
CHAPTER - V

CONCLUSIONS AND SUGGESTIONS

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This is the final chapter of the research study. In the preceding chapter an attempt was made to critically analyse the various aspects of manpower planning in Saroj Iron Industries M.I.D.C. Shirol Kolhapur. The interpretation and analysis of data gave some conclusions. These conclusions are summarised as follows.

5.1 PERSONAL DATA :

The personal data of the workers can be summarised as follows :

- i] Age :** The majority of the workers belong to age group 18 to 50 years. The Saroj Iron Industries can maintain the young as well as middle aged workers for better efficiency and production in past.
- ii] Educational Level :** As regards the education of the workers nearly 16% of the workers were technically educated, 9% workers have taken secondary education while 39% and 20% workers have taken primary and higher education respectively.
- iii] Marital Status :** The Marital status of the workers concludes that the good settlement of the workers in Saroj Iron Industries.
- iv] Classification of Workers :** The Saroj Iron Industries has 150 workers divided in to seven various departments. It is concluded that the company has recruited employers according to the need and requirement of each department.

It is further observed that in all 88 employees amounting 58.67% were skilled where as the number of semi-skilled and unskilled employees was 26% and 15.33% respectively. It is therefore concluded that company had good staff of employees with necessary skill.

v] **Stability of Service :** The 95% workers were in permanent basis which was good sign of company's stability.

vi] **Income Level :** The financial position of the company was satisfactory, because of the 60% workers received their salary per month from Rs.2,951/- to 4,950/- and also 25% workers received their salary between Rs. 4,951/- and Rs.5,951/-onwards per month.

vii] **Work Experience :** Majority of the workers were having an experienced, 15 to 30 years. This is quite an encouraging factor as experienced workers were essential for efficient production and progress of foundry level company.

5.2 PROFESSIONAL DATA :

The professional data of the workers can be summarised and concluded as follows :

a] Recruitment :

From the study of manpower planning in Saroj Iron Industries it is found that majority of the workers i.e. 100% were recruited by the direct approach method. This is not only one way to recruit the workers.

b] Selection :

The researcher has observed that the company could select the candidate as per their direct interview and direct work method. There is no other scientific selection procedure in Saroj Iron Industries.

c] Training :

The researcher has observed that the company offered the training to their workers at the work place to the operative employee by a seamier or his superior. This was the training to such candidates who were already fresh.

d] Promotion :

It has been observed that the company followed the promotion policy which is based on practical job experience and their performance rather than educational/Qualification or technical qualification of the workers.

e] Transfer :

A side way movement of an employee i.e. transfer the workers from one job to another is necessary in order to make maximum and proper utilisation of the workers. The company has a small scale industry this limitation can not be given more preference to a side way movement of an employee but internal transfer is possible by department to department.

f] Awards and fines :

The researcher has observed that the workers are quite satisfied with sufficient facilities provided by the company but they want a special bus facility. It is most essential need of the workers.

5.3 THE DATA RELATED TO THE PRODUCTION ACTIVITIES :

The data related to the production activities may be concluded as the following way:

i] Income in Production :

It has been observed that majority of the workers wanted to make development in production by giving a preference to adopting modern techniques, and purchase the sophisticated equipment's.

ii] Guidance :

The owner, production manager and foreman of the company were very punctuate to give guidance to the workers for increasing the production.

iii] Target and Expectations :

In order to make maximum use of man power there should be effective control over it as every hour is paid in terms of money.

It has been observed that the majority of the workers were skilled. As a matter of fact the factory has sound position to increase the production as well as to improve quality of the products.

As per the expectations of the workers. it is clear that the workers were fully satisfied.

5.4 GENERAL DATA :

Finally the general data is concluded as the following way :

a] Reasons of Accident :

The researcher studied that the 50% workers expressed the reasons of accident i.e. workers carelessness and lack of knowledge etc.

b] Relationship of the worker with their colleagues :

It has been observed that their is good relationship between workers and Co-workers in Saroj Iron Industries.

c] Atmosphere of Working Conditions :

The researcher has observed that there are 27% workers not satisfied about good discipline in the company.

d] About the Management :

Finally, the researcher has observed that majority of the workers have clearly agreed that the company was well managed and a very few number of workers i.e. 8% not satisfied with it.

Thus all efforts, observations and analysis led to the general and acceptable conclusion that the proper manpower planning always enhances the production. Same was the experience of Saroj Iron Industries.

On the other hand it was surprised that, there was no any single incidence either of strike; layoff or lock-out in company since its established. It therefore indicates itself that manpower planning was proper and perfect in Saroj Iron Industries.

5.5 SUGGESTIONS :

Having put forth the upshot of discussion and analysis done in earlier four chapter, it is felt that a few suggestions would further improve the atmosphere in Saroj Iron Industries. As can be seen from conclusions set forth in Previous section of this chapter, things move very smoothly at Saroj Iron Industries. In the light of discussions with 100 respondents, owner of the company and my observations a few suggestions are put for the kind consideration of the owner and partner of H.U.F. in Saroj Iron Industries.

1] As regard of education level of the company almost all the workers should have been technically educated. Therefore there should be “Drawing Reading and Training” This helps the workers to work without any confusion as a regards drawings and reduce wastage of time.

2] It was found that 39 employee (26%) were semi-skilled and 23 (15.33%) were unskilled as it was the large number Here, it is suggested that the company should try to give adequate and necessary skill to all the workers.

3] The financial position of the company was good but it is suggested that the company should pay the workers as per their educational qualification.

4] As regard method of recruitment it may be suggested that employment exchange should be consulted in this connection and also an advertisement should be given in the local news papers, So as to have the selection of good workers.

5] It may be suggested that the company should follow the scientific selection method i.e. preparation of job specifications, scrutiny of applications, preliminary interview filling in of application forms, tests interview, reference, medical check up and finally selection.

6] As regard of the training the company should give off the job training to its workers or it should provide the outside training to the workers. It is further suggested that the company should combine internal and external training according to the needs of organisation.

7] It is suggested that the company should modify its promotion policy giving proper weightage to educational level of workers.

8] It is suggested as regard of a side way movement of an employee the company should utilise the maximum manpower with right job in right place and in right time.

9] The workers of the Saroj Iron Industries mostly wanted a special bus facility Here, the company should try to provide them bus facility otherwise it should give them more traveling allowance.

10] As regard of increase in production the company should give first preference to upgrade their production function by adopting modern techniques to increase the production, to purchase the sophisticated equipment's which would increase the efficiency of the workers.

11] It may be suggested that job analysis should be developed because it help to organise training programmes an sold basis therefore correct requirement for such programme can be established.

12] As a matter of fact the factory has sound position so as to increase the production as well as to improve quality of the products. But there should be specialists to find out the total work load of the organisation an analyse the workload as per the sections and the department.

13] As per the expectations of the workers of Saroj Iron Industries regarding the development of the company and alternatives to up grade the productivity, it may be suggested that the company should follow monetary as well as non-monetary activities to up grade the productivity.

14] It may be suggested that the company should try to take the prevent the accident.

15] It also suggested that the company should participate the workers in management process.

16] As the atmosphere of good working conditions regards it should be suggested that the company must maintain good discipline in the factory.

17] The company should have a clearly defined and written promotion policy. This should be known by every employee in organisation.

18] In order to make maximum use of manpower there should be effective control over it as every hour is paid in terms of money.

19] Finally, It may be suggested that there should be a separate department of manpower planning to make effective use of manpower.
