Socio-Economic Background of the Employees in MSN Laboratories Hyderabad

Prof. Dara Sheaba Rani[1], Guntupalli Sri Ranjitha[2], Kundeti Venkatarattaiah[3]

1. Professor, Department of Commerce and Management Studies, Andhra University, Visakhapatnam.

2. Full Time Research Scholar, Department of Commerce and Management Studies, Andhra University, Visakhapatnam.

3. Full Time Research Scholar, Department of Commerce and Management Studies, Andhra University, Visakhapatnam.

Postal address: 1.Department of Commerce and Management Studies, Andhra University, Visakhapatnam. Andhra Pradesh-530003, India. E-mail:

prof_sheabarani@yahoo.co.in, mobile no: +91 9440037473.

2. Department of Commerce and Management Studies, Andhra University, Visakhapatnam. Andhra Pradesh-530003, India.

3. Department of Commerce and Management Studies, Andhra University, Visakhapatnam. Andhra Pradesh-530003, India.

ABSTRACT

At the outset an attempt is made in this paper to discuss the socio-economic background of 380 respondents in Manne Satyanarayana Reddy Laboratories. The study reveals that a vast majority of 86.6 per cent of the respondents are belonging to the age group of 20-39 years. A whopping majority of 79.2 per cent of them are Hindus. The education list is topped by the M.Pharmacy and P.G holders with 72.4 per cent. About 47.9 per cent of the respondents are migrants. The respondents' adequate opinion on family financial position is 47.6 per cent. It is to be noted that the respondents are spending more money on food consumption followed by shelter and clothing. About 51.3 per cent of them are residing in rented houses and 42 per cent of the sample respondents are having own houses. The study found that about 55 per cent of the respondents took loan from different sources to meet their day to day necessities.

Key words: Socio-Economic Hindus M.Pharamacy Family Financial position Food House Loan

INTRODUCTION

The MSN Group is one of the fastest growing manufacturers of Active Pharmaceutical Ingredients (APIs) and finished dosages in India. Established in the year 2003, MSN Group comprises of eight API manufacturing plants (including one for Oncology). Three among them are finished dosage facility (including one for Oncology) and dedicated to R&D Center for Contract Research and Manufacturing Services (CRAMS) located in Hyderabad. The plants are ISO 9001-2000 certified and approved by WHO: GMP, EU: GMP and USFDA. The company's manufacturing units are designed to confirm the principles of quality, safety and sound environment.

It has very efficient system driven supply chain management and a highly responsive customer relationship management team (by michael mosley). In fact, it is the youngest pharmaceutical company in the world to have SAP for all it's commercial operations. It guarantees competitive edge to it's customers because of it's absolute cost efficiency and aggressive product development. MSN group seeks to explore and develop more strategic areas to diligently pursue new opportunities and effectively transmit ethically consistent and truthful image of their products.

OBJECTIVE

1. To study the socio-economic background of the employees in MSN Laboratories.

RESEARCH METHODOLOGY

The present study was carried out in MSN Laboratories, Hyderabad selecting 380 employees working in different departments of the company. The data for the study was collected both from

primary and secondary sources. Primary data was collected from selected employees with the help of an exhaustive schedule. Questionnaire covered the data about the socio-economic background of the respondents which includes A. Personal data, B. House hold composition, C. Migratory character, D. House hold income and expenditure and E. Assets and liabilities. The collected information were processed and formed into different tables. The descriptive analysis has been mainly used to specify the consolidated opinion of the respondents on various questions in the questionnaire. Secondary data was collected from the various sources like published books, journals, bulletins, internet etc. The libraries of Andhra University are immensely used for the collection of secondary data.

RESULTS AND DISCUSSION

A. PERSONAL DATA

1. Age of the respondents

Age has influence on one's own life. As age advances maturity of an individual increases. The attitude, mental makeup and the behavior pattern of a person varies with advancement in the age[1].

Table No.1: Age of the respondents

Age	Frequency	Per cent
20 to 29	157	41.3
30 to 39	172	45.3
40 to 49	51	13.4
Total	380	100.0

Table no.1 depicts the age of the sample respondents. It is clear from the table that on the whole as many as 172 respondents (45.3%) out of the total sample of 380 are found to be in between the age group of 30-39 years followed by157 respondents (41.3%) are in the age group of 20-29 years. About 51 respondents (13.4%) are recorded in the age group of 40-49 years.

The above table concludes that a vast majority of 86.6 per cent of the respondents are belonging to the age group of 20-39 years. This is perhaps the effective age to concentrate and participate more in production process of goods and services. In other words the sample respondents are young and energetic and contributing for higher productivity.

2. Gender wise classification

Gender is one of the influencing production factors of goods and services. Gender can be considered as a social and cultural construct that differentiates females from males and thus defines the ways in which females and males interact with each other. These roles and expectations are learned and they can change over time as well as vary within and between cultures[2].

Table No.2: Distribution of the respondents by gender

Gender	Frequency	Per cent
Male	335	88.2
Female	45	11.8
Total	380	100.0

It is observed from table no. 2 that a whopping majority of 88.2 per cent of the total sample respondents is males and 11.8 per cent of them are females.
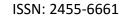
It can be observed from the table that women participation in MSN organization is lower than males. In India, it is the fact that women participation rate in the total work force is less compared to males. It is because women are treated as secondary and unskilled workers in the Indian traditional society. On the other hand most of the elders are not allowing women to do job outside due to insecurity. It is suggested to the government to encourage women employment by strictly observing women reservation in private sector.

3. Religious status of the respondents

Religion is a cultural system of behaviors and practices, world views, sacred texts, holy places, ethics, and societal organization that relate humanity to what an anthropologist has called 'an order of existence'[3]. Different religions may or may not contain various elements, ranging from the 'divine'[4], 'sacred things'[5], 'faith'[6], a 'supernatural being or supernatural beings'[7] such as angels, or '… some sort of intimacy and transcendence that will provide norms and power for the rest of life'[8].

Table No.3: Religious status of the respondents

Religion	Frequency	Per cent
Hindu	301	79.2
Muslim	21	5.5
Christian	34	9.0
Others	24	6.3

Total	380	100.0

Table no.3 furnishes the religious status of the respondents. A majority of 79.2 per cent of the total sample respondents are belonging to Hindu religion followed by Christian 9 per cent, others 6.3 per cent, Muslims 5.5 per cent.

It is interesting to note that according to 2011 censes[9] the predominant Hindu population in Andhra Pradesh is 79.2 per cent which is co-in siding with the Hindu religion percentage79.2 of total sample respondents selected for the study.

4. Caste of the respondents

Caste is a form of social stratification characterized by endogamy, hereditary transmission of a lifestyle which often includes an occupation, status in a hierarchy and customary social interaction and exclusion based on cultural notions of superiority[10 & 11]. Its paradigmatic ethnographic example is the division of Indian society into rigid social groups, with roots in India's ancient history and persisting until today[12].

Table No.4: **Caste of the respondents**

Caste	Frequency	Per cent
SC	28	7.4
ST	29	7.6
BC	85	22.4
OC	238	62.6
Total	380	100.0

Table no. 4 reveals about the caste of the respondents. Out of 380 total sample respondents about 62.6 per cent of them are belonging to open category community followed by 22.4 per cent backward class, 7.4 per cent schedule caste and 7.6 per cent of the respondents belonging to schedule tribe community.

It can be observed from the table that a majority of 62.6 per cent of the respondents are belonging to OC community which is higher than the normal per cent of 50 per cent prescribed by the government to OC community. It is suggested to the government authorities to strictly follow the reservation quota in private sector.

5. Marital status of the respondents

Marriage is a very important event in the life of a women and men .Marriage as a social and biological necessity was given sanctity even in the vedic period .In the epics, marriage is a prelude to life of the greatest importance i.e. domestic life ,gradually became an important and obligatory sacrament[13].

Table No.5: Marital status

Marital status	Frequency	Per cent
Unmarried	123	32.4
Married	257	67.6
Total	380	100.0

Table no.5 gives a picture about the marital status of the selected respondents. It is observed from the table that a highest majority of 67.6 per cent of the total sample respondents is married and the remaining 32.4 per cent of the respondents are unmarried.

As per the data presented in the above table, it may be concluded that the majority of the respondents are married in MSN laboratories. The employer is giving preferences to the married people because of their work experience and patience. At the same time, they may have some commitments and thus, they can concentrate more in discharging their duties.

6. Educational background of the respondents

Education plays an important role in determining one's socio-economic status in the entire society[14]. It should be noted that education is a pre—requisite for progress and development of an individual.

Table No.6: Educational background of the respondents

Educational background	Frequency	Per cent
B. Pharmacy& Degree	71	18.7
M. Pharmacy& PG	275	72.4
P.G &Technical	34	8.9
Total	380	100.0

Table no.6 shows the picture of educational background of the selected respondents. The table shows that all the respondents are literates. A whooping majority of 72.4 per cent of the total respondents are having M.Pharmacy & PG degree, 18.7 per cent of them are B.Pharmacy & degree holders and 8.9 per cent of the respondents possessing technical qualification.

It may be concluded that all the respondents are educated. Education gives knowledge to the respondents to perform their duties more efficiently and effectively.

B. HOUSEHOLD COMPOSITION

7. Number of children

Size of the family determines the life style of the family. Optimum size of the family reduce stress and pressure on the breadwinner and it is possible to provide nutrition food, better education, comforts, etc. to their family members.

Table No.7: Number of children

Number of children	Frequency	Per cent
Nil or N/A	145	38.2
One	84	22.1
Two	126	33.1
Three	25	6.6
Total	380	100.0

Number of children of the respondents is described in table no.7. It is noticed that 38.2 per cent of the total sample respondents are not having children followed by 33.1 per cent of them having two children, 22.1 per cent of the respondents are having one child and 6.6 per cent of them are having three children.

It is found from the researcher observation that majority of the respondents were aware of the effect of large size family and its impact on life style. As such they are shedding traditional and superstitious beliefs and adopting modern ways like family planning and other medical techniques to have concise family.

8. Size of the family

A family is made up of people related by blood, marriage or law (formal or social). Family size is a significant factor in child development. Children of large families have a greater opportunity to learn cooperation at an early age than children of smaller families as they must learn to get along with siblings.

Children in small families receive a greater amount of individual attention and tend to be comfortable around adults at an early age. Researchers have found that only children are often loners and have the lowest need for affiliation. They tend to have high IQs and are successful academically. However, only children have also been found to have more psychological problems than children from larger families[15].

Table No.8: Size of the family

Total number of family members	Frequency	Per cent
1 to 3	104	27.4
4 to 6	272	71.6
7 to 9	1	.3
10 and above	3	.7
Total	380	100.0

Size of the family of the respondents is revealed in table no.8. it is observed that 71.6 per cent of the total sample families are having 4-6 members and 27.4 per cent of the families possessing 1-3 members, a negligible per cent of 0.3 and 0.7 are having 7-9 and 10 and above members in their family.

The table concludes that almost all the respondents are following family planning to have small family.

9. Number of dependents

It is noticed that generally, non-working group of old, young, very young, mentally and physically handicapped, women who are confined to house are treated as dependent population. Person who relies on someone else for support and qualifies as a taxpayer's dependent. Normally a child or grandchild, or a non-working spouse, parent, grandparent, brother, sister, uncle, aunt, niece, or nephew may be claimed as a dependent. It is the fact that more number of dependents lead to reduce the standard of living, education and other conditions of the family.

Table No.9: Number of dependents

Number of dependents	Frequency	Per cent
Nil	94	24.7
1 to 3	215	56.6
4 to 6	70	18.4
7 to 9	1	0.3
Total	380	100.0

Table no.9 deals with the number of dependent members of the selected respondents. It is found from the study that out of 380 sample respondents about 56.6 per cent families are having 1-3 dependents. On the other hand 24.7 per cent families are not having dependent population. About 18.4 per cent of the families are having 4-6 dependents and 0.3 per cent of them are having 7-9 members.

It is clear from the table that the dependents are fewer in number. It may be due to the small size families with one or two children seen in the selected sample respondents.

10. Respondents family structure

The traditional family structure is considered as a family support system involving two married individuals providing care and stability for their biological offspring[16]. From times immemorial the joint family system consisting of parents and children, along with grandparents, grand children, aunts or uncles, cousins etc., has been the most important structural unit of Indian society .Notably, its structural features have relatively remained unchanged. In the present day society, however, the traditional joint family system is breaking up and a new type of family organization that is nuclear family is coming up with father, mother and dependent children.

Table No.10: Family structure

Family structure	Frequency	Per cent
Single	255	67.1
Joint	125	32.9
Total	380	100.0

The family structure of the respondents is depicted in table no.10. A vast majority of 67.1 per cent of the respondents are residing in nuclear family system where as the remaining 32.9 per cent are in joint family system. The predominance of nuclear family system is observed in the present study.

C. MIGRATORY CHARACTER

11. Migratory status of the respondents

Migration means the movement of people one place to another. Migration includes people who move for different reasons across different spaces. The reasons for migration can be divided into two main aspects, the so-called "push" and "pull" factors. Push factors are those in their old place which force people to move. Pull factors are factors in the target country which encourage people to move[17].

Table No.11: Migratory status of the respondents

Migration	Frequency	Per cent
Yes	182	47.9
No	198	52.1
Total	380	100.0

Table no.11 describes the migratory status of the sample respondents. The total number of migrants is 182 respondents equaling to 47.9 per cent and non-migrants are equal to 52.1 per cent.

From the above table it may be concluded that non-migrants are more than the migrants.

12. Nature of migration

Table No.12: Nature of migration

Type of migration	Frequency	Per cent
Single	49	26.9
Family	133	73.1
Total	182	100.0

It is further found from the table no.12 that about a vast majority of 73.1 per cent of the total sample respondents migrated with family and single by 26.9 per cent of the respondents.

It may be concluded that 133 respondents out of 182 sample respondents have migrated with their family members to the city because of some causes like low salaries, nursing of the children, due to some personal quarrels between the family members, lack of job opportunities at their native place made the respondents to migrate with family.

13. Purpose of migration

Table No.13: Purpose of migration

Purpose of migration	Frequency	Per cent
In search of livelihood	9	4.9
Shifting of parents	11	6.1
Shifting of own family	26	14.3
Social problems at native place	19	10.4

Lucrative salary	79	43.4
For children education	16	8.8
Lack of job opportunities in native place	22	12.1
Total	182	100.0

The purpose of migration is classified into seven categories which are described in table no.13. It is observed from the table that a majority 43.4 per cent of the sample respondents were migrated for low salaries at their native place followed by 14.3 per cent for shifting of own family, 12.1 per cent for lack of job opportunities in the native place, and 10.4 per cent for social problems at native place. About 8.8 per cent of the respondents migrated for children education, 6.1 per cent of them migrated for shifting of parents and 4.9 per cent of them migrated in search of livelihood.

It may be concluded that low salary at their native place is playing dominant role in migration of the respondents. Unfortunately, social problems like untouchability, ill treatment etc., at native place also caused for shifting of families to other areas. In this context it is suggested that effective and strong efforts of government should be needed and implemented to abolish the social evils.

D. HOUSEHOLD INCOME AND EXPENDITURE

14. Average house hold income per annum

Table No.14: Average household income per annum

Income	n	Mean	

			SD
Respondent	380	340826.84	223971.18
Husband's / Wife's	8	250000	NA
Other family members	17	325000	NA

The above table no.14 depicts the average household income of the respondents per annum with the corresponding Mean and Standard Deviation. The Mean value of the annual income of the respondents is 340826.84 and Standard Deviation is 223971.18. Regarding husband or wife's income, the Mean value is 250000 and Mean value for other family members income is 325000.

15. Opinion on family financial position

Financial position of the respondents depends on the nature of employment, earning members in the family and other sources of non-wage income etc.

Table No.15: Respondents opinion on family financial position

Opinion	Frequency	Per cent
Adequate	181	47.6
Comfortable	163	42.9
Inadequate	26	6.8
No opinion	10	2.7
Total	380	100.0

The distribution of respondent's opinion on family financial position is furnished in table no.15. According to the table a majority of 47.6 per cent of the total sample respondent's financial position is adequate. About 42.9 per cent of the respondents felt that their financial position is comfortable (moderate) level and 6.8 per cent of them expressed inadequate position.

According to the study it is concluded that the financial position of majority of the respondents is adequate and at comfortable level.

16. Average house hold expenditure of the respondents

Table No.16: Average household expenditure

Expenditure	n	Mean	SD
Food	380	9656.84	10195.83
Clothing	321	4400.31	4727.34
Shelter	234	9291.45	11498.37
Medical & Health	212	2499.53	2013.17
Self & Children education	207	6120.77	4723.87
Entertainment	378	2610.85	2318.56
Religious & Social functions	360	1726.94	1674.19
Others	269	2970.26	2312.98

Table no.16 reveals the average household expenditure of the respondents. It is noticed that the respondents are spending more money on food consumption with Mean value of 9646.84 and Standard Deviation value of 10195.83, next to shelter Mean value is 9291.45 and Standard Deviation 11498.37, Regarding self and children education Mean value is 6120.77 and Standard

Deviation 4723.87.As far as clothing is concerned its Mean value is 4400.31 and Standard Deviation is 4727.34. The Mean and Standard Deviation values for entertainment and medical are 2610.85 and 2318.56, 2499.53 and 2013.17 respectively. Least money is spent on religious and social functions with Mean value of 1726.94 and Standard Deviation 1674.19.

The above table concludes that the respondents are spending more money on .food, clothing and shelter which are considered as bare necessities like roti, kapda aur makan. On the other hand now –a- day's education has become costly and the respondents are spending more money on education.

E. ASSETS AND LIABILITIES

17. Nature of respondents' residential accommodation

The respondents' financial position is also examined taking into account their assets acquisition and liabilities.

Table No.17: Nature of residential accommodation

Accommodation	Frequency	Per cent
Own independent house	60	15.8
Own flat	99	26.1
Rented house	195	51.3
Any other	26	6.8
Total	380	100.0

Nature of residential accommodation of the respondents is illustrated in table no.17. It is observed from the table that about 195 respondents equaling to 51.3 per cent are residing in rented house. About 99 respondents equaling to 26.1 per cent are having own flats and 15.8 per cent of them are having own independent house.
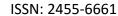
The above table concludes that a majority of 51.3 per cent are residing in rented house because of their weak financial position.

18. Properties owned by the respondents

Table No.18: Properties owned by the respondents

Properties owned	Frequency	Per cent
Lands	88	23.2
Buildings	159	41.9
House Sites	85	22.4
Household assets	135	35.5
Jewellry	294	77.4
Money Advanced	29	7.6
Investments	37	9.7
Cash in Bank/in possession	76	20
Any other	26	6.8

Properties owned by the respondents are depicted in table no.18. It is clear from the study that about 77.4 per cent of the respondents are having jewellery articles followed by buildings 41.9

per cent, 35.5 per cent are having house hold assets, 23.2 per cent of the respondents possess lands, 22.4 per cent have house sites, 20 per cent of the respondents hold cash in bank, 9.7 per cent of them invested in securities and 7.6 per cent of the respondents advanced money for others.

It is observed from the field survey that the permanent settled families are having more assets than the temporary migrants. Due to low financial position the respondents are unable to acquire more assets.

19. Indebtedness of the respondents

Table No.19: Indebtedness of the respondents

Are you indebted	Frequency	Per cent
Yes	209	55
No	171	45
Total	380	100.0

Indebtedness of the respondents is given in table no.19. The table revealed that about 209 respondents equaling to 55 per cent of the total sample respondents took loan from different sources to meet their day to day necessities. The remaining 171 respondents equaling to 45 per cent of the total sample respondents did not take loan from anybody.

The table concludes that because of the low wages and weak financial position of some of the respondents made them to barrow money to meet their requirements.

20. Sources of the liabilities

Table No.20: Sources of liabilities

Sources	Frequency	Per cent
Employer	103	49.3
Colleagues	58	27.8
Friends/relatives	128	61.2
Banks/Financial Institutions	137	65.6
Any Other	18	8.6

According to the study the different sources of liabilities are employer, colleagues, friends/relatives and banks/financial institutions. A vast majority of 65.6 per cent of the respondents took loans from banks/financial institutions followed by 61.2 per cent from friends/relatives, 49.3 per cent from the employer, 27.8 per cent from colleagues and 8.6 per cent from any other. (table no.20)

The table concludes that banks, friends/relatives and employer are playing dominant role in financing the respondents.

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