









Adequate employees' representation is given in wage agreement	.000	.000	.003		<b>.130</b>	.018	.003	.077	.040	<b>.143</b>	.005	.000
Organization enhances DA based on the increasing cost of living.	.053	.010	.002	.130		.003	.003	.003	.000	.000	.014	.000
Night shift allowance in the company is quite reasonable	.002	.043	.009	.018	.003		.000	.000	.000	.000	.000	.001
Organization provides sufficient washing allowance.	.002	.000	.010	.003	.003	.000		.002	.000	.000	.000	.000
Organization provides sufficient conveyance and transport allowance/ facility.	.000	.003	.045	.077	.003	.000	.002		.002	.000	.012	.000
The method of wage payment in the organization is quite reasonable.	.000	.039	.047	.040	.000	.000	.000	.002		.000	.002	.000
Organization over time compensation is as per norms.	.000	.000	.000	.143	.000	.000	.000	.000	.000		.007	.000
The incentive scheme in the organization is quite fair.	.005	<b>.126</b>	.000	.005	.014	.000	.000	.012	.002	.007		.000
Compensation system in the organization keeps up morale of employees.	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	

The table 5.6 shows the communalities before and after extraction. As we know that the communality is the proportion of common variance within a variable. Principal component analysis works on the initial assumption that all variance is common; therefore before extraction the communalities are all 1. In effect, all of the variance associated with a variable is assumed to be common variance. Once factors have been extracted, we have a better idea of how much variance is, in reality, common. The table shows that 66% of the variance associated with question1 is common or shared, variance. Another way to look at these communalities is in terms of the proportion of variance explained by the underlying factors. As most of the researcher indicates that the communalities value should be 0.4 and more for the factor analysis. The table 5.6 indicates that the data is suitable for the factor analysis.

**Table 5.6: Communalities**

Wage and Salary Administration Parameters or Questions	Initial	Extraction
Organization remunerates proportionate to employee work and ability.	1.000	.664
Fair wage payment is main motivating factor to employee	1.000	.373
The wage agreements take place from time to time.	1.000	.733
Adequate employees' representation is given in wage agreement	1.000	.640
Organization enhances DA based on the increasing cost of living.	1.000	.315
Night shift allowance in the company is quite reasonable	1.000	.420
Organization provides sufficient washing allowance.	1.000	.323
Organization provides sufficient conveyance and transport allowance/ facility.	1.000	.326
The method of wage payment in the organization is quite reasonable.	1.000	.503
Organization over time compensation is as per norms.	1.000	.510
The incentive scheme in the organization is quite fair.	1.000	.329
Compensation system in the organization keeps up morale of employees.	1.000	.429

Extraction Method: Principal Component Analysis.

The table 5.7 indicates the total variance explained for the research. Initially we have considered twelve no of attributes/parameters for the research but this table indicates the number of factors for attribute will be four. These attributes are identified whose Eigen values are more than one. The first parameters whose variance is 27.08% as compared to 9.624%, 9.033% for parameter -2 and parameter-3. These three parameters are explained 46.34% variance as a whole.

**Table 5.7: Total Variance Explained**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.325	27.708	27.708	3.325	27.708	27.708
2	1.155	9.624	37.332	1.155	9.624	37.332
3	1.084	9.033	46.364	1.084	9.033	46.364
4	.998	8.317	54.681			
5	.876	7.297	61.978			
6	.825	6.875	68.853			
7	.777	6.472	75.325			
8	.746	6.216	81.541			
9	.646	5.381	86.922			
10	.609	5.079	92.001			
11	.537	4.477	96.478			
12	.423	3.522	100.000			

Extraction Method: Principal Component Analysis.

We are tried to extract the factors which can be considered and so some information is lost. The retained factors cannot explain all of the variance presents in the data but they can explain some. The amount of variance in each variable that can be explained by the retained factors is represented by the communalities after extraction. However we requested that all loading less than 0.4 be suppressed in the output and the final factors are mentioned through table 5.8

**Table 5.8: Factors of Wage salary administration of Visakhapatnam district**

Factor-1	Factor-2	Factor-3
The method of wage payment in the organization is quite reasonable	Organization remunerate proportionate to employees work and ability	The wage agreement take place time to time

The table 5.8 indicates that the Visakhapatnam jute industry employees are concerned about the these factors i.e The method of wage payment in the organization is quite reasonable, Organization remunerate proportionate to employees work and ability and the wage agreement take place time to time.

Similar type of test has been carried out for social security measure for seven parameters i.e the job in the organization is secure, job security make more commitment and loyalty towards the organization, organization gives more importance to employees health, in accident including fatal accident the employees are adequately compensated, organization provides sickness and maternity benefits, the medical facility is quite good, organization provides death benefit assistance. Initial the data set is tested through reliability test whose value is .575 which indicate that the data are valid, adequate and reliable for further analysis.

Factor-1	Factor-2
Organization provides sickness and maternity benefits.	Job security makes more commitment and loyal to the organization

The employees' views and opinions on various aspects on Welfare facilities measures in the Jute industry in Post Liberalization in North Coastal Andhra Pradesh have been elicited and discussed. Seven parameters are taken for measuring the social security measures in respect of which the employees' opinions are collected on a five-point scale and compare with the help of weighted averages and overall weighted averages which are given below tables. Also analyze the opinions by parameter wise using descriptive statistics and factor analysis.

Initially the data set is analyzed through descriptive statistics. Here the researcher have tried to analyze through Mean, Standard deviation and Skewness of the statistical tools. The researcher have taken seven parameters ie Organization welfare facilities will influence the good industrial relations, Rest rooms, lunchrooms, washing facilities and drying & storing clothes facilities provided are quite good, Organization provides sitting facilities for standing workers., Organization arranges first aid boxes and ambulance facility, Organization provides hygienic food items in the canteen. Organization provides purifying drinking water facility, Organization is very much concerned about employee well-being. The mean standard error is less than 0.05 which indicates that the researcher have taken sufficient care for data collection. The standard deviation for all the attributes are around 0.8 which shows that employee are still sufficient variation in their answer which can be analyzed. The skewness statistics is almost negative except the attribute "organization provides death benefit assistance". The skewness statistics indicates that employees are more disagree in their opinion of attributes. Through factor analysis we have tested KMO value and the data value is 0.912, which falls into the range of being superb. The factor shows only one components through rotated matrix, which indicate that all the parameters are useful for the employee's point of view.

## 7. Conclusion

The members of the industrial relations are employees, employer, trade unions and government. For harmonious industrial relations these four play a significant role. These four are independent as well as interlinked and interdependent also. Jute industry is an employee intensive industry. The organization sustainability is depending on the good industrial relations, According to the detailed study and survey, here the researcher give some suggestions to the Employees, Employers, Trade unions and Governments to improve the Industrial relations. They are as follows: the organization should provide sickness and maternity benefit to their employees, job security makes more commitment and loyal to the organization, The method of wage payment in the organization is quite reasonable, organization remunerate proportionate to employees work and ability, the wage agreement take place time to time.

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