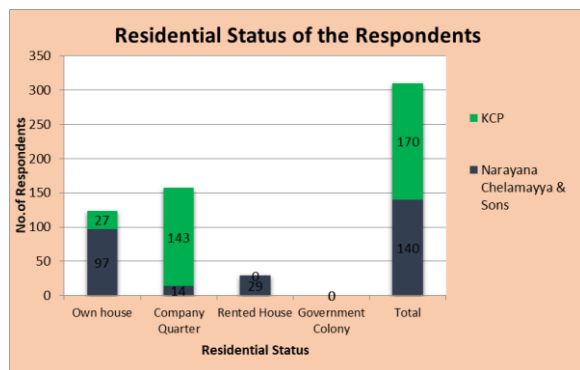


Fig. 7. Residential status of the respondents

Table 7 indicates the response regarding the statement that residential status-wise distribution of respondents in NCS Company Limited and KCP Company Limited respectively. It

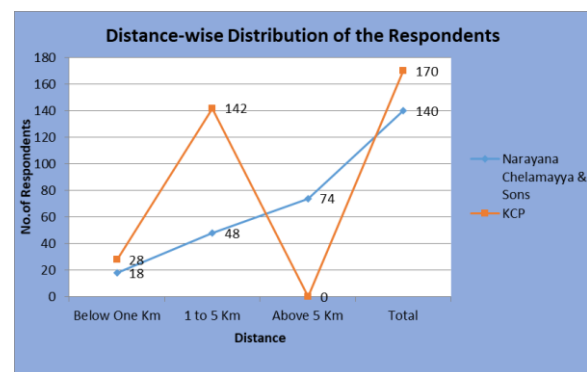


Fig. 8. Distance-wise distribution of the respondents

Table 8 indicates the response regarding the statement that distance-wise distribution of respondents in NCS Company Limited and KCP Company Limited respectively. It can be observed from the table that majority 83.53 percent (142) of respondents of KCP Company Limited as compared to 34.29 per cent (48) of respondents of NCS Company Limited stated that they are living at a distance of 1 to 5 KMs followed by 16.47 per cent (28) of respondents of KCP Company Limited

Table 10  
Debits-wise distribution of respondents

S. No.	Debit	Narayana Chelamayya & Sons		KCP	
		No. of Respondents	Percentage	No. of Respondents	Percentage
1	Yes	82	58.57	78	45.88
2	No	58	41.43	92	54.12
	<b>Total</b>	<b>140</b>	<b>100.00</b>	<b>170</b>	<b>100.00</b>

Chi-Sq = 4.950, DF = 1, P-Value = 0.026, Source: Compiled from the collected data.

as compared to 12.85 per cent (18) of respondents of NCS Company Limited stated that they are living at a distance of below one Km. Against the above 52.87 per cent (74) of respondents of NCS Company Limited stated that they are living at a distance of above 5 Km.

Table 10 indicates the response regarding the statement that debits-wise distribution of respondents in NCS Company Limited and KCP Company Limited respectively. A mixed opinion is observed regarding debt-wise position among the employees of two companies. It can be observed from the table that 58.57 per cent (82) of respondents of NCS company as compared to 45.88 per cent (78) of respondents of KCP Company Limited stated that they are indebted. Against 54.12 per cent (92) of respondents of KCP Company Limited as compared to 41.43 per cent (58) of respondents of NCS Company Limited stated that they have not been indebted.

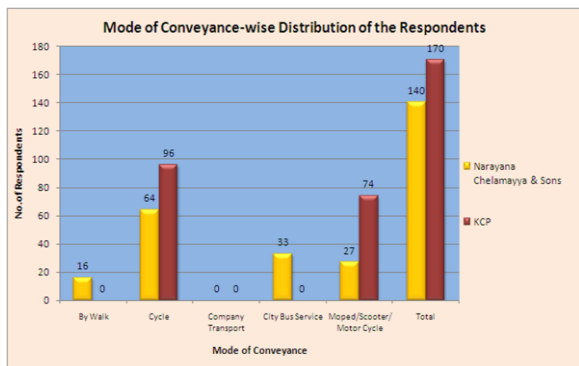


Fig. 9. Mode of conveyance-wise distribution of the respondents

Table 9 indicates the response regarding the statement of Mode of conveyance-wise distribution of respondents in NCS Company Limited and KCP Company Limited respectively. It can be observed from the table that 56.47 per cent (96) of respondents of KCP Company Limited as compared to 45.72 per cent (64) of respondents of NCS Company Limited stated that they go to the work spot by cycle. Similarly, 43.53 per cent (74) of respondents of KCP Company Limited as compared to 19.28 per cent (27) of NCS Company Limited stated that they have either moped or scooter or motor cycle for their conveyance. Against the above, 23.58 percent (33) of respondents of NCS Company Limited and 11.42 per cent of the same company stated that they go to the work spot by city service and by walk respectively. Against the above 11.42 per cent (16) of respondents of NCS Company Limited stated that they go to the work spot by walk.

## 2. Conclusion

The paper presented an analysis on the socio-economic aspects of the respondents. It is indicated that majority of the respondents 82.35 per cent of KCP Company Limited as compared to 71.42 per cent of NCS Company Limited stated Non-managerial category. The remaining is from Managerial category. Out of the respondents of age is in between 41 to 50 years, whereas another 40.77 per cent of the respondents are between 20 to 40 years of age. Majority of the respondents possesses technical qualification such as I.T.I. (70.05%), polytechnic (52.64%), Engineering (22.69%), Stenographers (8.39%) and the remaining have non-technical qualification. An overwhelming respondent hails from Hindu religion and the respondents belonging to forward community are nearly 84.70 per cent. Most of the respondents have two to three dependents. More than three-fourths of respondents are staying in company quarters in KCP Company Limited while NCS Company Limited have own houses. Most of the respondents in KCP Company Limited they live at a distance of 1-5 KM from their work place. While NCS Company Limited they are living at a distance of above 5 KM. Majority of them go by cycle and nearly 62.81 per cent have moped/scooter or motor cycles for their conveyance. Some of the respondents are indebted.

From the above chi-square value and its corresponding p-value it is conclude that NCS industries provided debits significantly greater than KCP industry at 5% level.

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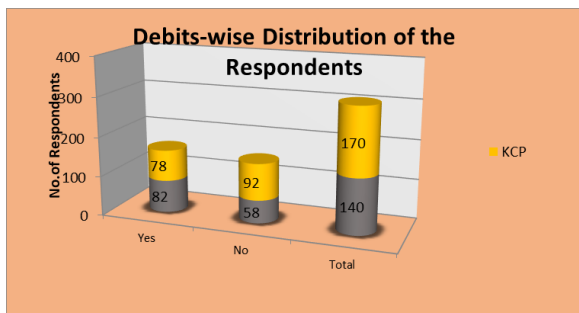


Fig. 10. Debits-wise distribution of respondents