

A Study on Socioeconomic Status and Working Conditions in Dairy Industry: With Reference To Selected Dairy Units in Andhra Pradesh

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Abstract: *What are the new challenges that the dairy industries face today, how they cope with the environment and employees, what they need in improve their situation and to realize successfully to meet the goals of the employee at work place. The main aim of the report is to study the regarding the Socioeconomic Status and working conditions. Within the report, a lot of empirical information was collected, systematized and analyzed, the main part of which is presented in this report. The received findings could be implemented in forming of Socioeconomic Status and Working Environment in the dairy industry improving the methodology for collecting statistical information by demographic profile of the respondents, as well as for designing an perception of the respondents by using the percentage methods in SPSS 17.0 and statistical tools are used for the study impact on demographic profile of the respondents. As well as by using statistical tools like Correlation and ANOVA, Cronbach Alpha Test the researcher obtains Socioeconomic Status and Working Environment in four Dairy Units.*

Key Words: *Socioeconomic Status, Working Conditions, Heritage Dairy, Thirumala Dairy, Jersey Dairy and Doldla Dairy, Andhra Pradesh.*

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I. Introduction - Working Conditions

Simply, the working conditions were terrible during the Industrial Revolution. As factories were being built, businesses were in need of workers. With a long line of people willing to work, employers could set wages as low as they wanted because people were willing to do work as long as they got paid. People worked fourteen to sixteen hours a day for six days a week. However, the majority were unskilled workers, who only received about Rs.500/- to 600/- a week. Skilled workers earned a little more, but not significantly more. Women received one-third or sometimes one-half the pay that men received. Children received even less. Owners, who were only concerned with making a profit, were satisfied because labour cost less. Factories were not the best places to work. The only light present was the sunlight that came through the windows. Machines spit out smoke and in some factories, workers came out covered in black soot by the end of the day. There were a plethora of machines with not many safety precautions. This resulted in many accidents. The workers only received a break for lunch and a break for dinner.

Labour Unions formed because workers finally wanted to put a stop to long hours with little pay. They demanded more pay and fairer treatment. They did not want children to work in factories because of the danger involved. Labour unions organized strikes and protests. These workers were willing to work, even if others were not because of unfair treatment. This lessened the effect of the labour unions since businesses had no shortage of workers. This is why most labour unions were unsuccessful. Most people lived in the "slum" as depicted in the picture to the left. Five to nine people lived in a single room which was as big as an apartment. As industrialization occurred, the middle class emerged. The middle class, skilled workers, managers, clerks, accountants, and others, had the money they needed to survive, and had money left over for other leisure goods. This extra money enabled them to live comfortably. Most moved away from the cities because they thought the "slum" was unhygienic and unpleasant. This led to the beginning of suburbs, or socially segregated neighbourhoods. However, the majority of the people living in industrialized areas lived in terrible, harsh conditions because of the lack of money and the overwhelming population.

1 GRIEVANCE: (a) Section 42 of the Industrial Relations Act 1990 provides for the preparation of draft Codes of Practice by the Labour Relations Commission for submission to the Minister, and for the making by him of an order declaring that a draft Code of Practice received by him under section 42 and scheduled to the order shall be a Code of Practice for the purposes of the said Act. (b) When preparing and agreeing this Code of

Practice the Commission consulted with the Department of Enterprise, Trade and Employment, ICTU, IBEC, the Employment Appeals Tribunal and the Health and Safety Authority and took account of the views expressed to the maximum extent possible. (c) The main purpose of this Code of Practice is to provide guidance to employers, employees and their representatives on the general principles which apply in the operation of grievance and disciplinary. **(2) Disciplinary Procedures:** The purpose of the disciplinary policy and procedure is to set and maintain standards of conduct within the university, and in doing so, ensure that all employees are treated fairly and consistently. It is designed to help and encourage all employees to achieve and maintain satisfactory standards of conduct. For newly appointed employees who are in their probationary period, the university retains the discretion to vary the procedure accordingly in respect of formal warnings, up to and including termination for a first breach of conduct rules.

3 Healthy and Safety Measures: The concept of labour welfare is necessarily dynamic and has been interpreted in different ways from country to country and from time to time and even in the same country, according to social institutions, degree of industrialization and general level of social and economic development. Labour Welfare includes under it "Such services, facilities and amenities as adequate canteens, rest and recreational facilities, sanitary and medical facilities, arrangements for the travel to and from and for the accommodation of workers employed at a distance from their homes, and such other services, amenities and social facilities including security measures as contributing to conditions under which workers are employed" Welfare activities influence the sentiments of the workers. **(4). Working Environment:** Interestingly, the workplace of today is characterized by two opposing trends. On the one hand, employees are given leeway in the way they dress and act. On the other hand, the management's tendency to micromanage has increased. Though the two are different aspects they are certainly related. The possible explanation for the increased tendency to micromanage is because of the fact that the young workers certainly do not present a picture as serious, dedicated workers in the way they dress, speak and act. The management must take an active role in not only defining the physical environment of the workplace and making it conducive for workers but also alter the management style to suit the employees. This refers to changing aspects like ethics, behaviour, commitment, professionalism, drive and interpersonal relations in employees for the better.

II. Review Of The Literature

Review of the related literature, allows the researcher to acquaint him with the findings of some of the earlier research studies and the method adopted therein. Such review of literature connected with the working conditions of the study in the dairy units. Consistent with the review of literature is presented under the following:

1. **Dr.Abdul Ghafoor Awan, (2015)** Work environment plays an important role in an organization. Most of the problems faced by employees are related to working environment. The level of productivity can be increased through developing a conducive working environment in the organization. The basic objective of this study is to measure the impact of working environment on productivity of employees. The organizations like banks and insurance companies were selected for conducting this research study. A closed ended questionnaire was developed to get feedback from target audience and different statistical methods were used to derive results from the collected data.
2. **Isabelle Schluep Campo and John Beghin (2005)ⁱ** explored and investigate Japanese dairy markets. We first provide an overview of consumer demand and how it evolved after World War II. Using historical data and econometric estimates of Japanese dairy demand, we identify economic, cultural, and demographic forces that have been shaping consumption patterns. Then we summarize the characteristics of Japanese milk production and dairy processing and policies affecting them. We next describe the import regime and trade flows in dairy products.
3. **Ramakrishnappa.V. and Jagannatha Rao. R. (2006)ⁱⁱ** opined that the dairy enterprise is an established sector in rural India and is playing a vital role in generating additional income and employment. In Karnataka, dairy development is apposite and significant as state contributes towards milk production, marketing, and processing of various dairy products in India. The microfinance programmes extended in dairy sector are helpful to take up dairy as main occupation among economically backward communities in the state.
4. **Dash. H.K., Sadangi. B.N. and Pandey. H. (2006)ⁱⁱⁱ** evaluated "Women Dairy Project - Balasore and Bharak districts of Orissa" sponsored by Ministry of Women and Child Development, Government of India in the year 2005. The Women dairy funded under STEP envisaged formation of women dairy co-operative societies and supporting the societies and members by way of creating marketing infrastructure, supplying physical inputs for dairy development and arranging training for office bearers and members. The project created a good impact on dairy sector as a whole and on cross section of beneficiaries.
5. **HasanCicek, et al. (2007)^{iv}** examined to determine the technical and socioeconomic factors that may affect the cost in dairy enterprises. In this context, the annual production records (2005-2006) of 77 dairy

enterprises running in Western Turkey were examined. Data were analyzed by using multiple regression models. Results showed that the parameters such as education of the producers, scale of the enterprise, feed consumption, feed procuring and litter size had significant effect ($P < 0.05$) on the average milk costs.

III. Methodology Of The Study

In this Research Methodology includes the Statement of Problem, Research Gap, Objectives of the study, Hypothesis of the study, and Data Collection. The researcher also described the processing of data by adopting the Statistical Tools of the study are Mean, Standard Deviation, Cronbach Alpha test, Correlation and ANOVA, and Limitations of the study.

Statement Of The Problem The Statement of the Study is stating that the Socioeconomic Status of the Respondents and Working conditions in the selected dairy units in Andhra Pradesh, a comparative statement has been under taken for this study.

Research Gap: A comprehensive review of the aforementioned literature reveals that most of the reports of surveys, committees and commissions are aimed at knowing the working conditions in the Dairy Industry. With regard to the literature collected from various research studies, it is mostly theoretical in nature and provides broad guidelines to the proposed research study. Even the research output of individual researchers is related to Working Conditions.

Objectives Of The Study:

1. To know the socio-economic profile of the respondents in the select Dairy units
2. To study the perception of the employees on working conditions in the Dairy units
3. To analyze the impact of the working conditions in the select Dairy Units of the study.
4. To offer suggestions to improve the working conditions in the Dairy Units

Hypothesis Of The Study:

1. **Null Hypothesis: Ho:** There is no significant difference in means of opinion of the socio-economic aspects and working conditions in the four dairy units.
2. **Alternate Hypothesis: H1:** There is significant difference in means of opinion of the socio-economic aspects and working conditions in the four dairy units

Data Collections: The information and data for the present study has been obtained from both the primary and secondary resources from the select the Four Dairy units of Andhra Pradesh. (A) **Primary Data:** The researcher has collected the data by distributing the questionnaire to respondents in four dairy units such as Heritage Dairy, Jersey Dairy, Dodla Dairy, and Thirumala Dairy. The data was collected through observation and interviewing the respondents. (B) **Secondary Data:** Available Books, Thesis and Dissertation, Published research studies, journals, reports, articles, research papers, etc. Data through internet source and Annual Reports of the selected Dairy. (C) **Limitations of the study (1)** the study is limited to Private Dairies in Andhra Pradesh State. Its conditions cannot be applied to the whole cooperative dairy industry at national level. (2) The tools and techniques used in the present study are not out of the verge of certain limitations of their own which also applies to the study. (3) The primary data have been collected through questionnaire from the respondents of selected dairy units in A.P. State. So there are the possibilities of errors in the opinions of the respondents which apply to the present study.

Universe and Sample Size: Simple Random sampling technique was adopted to choose the respondents from the universe in the selected dairy units under study.

Table 1 Universe and sample size: Universe: 6000 and Sample Size (5%): 300				
S#	Dairy Units	Universe	Sample (5%)	Total Sample size
1.	Heritage Dairy	1500	75	75
2.	Jersey Dairy	1500	75	75
3.	Thirumala Dairy	1500	75	75
4.	Dodla Dairy	1500	75	75
Total		6000	300	300

From the Table 1 stating that the four Dairy units of Heritage Dairy, Jersey Dairy, Thirumala Dairy and Dodla Dairy of total employees are 6000, the sample size are taken at 5% in Heritage Dairy, Jersey Dairy, Thirumala Dairy, Dodla Dairy. The filled questionnaires are collected in Heritage Dairy-75, Jersey Dairy-75, Thirumala Dairy-75, and Dodla Dairy 75.

Statistical tools for Data Analysis: For this study the researcher has used the statistical tools those are Mean, standard Deviation, Cronbach Alpha test, Correlation, ANOVA.

IV. Socio-Economic Aspects Of The Respondents

In this Statement infers socio-economic aspects the Perception of the respondents in Dairy Industry. The aspects are department, Designation, Age, Marital status, Gender, No. of Dependents, Religion, Caste, Education, Salary, Work Experience, and Residence.

Table 2 Department wise Respondents

Sl.No.	Department	Dairy Unit								Total	
		Heritage		Thirumala		Jersey		Dodla			
		F	%	F	%	F	%	F	%	F	%
1	Materials	17	22.7	17	22.7	17	22.7	27	36	78	26
2	HR	25	33.3	25	33.3	25	33.3	13	17.3	88	29.3
3	Finance	6	8	6	8	6	8	5	6.7	23	7.67
4	Production	4	5.3	4	5.3	4	5.3	4	5.3	16	5.33
5	Stores	1	1.3	1	1.3	1	1.3	2	2.7	5	1.66
6	Packaging	8	10.7	8	10.7	8	10.7	6	8	30	1
7	Accounts	9	12	9	12	9	12	9	12	36	12
8	Dispatch	5	6.7	5	6.7	5	6.7	9	12	24	8
Total		75	100	75	100	75	100	75	100	300	100

From the table 2 reveals that the Departments of the respondents in the four Dairy Units. In the Heritage, Thirumala and Jersey Dairy the Majority from HR Departments are 33.3%. In the Dodla Dairy the Materials are 36%. Only.

Table 3 Designations wise Respondents

Sl.No.	Designation	Dairy Unit								Total	
		Heritage		Thirumala		Jersey		Dodla			
		F	%	F	%	F	%	F	%	F	%
1	Asst.Mgr/Deputy Mgr	22	29.3	22	29.3	22	29.3	25	33.3	91	30.33
2	Sr.Executive/Jr.Executive	47	62.7	47	62.7	47	62.7	31	41.3	172	57.33
3	Operator	6	8	6	8	6	8	15	20	33	11
4	Asst.Front office	0	0	0	0	0	0	4	5.3	4	5.3
Total		75	100	75	100	75	100	75	100	300	100

From the table 3 reveals that the Designation of the respondents in the four Dairy Units. The total respondents for the designation wise respondents in the four dairy units are Asst. Managers/Deputy Managers are 30.3%, Sr. Executive/Jr. Executives are 57.3%, Operators are 11%, and Asst. Front offices are 5.3%.

Table 4 Age-wise Respondents

Sl.No.	Age	Dairy Unit								Total	
		Heritage		Thirumala		Jersey		Dodla			
		F	%	F	%	F	%	F	%	F	%
1	Below 30 years	20	26.7	27	36	25	33.3	14	18.7	86	28.7
2	Between 31-40 years	45	60	39	52	37	49.3	61	81.3	182	60.7
3	Between 41-50 years	10	13.3	9	12	11	14.7	0	0	30	10
4	Above 50 years	0	0	0	0	2	2.7	0	0	2	0.66
Total		75	100	75	100	75	100	75	100	300	100

From the above Table 4 Designs that the Age-wise respondents of four dairy units. In Heritage Dairy unit between 31-40 years are 60%. In Thirumala Dairy unit between 31-40 years are 52%. In Jersey Dairy unit between 31-40 years are 49.3%. In Dodla Dairy unit between 31-40 years are 81.3%.

Table 5 Gender-wise Respondents

Sl.No.	Gender	Dairy Unit									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	Male	65	86.7	65	86.7	63	84	65	86.7	258	86
2	Female	10	13.3	10	13.3	12	16	10	13.3	42	14
Total		75	100	75	100	75	100	75	100	300	100

The total respondents in the four dairy units Men respondents are 86%, women respondents are 14%.

Table 6 No of dependents for the Respondents

Sl.No.	No of Dependents	Dairy Unit									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	One	2	2.7	11	14.3	9	12	64	85.3	86	28.66
2	Two	56	74.7	29	38.7	23	30.7	4	5.3	112	37.33
3	Three	16	21.3	25	33.3	24	32	7	9.3	72	24
4	Four and above	1	1.3	10	13.3	19	25.3	0	0	30	10
Total		75	100	75	100	75	100	75	100	300	100

From above table 6 demonstrates that the No of dependents in the four dairy units. The total respondents in the four dairy units No of dependents one are 28.66%, Two dependents are 37.33%, Three dependents are 24%, Four and above dependents are 10%.

Table 7 Educational Qualification of the Respondents

Sl.No.	Educational Qualification	Dairy Unit									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	Below SSC/ITI	1	1.3	1	1.3	2	2.7	29	38.7	33	11
2	SSC/ITI	15	20	19	25.3	14	18.7	26	34.7	74	24.66
3	Inter/Diploma	15	20	8	10.7	8	10.7	8	10.7	42	14
4	Graduation/Post Graduation	44	58.7	47	62.7	51	68	12	16	154	51.33
Total		75	100	75	100	75	100	75	100	300	100

From the above table 7 demonstrates that the educational qualification of the respondents of the four dairy units. The total respondents in the four dairy units are Below SSC/ITI are 11%, SSC/ITI are 24.66%, Inter/Diploma are 14%, Graduation/post-Graduation are 51.33%.

Table 8 Salary-wise Respondents

Sl.No.	Salary	Dairy Unit									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	Below 1 lakh	37	49.3	36	48	21	28	37	49.3	131	43.66
2	2 lakh P.A	17	22.7	17	22.7	24	32	33	44	91	30.33
3	3 lakh P.A	5	6.7	5	6.7	10	13.3	4	5.3	24	8
4	4 Lakh P.A	16	21.3	17	22.7	6	8	1	1.3	40	13.33
5	5 Lakh P.A	0	0	0	0	14	18.7	0	0	14	4.67
Total		75	100	75	100	75	100	75	100	300	100

From the above table 8 states that the Salary –wise respondents in the four dairy units. The total respondent in the four dairy units Below 1 lakh salary P.A are 43.66%, 2lakhs P.A are 30.33%, 3Lakh P.A are 8%, 4Lakhs P.A are 13.33%, 5Lakh P.A are 4.67%

Table 9 Total Work Experience of the respondents

Sl.No.	Total Work Experience	Dairy Unit									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	Between 0-5 years	3	4	51	68	43	57.3	37	49.3	134	44.67
2	Between 11-20 years	55	73.3	21	28	21	28	2	2.7	99	33
3	Between 21-30 years	17	22.7	3	4	9	12	36	48	65	21.67
4	Above 30 Years	0	0	0	0	2	2.7	0	0	2	0.66
	Total	75	100	75	100	75	100	75	100	300	100

From the above 9 develops that the Total work experience of the respondents in the four dairy units. The total respondents in the four dairy units between 0-5 years are 44.67%, between 11-20 years are 33%, between 21-30 years are 21.67%, Above 30 years are 0.66%.

Table 10 Residence for the Respondents

Sl.No.	Residence	Dairy Unit									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	Own House	64	85.3	1	1.3	33	44	64	85.3	162	54
2	Company Quarters	2	2.6	53	70.7	3	4	1	1.3	59	19.67
3	Rented house	9	12	21	28	38	60	10	13.3	78	26
	Total	75	100	75	100	75	100	75	100	300	100

From the above table 10 Explains that the Residence of the respondents in the four dairy units. The total respondents in the four Dairy units had Own House are 54%, Company Quarters are 19.67%, Rented House are 26%.

V. Respondents Opinion On Working Conditions In Selectd Dairy Units Under Study

The Statement stating that the exhibits the respondents’ opinion of working conditions in Dairy Industry. The conditions under which a job is performed can be different - from those completely comfortable of those very difficult and dangerous to employees’ life and health. Difficult working conditions can be influenced by: (1) external factors that include climate - meteorological conditions, temperature, humidity, drafts, lighting in the workplace, noise and interference, gases, radiation, dust, smoke and other harmful factors; (2) subjective factors that include gender and age of the worker, fatigue, monotony, unfavourable posture during work, etc.; (3) factors related to the organization of production such as duration of the work shift, work schedule, working time, work pace, excessive strain etc.

Table 11 What is the cause of grievance in the dairy unit

Sl.No.	Opinion	Dairy Unit									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	Punishments	1	1.3	1	1.3	11	14.7	11	14.7	24	8
2	Working condition	32	42.7	29	38.7	15	20	20	26.7	96	32
3	Service matter	38	50.7	39	52	36	48	28	37.3	141	47
4	Any other aspect	4	5.3	6	8	13	17.3	16	21.3	39	13
	Total	75	100	75	100	75	100	75	100	300	100

From the above table 11 designs that the cause of grievance in the dairy unit. The total respondents in the four dairy units the respondents opine that Punishments are 8%, working conditions are 32%, service matter are 47%, and any other aspect are 13%.

Table 12 Does the Dairy unit have a code of conduct

Sl.No.	Opinion	Dairy Unit									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	Yes	69	92	73	97.3	55	73.3	62	82.7	259	86.33
2	No	6	8	2	2.6	20	26.7	13	17.3	41	13.67
Total		75	100	75	100	75	100	75	100	300	100

From the above table 12 designs that the Dairy unit have a code of conduct In the Heritage Dairy the respondents opine that Yes are 80%, No are 20%, In the Thirumala Dairy the respondents opine that Yes are 97.3%, No are 2.6%, In the Jersey Dairy the respondents opine that Yes are 73.3%, No are 26.7%, In the Dodla Dairy the respondents opine the Yes are 82.7%, No are 17.3%,

Table 13 Are the employee aware of dairy unit rules and regulations relating to discipline

Sl.No.	Opinion	Dairy Units									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	Yes	69	80	73	97.3	55	73.3	62	82.7	259	86.33
2	No	15	20	2	2.6	20	26.7	13	17.3	41	13.67
Total		75	100	75	100	75	100	75	100	300	100

From the above table 13 designs that The employee aware of dairy unit rules and regulations relating to discipline .In the Heritage Dairy the respondents opine that Yes are 92%, No are 8%, In the Thirumala Dairy the respondents opine that Yes are 98.6%, No are 1.3%, In the Jersey Dairy the respondents opine that Yes are 93.3%, No are 6.7%, In the Dodla Dairy the respondents opine that Yes are 86.7%, No are 13.3%. The total respondents in the four dairy units that the responded said yes is 86.33% No are 13.67%.

Table 14 what is the expectation for the advancement in the Dairy unit

Sl.No.	Opinion	Dairy Units									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	Congenial work environment	1	1.3	1	1.3	11	14.7	8	10.7	21	7
2	Healthy working conditions	42	56	43	57.3	39	52	34	45.3	158	52.66
3	Fair promotions and Transfer	7	9.3	6	8	6	8	15	20	34	11.33
4	Culture of team work	23	30.7	22	29.3	14	18.7	15	20	74	24.66
5	Communication	2	2.7	3	4	5	6.7	3	4	13	4.33
Total		75	100	75	100	75	100	75	100	300	100

From the above table 14 designs that **the expectation for the advancement in the Dairy unit** . The total respondents in the four dairy units the responded that Congenial work environment are 7%, Healthy working conditions are 52.66%, Fair Promotions and Transfer are 11.3%, Culture of team are 24.66%, Communication are 4.33%.

Table 15 How does the employee administer the welfare and safety measures

Sl.No.	Opinion	Dairy Unit									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	As per statutory provisions	16	21.3	5	6.6	30	40	16	21.3	67	22.33
2	As per the insistence of unions	24	32	30	40	19	25.3	24	32	97	32.33
3	As per need and requirement of the operation	2	2.7	2	2.7	8	10.7	12	16	24	8
4	After detailed discussion and review of the cause of accident in the shop council and after involvement of union for selection of welfare items	24	32	23	30.7	8	10.7	10	13.3	65	21.67
5	Management takes its own decision and participative for have no say	9	12	15	20	10	13.3	13	17.3	47	15.67
Total		75	100	75	100	75	100	75	100	300	100

From the above table 15 designs that **how do the employee administer the welfare and safety measures**. The total respondents in the four dairy units the responded that As per statutory provisions are 22.33%, As per the insistence of unions are 32.33%, As per need and requirement of the operation are 8%, After detailed discussion and review of the cause of accident in the shop council and after involvement of union for selection of welfare items are 21.67%, Management takes its own decision and participative for have no say are 15.67%.

Table 16 How the employee satisfied with the working environment

Sl.No.	Opinion	Dairy Unit									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	Very Much Dissatisfied	1	1.3	1	1.3	2	2.7	2	2.7	6	5
2	Dissatisfied	5	6.7	2	2.7	6	8	4	5.3	17	5.67
3	Satisfied to some extent	35	46.7	17	22.7	37	49.3	8	10.7	97	32.33
4	Satisfied	34	45.3	45	60	27	36	47	62.7	153	51
5	Very Much satisfied	0	0	10	13.3	3	4	14	18.7	27	9
Total		75	100	75	100	75	100	75	100	300	100

From the above table 16 design that **How the employee satisfied with the working environment**. The total respondents in the four dairy units the responded that very much dissatisfied are 5%, Dissatisfied are 5.67%, satisfied to some extent are 32.33%, satisfied are 51%, very Much satisfied are 9%.

Table 17 What is the overall opinion on the HRM practices in the Dairy Unit

Sl.No.	Opinion	Dairy Unit									
		Heritage		Thirumala		Jersey		Dodla		Total	
		F	%	F	%	F	%	F	%	F	%
1	Excellent	1	1.3	1	1.3	2	2.7	2	2.7	6	2
2	Very Good	2	2.7	20	26.7	10	13.3	10	13.3	42	14
3	Good	59	78.7	48	64	45	60	45	60	197	65.66
4	Average	13	17.3	5	6.7	18	24	18	24	54	18
5	Poor	0	0	1	1.3	0	0	0	0	1	0.33
Total		75	100	75	100	75	100	75	100	300	100

From the above table 17 designs that the overall opinion on the HRM practices in the Dairy Unit. The total respondents in the four dairy units the responded that Excellent are 2%, Very good are 14%, Good are 65.66%, Average are 18%, Poor are 0.33%.

VI. Data Analysis And Interpretation

The Present entitled Data Analysis and Interpretation is an attempt to analyse the respondents’ responses by adopting the statistical tools of Mean, Standard Deviation, Cronbach alpha, ANOVA, Correlation.

Impact of working conditions in the Four Dairy Units: India is a very big country with a population of different and diverse backgrounds. Any organization will have a combination of various parts of the country. The value system of the people of India is rapidly changing due to rapid changes in the education system, technology and marketing conditions. Thus, it is felt to dehumanize the society due to very high aspirations and ambitions of the people. Today, Cooperative movement faces a number of challenges like lack of internal resources and poor mobilization of external resources, in adequate infrastructure, apathy of members towards management, lack of accountability, increasing sickness, dormancy, low level professionalism, excessive government control, political interference, dominance of vested interests over the management, lack of human resources development, education and training.

Table 18 Cronbach Alpha Table for the Four Dairy units

Cronbach alpha	HERITAGE	THIRUMALA	JERSEY	DODLA
No of items -61	0.86	0.76	0.867	0.764

The Number of items are taken for the study 61 with the parameters of Manpower planning, Human Resource Development, Compensation and Employee Welfare Measures and Working conditions. For the four dairy units of Andhra Pradesh Heritage value is 0.860, Thirumala is 0.760, Jersey is 0.867 and Dodla is 0.764. The value of four dairy units is above 0.87 so it proves the reliability is very strong for the four dairy units.

Table 19 ANOVA Table for HERITAGE AND THIRUMALA FOR WORKING CONDITIONS

		HERITAGE					THIRUMALA				
		Sum of Squares	df	Mean Square	F	Sig.	Sum of Squares	df	Mean Square	F	Sig.
Q55	Between Groups	0.11	2	0.055	0.124	0.884	0.353	2	0.176	0.419	0.659
	Within Groups	32.076	72	0.446			30.314	72	0.421		
	Total	32.187	74				30.667	74			
Q56	Between Groups	0.819	2	0.41	2.118	0.128	0.285	2	0.143	0.766	0.469
	Within Groups	13.927	72	0.193			13.395	72	0.186		
	Total	14.747	74				13.68	74			
Q57	Between Groups	0.222	2	0.111	1.802	0.172	0.067	2	0.034	1.252	0.292
	Within Groups	4.444	72	0.062			1.933	72	0.027		
	Total	4.667	74				2	74			
Q58	Between Groups	1.251	2	0.625	0.589	0.557	4.558	2	2.279	2.261	0.112
	Within Groups	76.429	72	1.062			72.588	72	1.008		
	Total	77.68	74				77.147	74			
Q59	Between Groups	0.622	2	0.311	0.15	0.861	11.088	2	5.544	3.194	0.047
	Within Groups	149.378	72	2.075			124.992	72	1.736		
	Total	150	74				136.08	74			
Q60	Between Groups	0.534	2	0.267	0.5	0.609	2.322	2	1.161	2.14	0.125
	Within Groups	38.453	72	0.534			39.064	72	0.543		
	Total	38.987	74				41.387	74			
Q61	Between Groups	0.131	2	0.065	0.204	0.816	1.087	2	0.543	1.353	0.265
	Within Groups	23.016	72	0.32			28.913	72	0.402		
	Total	23.147	74				30	74			

- 1) There is the cause of grievance in the Heritage Dairy for the employee the significant value is (0.0884) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Thirumala Dairy the significant value is (0.659) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees.
- 2) The Heritage Dairy has a code of conduct the significant value is (0.128) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Thirumala Dairy the significant value is (0.469) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees
- 3) Aware of Heritage Dairy unit rules and regulations relating to the discipline for the employee the significant value is (0.172) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Thirumala Dairy the significant value is (0.292) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees
- 4) The expectation of the advancement in Heritage Dairy unit for the employee the significant value is (0.557) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Thirumala Dairy the significant value is (0.112) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees.
- 5) The Heritage dairy unit administer the welfare and safety measures the significant value is (0.861) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Thirumala Dairy the significant value is (0.047) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees.
- 6) The heritage dairy Employees are satisfied with the working environment the significant value is (0.609) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Thirumala Dairy the

significant value is (0.125) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees.

- 7) The employee overall opinion of HRM practices in heritage dairy are satisfied with the significant value is (0.816) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Thirumala Dairy the significant value is (0.265) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees

Table 20 ANOVA Table for JERSEY AND DODLA FOR WORKING CONDITIONS

		JERSEY DAIRY					DODLA DAIRY				
		Sum of Squares	Df	Mean Square	F	Sig.	Sum of Squares	df	Mean Square	F	Sig.
Q55	Between Groups	2.491	3	0.83	0.954	0.42	1.609	2	0.804	0.793	0.456
	Within Groups	61.829	71	0.871			73.058	72	1.015		
	Total	64.32	74				74.667	74			
Q56	Between Groups	1.688	3	0.563	1.971	0.126	0.178	2	0.089	0.347	0.708
	Within Groups	20.259	71	0.285			18.409	72	0.256		
	Total	21.947	74				18.587	74			
Q57	Between Groups	0.84	3	0.28	1.042	0.38	0.754	2	0.377	0.689	0.506
	Within Groups	19.08	71	0.269			39.432	72	0.548		
	Total	19.92	74				40.187	74			
Q58	Between Groups	2.328	3	0.776	0.571	0.636	8.6	2	4.3	4.231	0.018
	Within Groups	96.419	71	1.358			73.186	72	1.016		
	Total	98.747	74				81.787	74			
Q59	Between Groups	3.48	3	1.16	0.553	0.648	6.564	2	3.282	1.711	0.188
	Within Groups	148.84	71	2.096			138.103	72	1.918		
	Total	152.32	74				144.667	74			
Q60	Between Groups	2.002	3	0.667	1.078	0.364	1.364	2	0.682	0.913	0.406
	Within Groups	43.945	71	0.619			53.783	72	0.747		
	Total	45.947	74				55.147	74			
Q61	Between Groups	0.416	3	0.139	0.278	0.841	27.092	2	13.546	1.922	0.154
	Within Groups	35.371	71	0.498			507.574	72	7.05		
	Total	35.787	74				534.667	74			

- 1) There is the cause of grievance in the Jersey Dairy for the employee the significant value is (0.420) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Dodla Dairy the significant value is (0.456) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees.
- 2) The Jersey Dairy has a code of conduct the significant value is (0.128) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Dodla Dairy the significant value is (0.708) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees
- 3) Aware of Jersey Dairy unit rules and regulations relating to the discipline for the employee the significant value is (0.380) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Thirumala Dairy the significant value is (0.506) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees
- 4) The expectation of the advancement in Jersey Dairy unit for the employee the significant value is (0.636) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Dodla Dairy the significant value is (0.018) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees

- 5) The Jersey dairy unit administer the welfare and safety measures the significant value is (0.648) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Dodla Dairy the significant value is (0.188) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees.
- 6) The Jersey dairy Employees are satisfied with the working environment the significant value is (0.364) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Dodla Dairy the significant value is (0.406) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees.
- 7) The employee overall opinion of HRM practices in Jersey dairy Employees are satisfied with the significant value is (0.841) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Working conditions and Years of experience In the Dodla Dairy the significant value is (0.154) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees

		HERITAGE							THIRUMALA						
		Q55	Q56	Q57	Q58	Q59	Q60	Q61	Q55	Q56	Q57	Q58	Q59	Q60	Q61
Q55	Pearson Correlation	1	-0.029	0.158	0.131	-0.017	0.162	.378**	1	0.146	0.128	-0.219	0.031	-0.047	-0.099
	Sig. (2-tailed)		0.806	0.176	0.262	0.883	0.164	0.001		0.21	0.275	0.059	0.792	0.69	0.399
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75
Q56	Pearson Correlation	-0.029	1	0.225	.269**	0.204	0.021	.412**	0.146	1	0.191	-0.121	-0.02	-.447**	-.326**
	Sig. (2-tailed)	0.806		0.052	0.019	0.079	0.861	0	0.21		0.1	0.302	0.862	0	0.004
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75
Q57	Pearson Correlation	0.158	0.225	1	0.2	0.189	0.203	.340**	0.128	0.191	1	-0.081	-0.182	-0.22	-.258**
	Sig. (2-tailed)	0.176	0.052		0.086	0.104	0.081	0.003	0.275	0.1		0.492	0.118	0.058	0.025
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75
Q58	Pearson Correlation	0.131	.269**	0.2	1	0.189	.350**	.258**	-0.219	-0.121	-0.081	1	0.017	0.139	-0.008
	Sig. (2-tailed)	0.262	0.019	0.086		0.104	0.002	0.026	0.059	0.302	0.492		0.886	0.236	0.944
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75
Q59	Pearson Correlation	-0.017	0.204	0.189	0.189	1	0.173	.231	0.031	-0.02	-0.182	0.017	1	0.017	0.194
	Sig. (2-tailed)	0.883	0.079	0.104	0.104		0.139	0.046	0.792	0.862	0.118	0.886		0.888	0.095
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75
Q60	Pearson Correlation	0.162	0.021	0.203	.350**	0.173	1	0.107	-0.047	-.447**	-0.22	0.139	0.017	1	-.420**
	Sig. (2-tailed)	0.164	0.861	0.081	0.002	0.139		0.359	0.69	0	0.058	0.236	0.888		0
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75
Q61	Pearson Correlation	.378**	.412**	.340**	.258**	.231	0.107	1	-0.099	.326**	-.258**	-0.008	0.194	-.420**	1
	Sig. (2-tailed)	0.001	0	0.003	0.026	0.046	0.359		0.399	0.004	0.025	0.944	0.095	0	
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75

There is positive correlation between the Cause of grievance and opinion of HRM practices in the Heritage Dairy at Pearson correlation value of (0.378) and the significant value is (0.000) the null hypothesis is rejected there is significant relationship between the working conditions and Heritage Dairy. In Thirumala Dairy there is positive correlation for the Cause of grievance and opinion of HRM practices at Pearson correlation value of (0.146) and the significant value (0.000) the null hypothesis is rejected there is significant relationship between working conditions and Thirumala dairy.

Table22 Correlation Table for Working conditions in JERSEY and DODLA DAIRY UNITS

		JERSEY							DODLA						
		Q55	Q56	Q57	Q58	Q59	Q60	Q61	Q55	Q56	Q57	Q58	Q59	Q60	Q61
Q55	Pearson Correlation	1	-.363**	-.0171	0.19	-.145	-.196	0.193	1	0.116	-.268	-.375**	0.013	0.036	-.299**
	Sig. (2-tailed)		0.001	0.142	0.102	0.216	0.092	0.096		0.32	0.02	0.001	0.913	0.757	0.009
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75
Q56	Pearson Correlation	-.363**	1	0.011	-.229	0.115	-.002	-.079	0.116	1	-.039	0.056	0.159	-.353**	-.005
	Sig. (2-tailed)	0.001		0.922	0.048	0.327	0.989	0.498	0.32		0.743	0.633	0.172	0.002	0.964
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75
Q57	Pearson Correlation	-.0171	0.011	1	-.306**	0.02	-.157	-.055	-.268	-.039	1	-.395**	0.224	-.424**	0.026
	Sig. (2-tailed)	0.142	0.922		0.008	0.863	0.178	0.637	0.02	0.743		0	0.054	0	0.822
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75
Q58	Pearson Correlation	0.19	-.229	-.306**	1	0.211	-.069	0.134	-.375**	0.056	-.395**	1	0.021	-.401**	-.270
	Sig. (2-tailed)	0.102	0.048	0.008		0.07	0.556	0.251	0.001	0.633	0		0.859	0	0.019
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75
Q59	Pearson Correlation	-.145	0.115	0.02	0.211	1	-.112	-.072	0.013	0.159	0.224	0.021	1	-.057	-.134
	Sig. (2-tailed)	0.216	0.327	0.863	0.07		0.339	0.542	0.913	0.172	0.054	0.859		0.624	0.251
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75
Q60	Pearson Correlation	-.196	-.002	-.157	-.069	-.112	1	0.068	0.036	-.353**	-.424**	-.401**	-.057	1	-.033
	Sig. (2-tailed)	0.092	0.989	0.178	0.556	0.339		0.56	0.757	0.002	0	0	0.624		0.776
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75
Q61	Pearson Correlation	0.193	-.079	-.055	0.134	-.072	0.068	1	-.299**	-.005	0.026	-.270	-.134	-.033	1
	Sig. (2-tailed)	0.096	0.498	0.637	0.251	0.542	0.56		0.009	0.964	0.822	0.019	0.251	0.776	
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75

There is a positive correlation between the Cause of grievance and opinion of HRM practices in the Jersey Dairy at Pearson correlation value of (0.193) and the significant value is (0.000) the null hypothesis is rejected there is a significant relationship between the working conditions and Jersey Dairy. In Dodla Dairy there a is positive correlation for the Cause of grievance and opinion of HRM practices at Pearson correlation value of (0.375) and the significant value (0.000) the null hypothesis is rejected there is significant relationship between working conditions and Dodla dairy

Table 23. Descriptive Statistics for the four Dairy units of HERITAGE, THIRUMALA, JERSEY AND DODLA

	N	HERITAGE		THIRUMALA		JERSEY		DODLA	
		Mean	Std. Deviation	Mean	Std. Deviation	Mean	Std. Deviation	Mean	Std. Deviation
WORKING CONDITIONS									
Q55-What is the cause of grievance in the dairy unit	75	2.6667	0.64375	2.5867	0.65951	2.68	0.9323	2.6667	1.00449
Q56- Does the Dairy unit have a code of conduct	75	1.24	0.42996	1.1733	0.44641	1.3067	0.54459	1.2133	0.50117
Q57- Is the employee aware of the dairy unit rules and regulations relating to the discipline	75	1	0.1644	0.9333	0.25112	1.12	0.51883	1.2533	0.73693
Q58-What is the expectation for the advancement in the Dairy Unit	75	2.7733	1.02104	2.76	1.02456	2.5067	1.15517	2.6133	1.0513
Q59- How does the employee administer the welfare and safety Measures	75	3.16	1.35607	2.8	1.42374	2.32	1.4347	2.7333	1.3982
Q60- Has the employee satisfied for the working environment	75	3.8133	0.74785	3.3467	0.72584	3.3067	0.78797	3.8933	0.86326
Q61- What is the overall opinion of HRM Practices in the Dairy unit Valid N (list wise)	75	2.8	0.63671	3.1067	0.55928	3.0533	0.69542	3.5333	2.68798

TESTING OF HYPOTHESIS: The study was conducted on A Study on Socioeconomic Status and Working Conditions in Dairy Industry: With Reference To Selected Dairy Units of Andhra Pradesh: A Comparative Study.” Hence this study was examined on Working Conditions by using the statistical tools of Mean Standard

Deviation Correlation, ANOVA are used. But for testing of Hypothesis the researcher has used the correlation and ANOVA for the socioeconomic status and working conditions

Ho: Null Hypothesis- There is no significant difference in the means of opinion of the Socio-economic factors and working conditions in four Dairy Units of Heritage, Thirumala, Jersey and Dodla Units

H₁: Alternate Hypothesis- There is a significant difference in the means of opinion of the Socio-economic factors and working conditions in four Dairy Units of Heritage, Thirumala, Jersey and Dodla Units.

It proves that there is no significant difference in means of opinion of the respondents of socio-economic aspects and working conditions in Dairy Units.

VII. Findings And Suggestions

The researcher made an attempt to summarize the inferences of the findings which are drawn from the primary data findings.

- 1) 50.7% of the respondents in Heritage Dairy said that their service matter is cause of grievance, 60% of the respondents in Jersey Dairy said that their service matter with cause of grievance, 65.3% of the respondents in Thirumala Dairy said that their service matter with cause of grievance, 58.6% of the respondents in Dodla Dairy said that their service matter with cause of grievance.
- 2) 80% of the respondents in Heritage Dairy said that they have code of conduct, 97.3% of the respondents in Jersey Dairy said that they have code of conduct, 73.7% of the respondents in Thirumala Dairy said that they have code of conduct, and 82.7% of the respondents in Dodla Dairy said that they have code of conduct. 3) 92% of the respondents in Heritage Dairy are aware of rules and regulations relating to the discipline, 97.3% of the respondents in Jersey Dairy are aware of rules and regulations relating to the discipline, 73.3% of the respondents in Thirumala Dairy are aware of rules and regulations relating to the discipline, 82.7% of the respondents in Dodla Dairy are aware of rules and regulations relating to the discipline.
- 3) 56% of the respondents in Heritage Dairy expectation of advancement for healthy working conditions in the dairy unit, 57.3% of the respondents in Jersey Dairy expectation of advancement healthy working conditions in the dairy unit, 52% of the respondents in Thirumala Dairy expectation of advancement healthy working conditions in the dairy unit, 45.3% of the respondents in Dodla Dairy expectation of advancement healthy working conditions in the dairy unit.
- 4) 32% of the respondents in Heritage Dairy said that their administer the welfare and safety measures as per the insistence of unions, 40% of the respondents in Jersey Dairy said that their administer the welfare and safety measures as per the insistence of unions, 25.3% of the respondents in Thirumala Dairy said that their administer the welfare and safety measures as per the insistence of unions, 32% of the respondents in Dodla Dairy said that their administer the welfare and safety measures as per the insistence of unions.
- 5) 45.3% of the respondents in Heritage Dairy are satisfied with the working environment, 73.3% of the respondents in Jersey Dairy are satisfied with the working environment, 40% of the respondents in Thirumala Dairy are satisfied with the working environment, 80.4% of the respondents in Dodla Dairy are satisfied with the working environment.
- 6) 82.7% of the respondents in Heritage Dairy said that the HRM Practices were good, 92% of the respondents in Thirumala Dairy said that the HRM Practices were good, 76 % of the respondents in Jersey Dairy said that the HRM Practices were good, 76% of the respondents in Dodla Dairy said that the HRM Practices were good,

VIII. Suggestions:

- 1) The Dairy unit should conduct the meetings frequently to the employees to know about the Policies and Procedures in the Dairy industry. 2) The objectives, goals and activities of the dairy units and the category of the job have motivated the employees, revealing the commitment of the employees towards the principles of dairy unit and the organizations and hence the department should exploit this factor to the benefit of the organization and betterment of the employees. 3) The rewards given to the employees towards the efforts put-forth by them have been found quite low and hence the dairy units in the A.P will have to adopt suitable reward system to motivate the employees to work better. Rewards should be extended to cover job security and other benefits in the form of recognition such as certificates, valuable others like housing and rent loans that have the potential to be cherished by employees. 4) For new staff, the employer may want to have monthly meetings followed with a review at the end of the probationary period. Plan to hold meetings at a time when the workload is not at a peak. 5) Termination and voluntary turnover was high in the case where managers hired walk-ins with no ties to incumbent employees thus indicating that social capital was critical to employee retention. Employees create value for their dairy unit when they recruit and recommend other individuals with strong work ethics for employment.

IX. Conclusion

The study on socioeconomic status and working conditions in the four dairy units have been carried out by evaluating the employees based on the demographic characteristics. The employees were motivated based on different factors at different levels. The levels of job satisfaction of the employees due to different factors like pay package, benefits were found that the employees were satisfied at different levels. The employees have given inconsistent responses to these due to the less popularity of these measures. The promotional avenue giving job satisfaction was found that the top level employees had good avenues, but the assistant manager, senior executives felt that they did not have many avenues to come up. More variables were given job satisfaction through interpersonal relations, job environment, working condition, salary and benefits at different levels.

X. Scope For Future Research

The present study on socioeconomic status and working conditions in the four dairy units and its impact on performance of dairy units in A.P, were based on the opinions of managerial 300 employees only. In the course of the study it was observed that there is a lot of potentiality for future research in the area of cooperatives on (a) the type of the leadership. (b) The commitment of the members to the principles cooperation.

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