

C H A P T E R - 4

ORGANIZATIONAL STRUCTURE OF CO-OPERATIVE FACTORIES

1. INTRODUCTION

After presenting the Methodology of the study, ^{an} attempt has been made to describe the organizational structure of different co-operative factories at Ichalkaranji.

2. CONCEPT OF ORGANISATION

In ordinary language organization has two meanings "one is dynamic and consists in the process of adjusting various elements among themselves in order to perform a function. The other meaning is static and consists in the result of organization, business organization and military organization etc. In this sense the term organization refers to the whole of organization industry and also the operations which brought about that organization. Another respective meaning of organization in the activities addressed to achieve production in accordance with the aims of industry."¹

Organizations have become so important that people are today, members of one or the other organization and spend lot of their time in them. Men live in organizational environment which even makes their behaviour organizational. So much so, the problem of organization has become the focus of all human activity.

Commonly organization means putting the things in working order. Organization is the form of every human association for the attainment of a common purpose. Organization involves arrangement of personal to

achieve some set objectives through allocation of functions and responsibilities. Organization consist of the relationship of the individual to individual and of group so as to bring about orderly division of labour. All said and done organization is planned system of co-operative effort in which each participant has a role to play and ^{to perform} duties. ~~to perform.~~

3. ORGANIZATIONAL STRUCTURE OF CO-OPERATIVE FACTORIES

The following part deals with the presentation of organizational structure of co-operative factories.

The shareholders elect the board of directors and the board of directors elect the Chairman and Vice-Chairman of the factory. This pattern is followed in all the co-operative factories.

Now the organizational structure of co-operative factories are presented below.

4.1 SHRI PANCHAGANGA SAHAKARI SAKHAR KARKHANA LTD., ICHALKARANJI

The organization chart of Shri Panchaganga Sahakari Sakhar Karkhana is presented on page 37 and 38.

4.2 ORGANIZATIONAL STRUCTURE OF SHRI PANCHAGANGA SAHAKARI SAKHAR KARKHANA LTD., ICHALKARANJI

Organization of this factory clearly shows the I/c Managing Director is responsible person for production in the factory and administration of the staff.

The Chairman is the most important person in the sugar factory. His role is to take important decisions in the meetings of board of directors.

In the sugar factory, there are 16 departments. All the ^eneeds_k of the departments are directly related to the Managing Director. They work according to the direction and suggestion of the Managing Director. He observes the progress of work.

The organization chart clearly shows the position of workers and the officers in the factory. They are all linked to each other.

ORGANISATION CHART

SHRI PANCHAGANTHA SAKHARI SANGH KANCHANA LTD.,

GANGANAGAR, JHARKHAND

Share holders
↓
Board of Directors (19)
↓
Chairman
↓
I/C Managing Director
↓

1) Chief Engineer 2) Chief Chemist 3) Agriculture 4) Civil 5) Office Superintendent 6) Public Relation Officer 7) Medical Officer 8) Garage 9) Security Officer
10) Lift Irrigation Officer 11) Store Keeper 12) Sugar Godown 13) Chief Accountant 14) Distillery Incharge 15) Head Time Keeper 16) Labour Welfare Officer

1) Chief Engineer

Dy. Chief Engineer (Mech.)

Asstt. Engineer

Instrument Engineer

Foreman

Draftsman

Fitter

Turner

Welder

Pattern Maker

Helper

Mazdoor

Boiler Attendant

Fireman

Water Attendant

Mazdoor

Dy. Chief Engineer (Ele.)

Asstt. Engineer

Supervisor

Electricians

Wireman

Turbine Fitter

Helper

2) Chief Chemist

Dy. Chief Chemist

Manufacturing Chemist

Laboratory Incharge

Laboratory Chemist

Lab. Incharge

Asstt. Pan Man

Centrifugal Operator

Centry Met

Helper

Mazdoor

3) Agriculture

Chief Agriculture Officer

Agri. Overseer

Fieldman

Field Mukadar

Slip Boy

Peon

Cane Supply Officer

Cane-yard Supervisor

Weigh Bridge Clerks

Peons

Agri. Superintendent

Clerks

Peon

Cande Development Officer

Agri. Overseer

Clerks

Agri. Asstt.

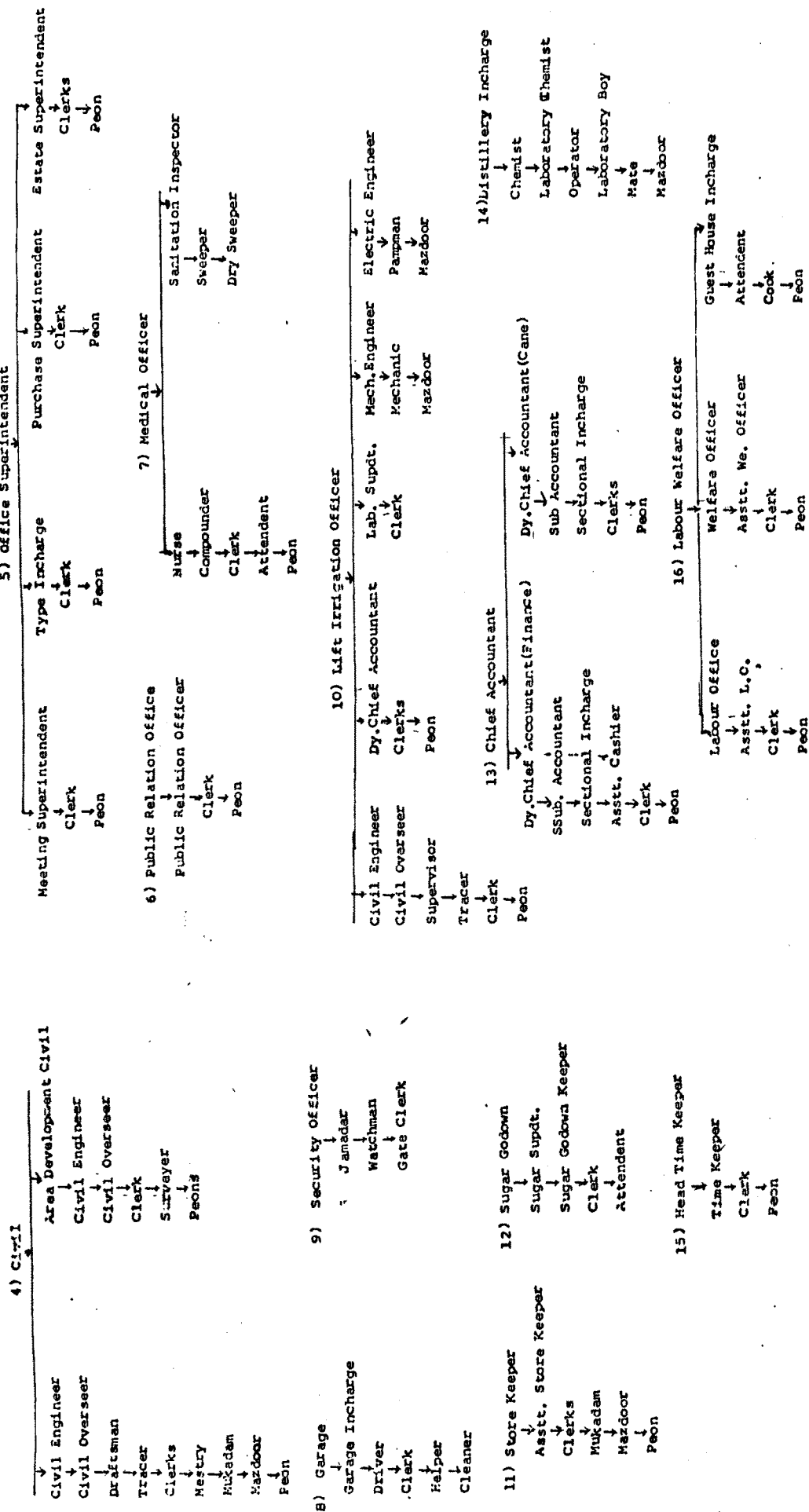
Peon

Veterinary Doctor

Veterinary Attenden

Compound-Co-Palces

Clerks



5.1 DECCAN CO-OPERATIVE SPINNING MILLS LTD., ICHALKARANJI

The organization chart of Deccan is shown on page 40.

5.2 ORGANIZATIONAL STRUCTURE OF DECCAN CO-OPERATIVE SPINNING MILLS LTD., ICHALKARANJI

The Chairman of the factory is at top position from the shareholders side. The General Manager of the Soot Girani is responsible person in the structure.

The Soot Girani has two sides, one is production and another is administration.

Production side : In Deccan Co-operative Spinning Mills, the technical Manager is responsible person. He controls the production side of the Spinning Mill. There are four departments under his administration :

- i) Senior Spinning Master
- ii) Electrical Engineer
- iii) Civil Engineer
- iv) Statistical Quality Control Officer.

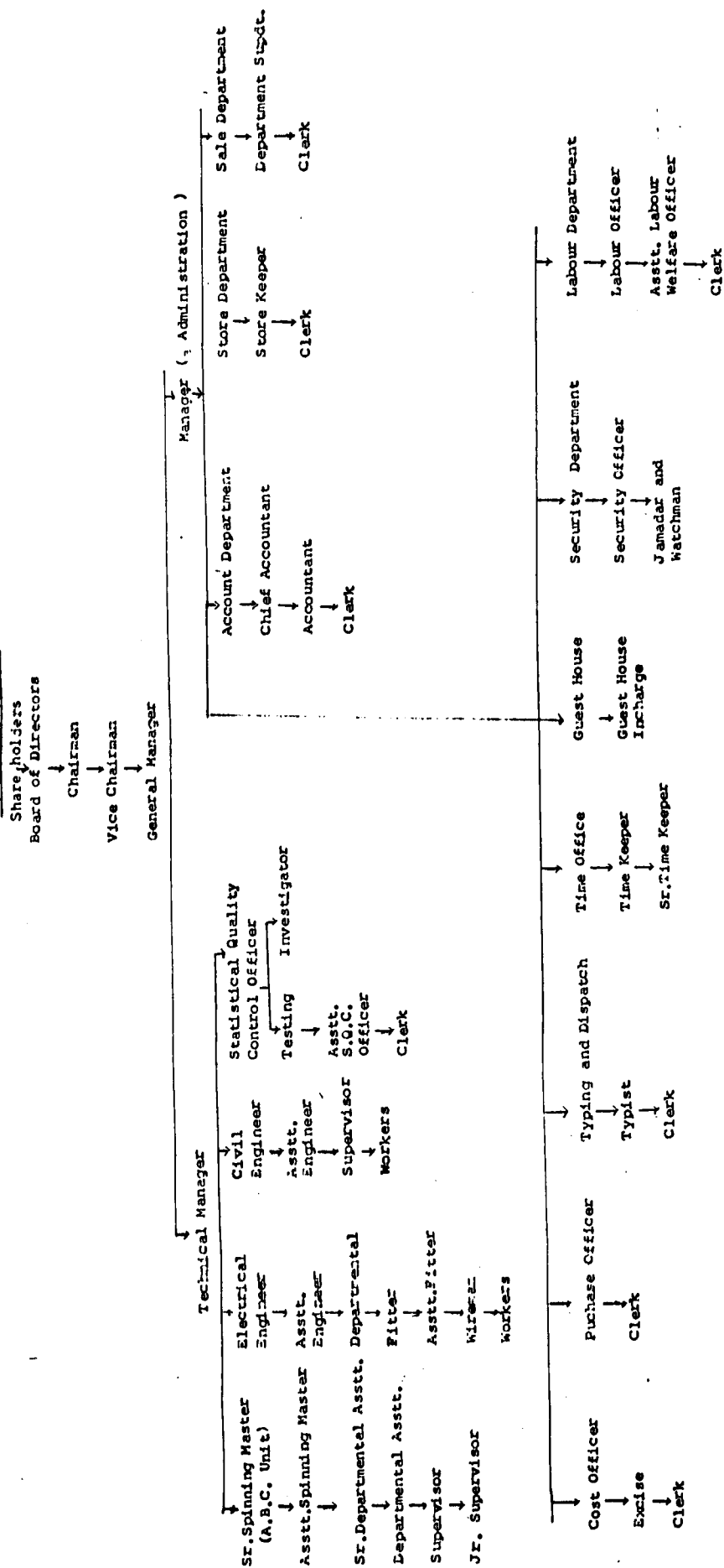
These are the departments which are concerned with the production.

The Manager (Administration) controls and supervise various departments. The accounts department, Stores department, Sales department, Typing and Dispatch, Time office, Guest House, Labour Department, Purchase Department, are under his control.

All the workers and needs of departments are related indirectly. They play important role in production of mill.

THE DECCAN CO-OPERATIVE SPINNING MILL LTD. CHALUKARANJ

ORGANISATION CHART



6.1 KOLHAPUR ZILHA SHETAKARI VINAKARI SAHAKARI SOOT GIRANI LTD., ICHALKARANJI

The organizational chart of Kolhapur Zilha Soot Girani is presented on page 42.

6.2 ORGANIZATIONAL STRUCTURE OF KOLHAPUR ZILHA SHETAKARI VINAKARI SAHAKARI SOOT GIRANI LTD., ICHALKARANJI

The organization chart of the Soot Girani clearly shows that the position of the officers, workers and the role of them.

The Chairman plays important role in the factory. His status is also high as compared to others.

The Managing Director is having control on the administration and production departments.

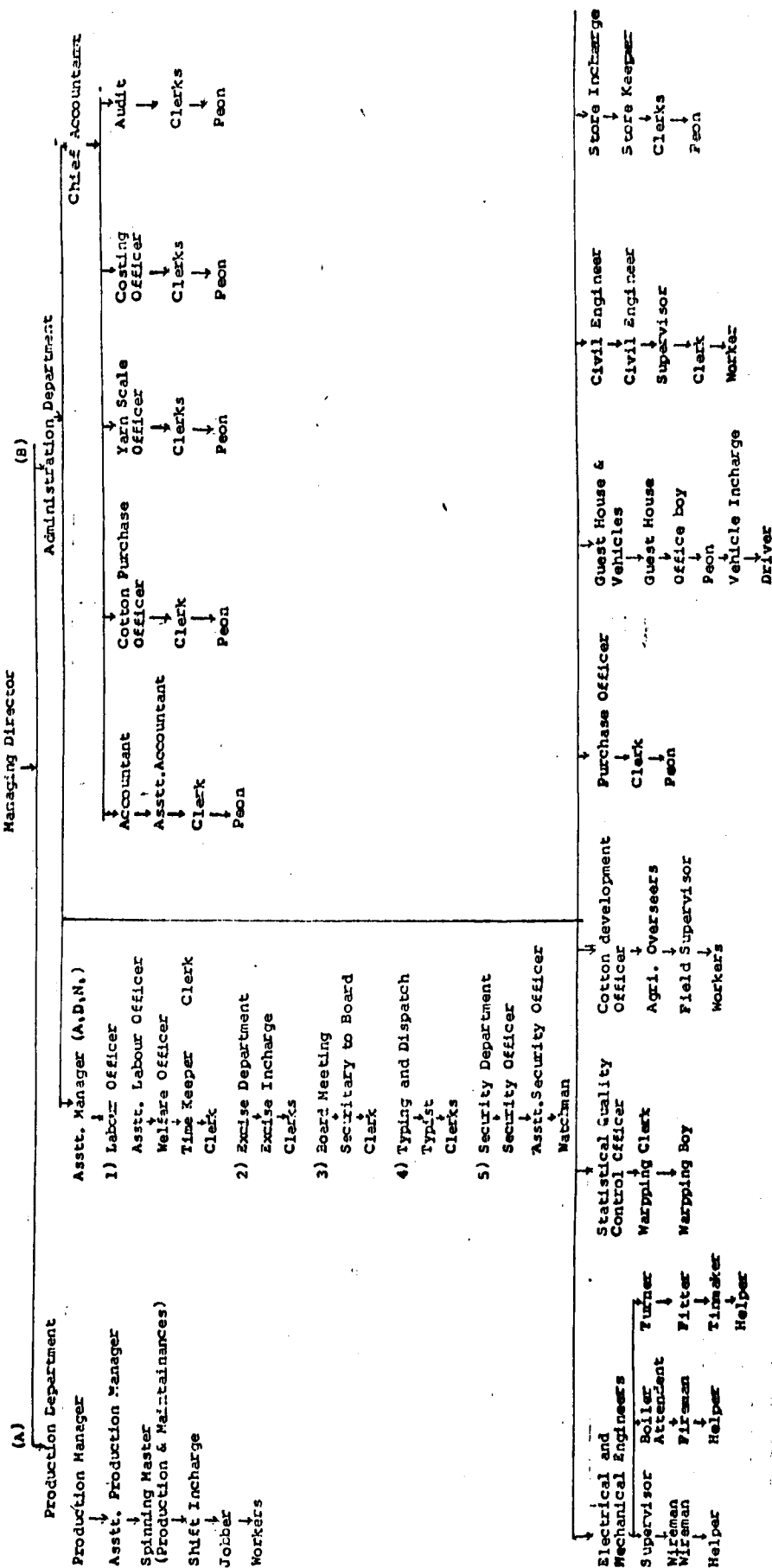
In the Production Department the Production Manager controls the spinning activities.

The Administration Department consists of Accounts Department, Statistical Quality Control Officer, Guest House and Venicles, Civil Engineers, works under the Assistant Manager.

THE KOLHAPUR ZILHA SHETAKARI VANKARI SAHAKARI SOCI GIRANI LTD., ICHALKARANVI

EXISTING ORGANISATION CHART

Share Holders
↓
Board of Directors
↓
Chairman/Vice Chairman
↓
Managing Director



7.1 THE ICHALKARANJI CO-OPERATIVE SPINNING MILLS LTD., ICHALKARANJI

The organization chart of Ichalkaranji Co-operative Spinning Mills is presented on page 44 .

7.2 ORGANIZATIONAL STRUCTURE OF THE ICHALKARANJI CO-OPERATIVE SPINNING MILLS LTD., ICHALKARANJI

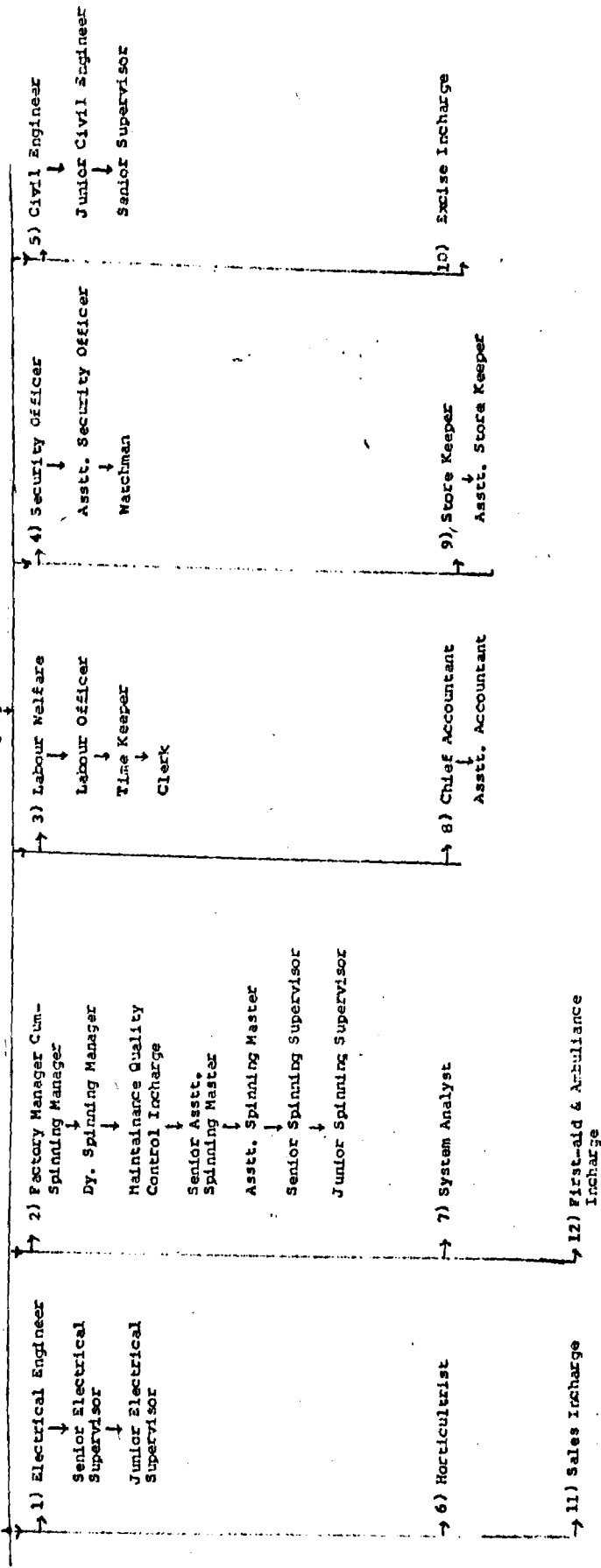
The Chairman/Vice-Chairman. The Managing Director are responsible persons for all the matters of the Spinning Mill. There are 12 departments working under the Managing Diorector. Those are Electrical Engineer, Spinning Master, Labour Officer, Security Officer, Civil Engineer, Horticulturist, System Analyst, Store Keeper, Chief Accountant, Excise incharge and First aid ambulance.

All the heads of departments look towards the working of their assistance and departmental activities. All the workers are related directly or indirectly to the departments as well as the Soot Girani. They are all engaged in production activities of the spinning mill.

THE ICHALKARAJI CO-OPERATIVE SPINNING MILL LTD., ICHALKARAJI

ORGANISATION CHART

Share holders
↓
Board of Directors
↓
Chairman
↓
Vice Chairman
↓
Managing Director



8.1 NAV-MAHARASHTRA SAHAKARI SOOT GIRANI LTD., ICHALKARANJI

The organization chart of the Nav-Maharashtra Co-operative Soot Girani is presented on page 46.

8.2 ORGANIZATIONAL STRUCTURE OF NAV-MAHARASHTRA SAHAKARI
SOOT GIRANI LTD., ICHALKARANJI

The Chairman is the top most person from the sharenolders side. The Managing Director is top most person for administration. He is responsible person. He controls and supervise the various departments and other activities of the spinning mill.

Under his control the two important departments : The Production department and Administration department are working.

The Production Manager looks after the production of the mill. Under his supervision there are Engineers, Spinning Masters, Quality Control incnarge, Action Selector.

The Finance Controller - under his supervision and suggestion the various sections like Store keeper, Accounts officer, Labour officer, Godown Incharge, Section officer etc. are in operation.

All the department heads are directly or indirectly related to the Managing Director. They work with the co-operation of each other.

NAV MAHARASHTRA SAHAKARI SOT GIRANI LTD., ICHALKARANVI

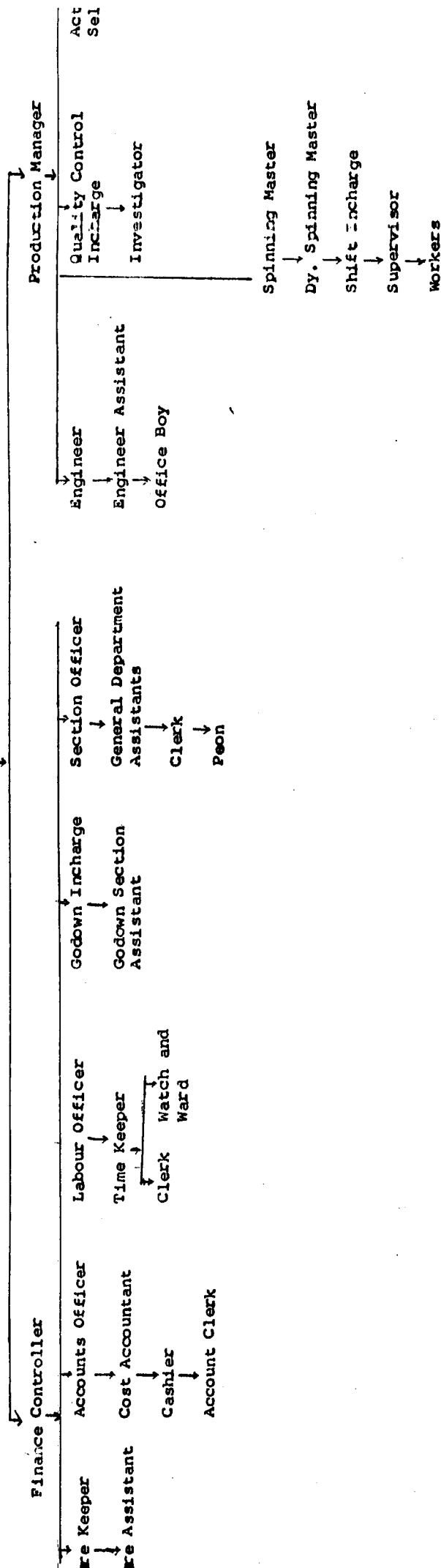
ORGANISATION CHART

Share holders
↓
Board of Directors

Chairman

Vice Chairman

Managing Director



9.1 LAXMI CO-OPERATIVE PROCESSORS LTD., ICHALKARANJI

The organization chart of Laxmi⁹ is presented on page 48.

9.2 ORGANIZATIONAL CHART OF LAXMI CO-OPERATIVE PROCESSORS LTD., ICHALKARANJI

The Chairman takes important decisions in the meeting of Board of Directors. He is top person in co-operative processors.

The Manager is the responsible person in the processors. There are three important departments,

- i) Accounts Department
- ii) Bleaching Department
- iii) Engineering Department.

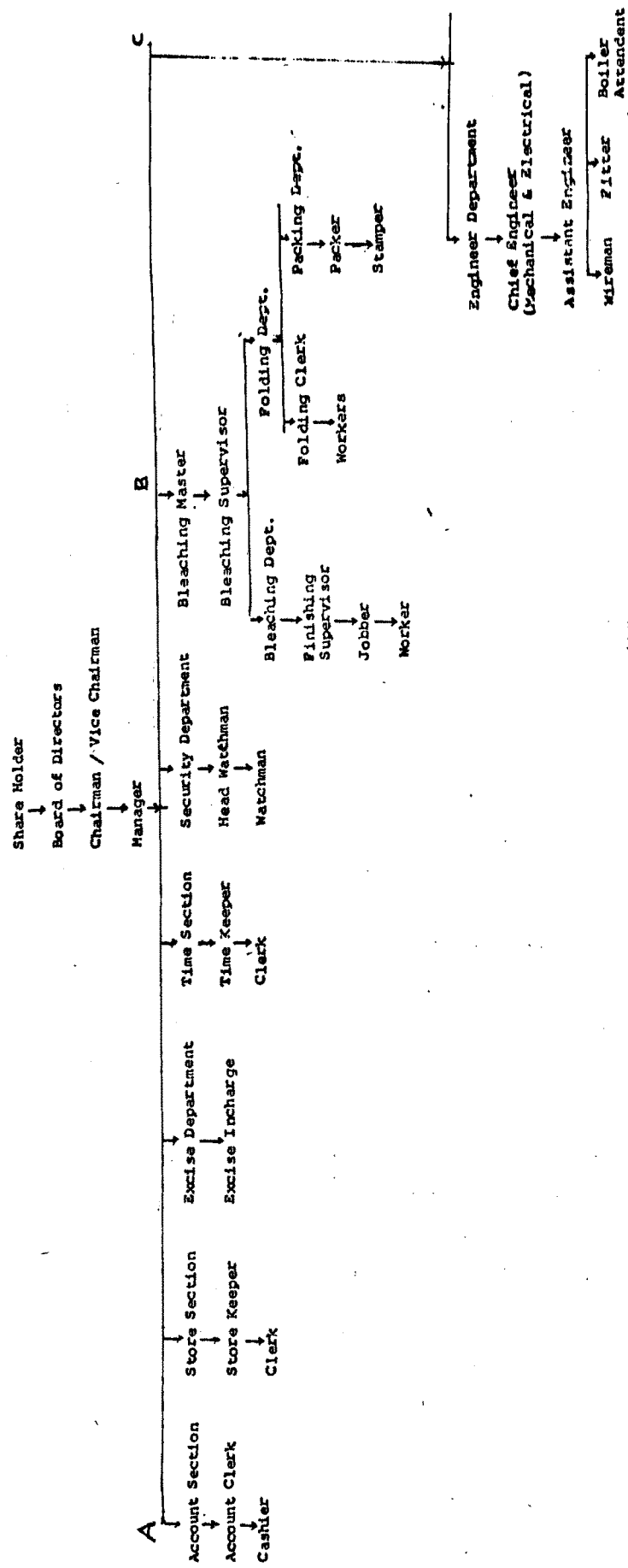
The Manager controls and supervises Stores Section, Excise Department, Time Section and Security Department. The heads of these departments are directly linked to the Manager.

The Manager gives orders and suggestions for the production and other activities concerned with production and development of the co-operative processors.

The organizational chart clearly shows position and relation of workers and officers, heads of departments.

LAXMI CO OPERATIVE PROCESSORS LTD. - ICHALKARANVI

ORGANISATION CHART



10.1 THE YASHWANT CO-OPERATIVE PROCESSORS LTD., ICHALKARANJI

The organization chart of Yashwant Co-operative Processors is presented on page 50.

10.2 ORGANIZATIONAL CHART OF THE YASHWANT CO-OPERATIVE
PROCESSORS LTD., ICHALKARANJI

In this Co-operative Processors there are two managers, Office Manager and Works Manager.

They are directly linked to the Chairman/Vice-Chairman.

The Office Manager controls and supervises the departments as under :

Accounts Department, Excise, Store department, Time Office and General Office.

The Works Manager controls and supervises and gives suggestions and observe the progress of the following departments :

Engineering Department, Bleaching Department, Shift Supervisor, Folding, Tapping and Machine folder section, Graceman incnarge etc.

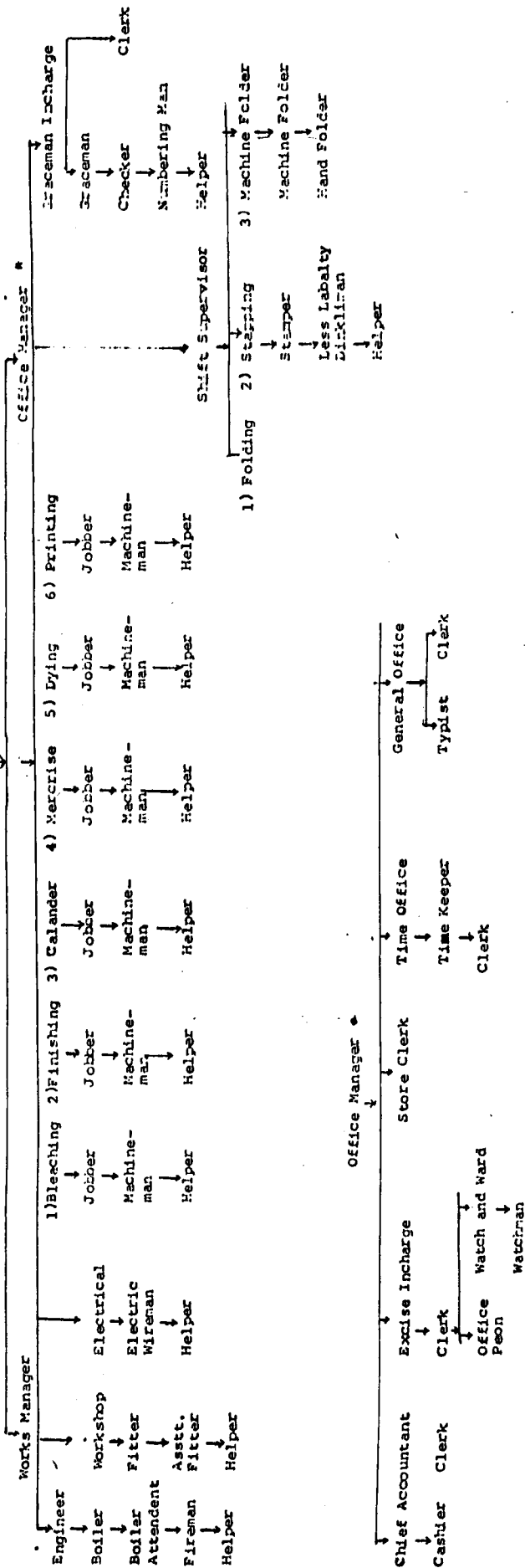
THE YASHNANT COOPERATIVE PROCESSORS LTD., CHALKARANI

ORGANISATION CHART

Share holders
Board of Directors

Chairman

Vice Chairman



11.1 SHRI VYANKETESH CO-OPERATIVE PROCESSORS LTD., ICHALKARANJI

The organization chart of the Vyanketesh Co-operative Processors is presented on page 52 .

11.2 ORGANIZATIONAL CHART OF SHRI VYANKATESH CO-OPERATIVE PROCESSORS SOCIETY LTD., ICHALKARANJI

The Secretary controls two important departments of production and administration.

I. The Administrative department concerns with the following departments :

- i) Gray department
- ii) Time Office
- iii) Store Section
- iv) Accounts Section

II. The Production Department concerns with four departments :

- i) Mercerising
- ii) Bleaching
- iii) Dying
- iv) Stendering

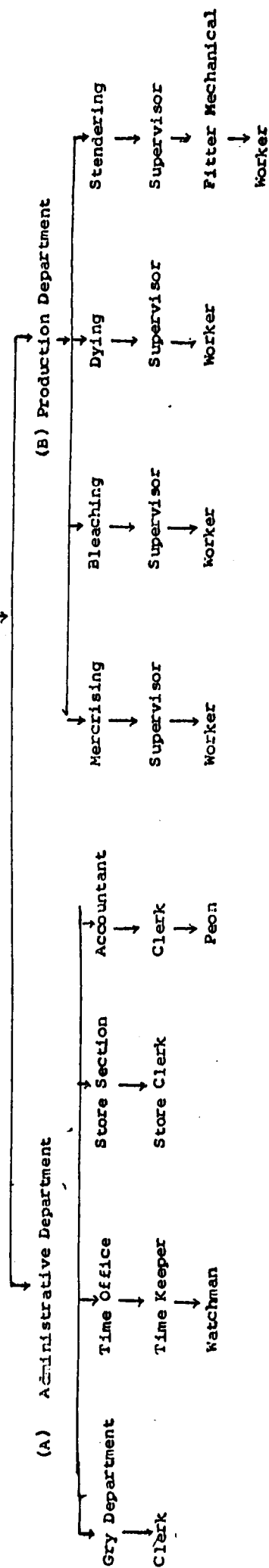
All these four departments are connected to the Production Department.

The Secretary observes the progress of the two departments and gives suggestions to the heads of departments.

SHRI VYANKATESH COOPERATIVE PROCESSORS SOCIETY LTD., CHALAKARANJ

ORGANISATION CHART

Share holders
↓
Board of Directors
↓
Chairman
↓
Vice Chairman
↓
Secretary
↓



12.1 THE ICHALKARANJI CO-OPERATIVE CEMENT INDUSTRIES
LTD., ICHALKARANJI

The organization chart of Ichnalkaranji Co-operative Cement Industries is presented on page 54 .

12.2 ORGANIZATIONAL STRUCTURE OF THE ICHALKARANJI CO-OPERATIVE
CEMENT INDUSTRIES LTD., ICHALKARANJI

The Chairman of the Factory is responsible person and he is at top position of the Factory. He plays an important role and he has great authority in his position. He takes important decisions of the factory in the meetings of Board of Directors.

The Managing Director controls all the departments of the factory. The factory has two sides - one is production and another is administration. The M.D. looks upon both the sides of the factory.

The organization of the factory is simple. Only three departments are under his control.

- 1) Production Manager
- 2) Security Department
- 3) Chief Accountant

The Managing Director gives order and suggestion regarding the production and other important matters. All the workers and officers are directly or indirectly related to each other.

REFERENCES

1. Gisbert Pascual S.J. Fundamentals of Industrial Sociology, p. 80.