
CHAPTER - I

INTRODUCTION

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CHAPTER - I

INTRODUCTION

1.1 INTRODUCTION OF THE SUBJECT

Employment is one of the major problems in our country. The problem of employment of women is still more serious. The female work force in our country is very large. Except in the informal household sector, there are very few employment opportunities available for females in the urban and semiurban areas. The condition of employment in rural area is more serious except for agricultural workers. The females are not getting enough scope to participate in economic activities. The gainful employment of women is therefore, a subject which must be tackled on priority basis. Women are not to be taken to confine their roles in household activities only because they are quite capable of doing various types of jobs even outside the house. The women have also been educated in both technical and non-technical lines. Keeping in view all these developments, attempts have been made to create employment opportunities for females.

One of such novel experiments the establishment of 'Savitri Mahila Industrial Co-operative Society, Warananagar', where almost the entire work force of the

unit consists of females. The present study is an attempt to examine selected aspects of personnel management in this Savitri Mahila Industrial Co-operative Society, Warananagar.

1.2 STATEMENT OF THE PROBLEM :

The present study is directed towards the critical study of selected aspects of personnel management in Savitri Mahila Industrial Co-operative Society, Warananagar.

The area of personnel management is vast in its scope. The scope of personnel management is also increasing day by day. "There are many aspects which are covered under the area of study of personnel management. Although it is difficult to give a complete list of all the aspects, the basic framework as given by FLIPPO is as under"¹

- (1) Procurement of personnel.
- (2) Development through training and education.
- (3) Compensation to insure equity and incentive
- (4) Integration to align interests of employees, management and the union.
- (5) Maintenance to insure continuation of this able and willing work force.

- (6) Separation to return personnel to society when no longer required.

These major areas of personnel management further include many topics and sub-topics. The present study however, consider those aspects of personnel management which are relevant to 'Savitri Mahila Industrial Co-operative Society'. Some of the aspects such as job design and analysis, performance appraisal career development, quality of work life, human resource planning etc. remain outside the purview of the enquiry of the present study. The study therefore is selected in its approach.

The unique nature of the study is that, this is a study of the unit where the management, supervision and also the actual work is the responsibility of women.

1.3 OBJECTIVES OF THE STUDY :

Following are the objectives of the present study.

- (1) To know both the quantitative and qualitative aspects of employees including the supervisory and managerial staff.
- (2) To understand the working conditions in the unit and their impact on work behaviour of the employees.

- (3) To know the procedure and methods of assignment of job and tasks to the employees.
- (4) To study the levels of occupational skills among the employees.
- (5) To examine the level of efficiency of the employees.

1.4 SCOPE OF THE STUDY :

The study would cover the above said unit. There are four major divisions in this unit. The total number of employees working in this unit are as follows :

Manager	: 01
Supervisors	: 02
Workers :	
(a) Laundry Section and Flour Mill Section	: 04
(b) Injection Moulding Section	: 30
(c) Sakas Aahar Section	: 03
(d) Polythene Film Section	: 10

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The study would cover the investigation of the employees in all these four divisions.

The enquiry conducted includes the supervisory and managerial personnel also. The study would cover the period of five years; i.e. from 1991-1995 (Both the years inclusive).

The study considers the following parameters to carry the investigation to understand the problem.

(1) PERSONAL BACKGROUND :

This covers age, caste, nativity and residential place, marital status, education etc. of employees.

(2) FAMILY BACKGROUND :

This considers the variables like income and expenditure, responsibility of household, type of housing, distance from native place, mode of conveyance etc.

(3) RECRUITMENT AND SELECTION :

This includes recruitment sources, methods of selection of employees etc.

(4) TRAINING :

This deals with method of training, duration of training, benefits of training, impact of training on employees productivity etc.

(5) WAGES :

This includes system of wage payment, salary of employees, incentive, bonus and other benefits etc.

(6) GRIEVANCE SETTLEMENT PROCEDURE :

This includes type of grievances, grievance communication, agencies used for grievance settlement, opinion about grievance settlement etc.

(7) DISCIPLINARY PROCEDURE :

This consists of method of communication, disciplinary action etc.

(8) MOTIVATION :

This deals with methods of motivation, the effect of motivation on employees etc.

(9) TRADE UNIONS :

In this existence of trade union, purpose of joining the trade union, enrollment of workers in trade union, satisfaction from union activity, interest in trade union activities, frequency of union meetings etc. are included.

(10) SAFETY AND SECURITY :

This consists of employee's safety arrangements, industrial accidents. etc.

1.5 SIGNIFICANCE OF THE STUDY :

The present study deals with selected aspects as described above of personnel management in 'Savitri Mahila Industrial Co-operative Society, Warananagar'. For the success of any organisation, the successful management of people assumes central place in the overall management of the enterprises. 'Savitri Mahila Industrial Co-operative Society, Warananagar is such a unit where the womenpower

rather than the manpower is used. The study acquires special importance because it attempts to enquire into socio-economic background and the quality of working life of women. Traditionally the women are taken for granted to look after the household chores. But with the advent of organisations such as 'Savitri Mahila Industrial Co-operative Society, Warananagar' the scenario of womenpower utilisation even in the rural and semi-urban areas is undergoing the desirable changes. The study attempts to throw some light on changing pattern of womenpower utilisation.

Working women do have their own problems. The attendance of such women on their jobs may have some favourable and unfavourable effects on the families to which they belong.

While the level of their family income is getting improved, the attention of such working women towards their children, old members in the families is likely to remain far from expectations. In the present study attempts are made to examine those benefits and limitations of female workers doing the work outside home.

Working women themselves develop a different attitude towards their lives than those of non-working women. The process of socialisation of working women can

be said to be faster than that of non-working women. This is a change in the very psyche of the working women. The study attempts to reveal both positive as well as the negative changes in the attitude and behaviour of the working women.

1.6 METHODOLOGY OF THE STUDY :

The steps to be taken to complete the study would be as follows :

- (1) Collection of primary data by way of administering questionnaire and through personal interviews.
- (2) Collection of secondary data through the records and literature available in the organisation.
- (3) Processing of both primary and secondary data and the use of appropriate techniques for analysis and interpretation of data.
- (4) Presenting the relevant information with the help of charts.

1.7 LIMITATIONS OF THE STUDY :

The researcher has to face some difficulties in her study. The following difficulties were encountered in the process of study.

- (1) The researcher was required to contact the respondents repeated by because during the working hours they were busy with their work and

could spare a little time to given the required information.

- (2) Because of illiteracy of respondents, they had to be personally or with the help of local leaders enlightened about the purpose of the survey.
- (3) The collection of the data from the female members was not easy task because of the sense of fear in minds of women to disclose the information. The researcher had to strive hard for soliciting the information from respondents.
- (4) Sometimes some respondents gave deliberately misleading information. However, the researcher cautiously collected the data, without disturbing feelings of the respondents.
- (5) Most of the female members were busy in the daily house work. So they were naturally very reluctant to spend time with the research. However, the researcher had to collect data without becoming nervous.

1.8 CHAPTER SCHEME :

The present study is divided into five chapters. The brief outline of each of the chapter is as follows.

Chapter-I deals with the introduction of the subject. The introduction points out the general background on which the research problem is formulated.

Again, this chapter defines all the relevant aspects of research design, such as objectives, scope, methodology, significance and the limitations of the study etc.

In Chapter-II an extensive review of theory of personnel management is taken. The theoretical explanation provides proper perspective to identify the research problem. The concept, features and objectives of personnel management, approaches and the importance of personnel management, principles and the functions of the personnel management are some of the important points covered in the review. The challenges for personnel management in future have also been putforth.

Chapter-III deals with the background of 'Savitri Mahila Industrial Co-operative Society. This chapter explains the field of study in broad terms. As Warananagar is a cluster of various types of industries. The unit under present study viz.' 'Savitri Mahila Industrial Co-operative Society,' is not an isolated unit. It is part and parcel of the whole Warana group of co-operative enterprises. So, it is considered necessary to explain Warananagar as a industrial township. However the researcher has attempted to limit the investigation only to 'Savitri Mahila Industrial Co-operative Society, Warananagar'.

The researcher had to depend on the information and the data already available in the various reports, the final accounts etc. for the development of this chapter.

Chapter-IV is devoted to processing of primary data. The data collected by way of questionnaire is properly classified and presented in the form of number of tables. The simple mathematical techniques such as, percentage, ratios etc. are used to analyse data in the various tables. The interpretation of data is given in the form of observations, comments and the inferences pertaining to the subject of the tables.

Chapter-V summarizes the findings of the study. The conclusions drawn from the processing of the data have been elaborated in order to come out with the suggestions to make the working of the organisation more effective and efficient.

REFERENCE

- (1) Edwin B. Flippo; **Personnel Management**, Mc-Graw-Hill Kogakusha Ltd., New York, 1976, p.1.

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