

CHAPTER - 2

**METHODOLOGY OF THE STUDY
AND REVIEW OF LITERATURE**

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1. Research Methodology:

1.1. Statement of the problem:

In the last three decades, Shri Chhatrapati Shahu co-operative Sugar factory Ltd., Kagal has earned its reputation of being one of the best cooperative sugar factories, not only in Maharashtra but also in the country. Today it is being looked upon as a Role Model in cooperative sugar industry in the country having been recognized as the best co-operative Sugar Factory in India twice, by National Federation, New Delhi. So far it has won a total number of 39 awards at both the State and National levels in various categories such as Best Technical Efficiency, Best Financial Management and Best Recovery etc.,

The objective of the study is to analyze contribution workers, office staff and shareholder farmers for getting the awards of the Best Factory in India.

1.2. Objectives of the study:

The specific objectives of the study are as follows:

1. To study the development and awards received by Shri Chhatrapati Shahu co-operative Sugar factory Ltd., Kagal.
2. To study the human factors in the form of workers for getting the award to the factory.
3. To study the human factors in the form of office staff for getting the award to the factory.
4. To study the human factors in the form of shareholder farmers for getting the award to the factory.

1.3. Research Design:

With regards to the nature of this kind of study an exploratory type of research design is used.

1.4. Universe of the Study:

The universe of research project is confined to only one organization, namely “Shri Chhatrapati Shahu co-operative Sugar factory Ltd., Kagal.”

1.5. Sampling:

There are 707 workers in the Shri Chhatrapati Shahu co-operative Sugar factory. 5% of sampling was taken for the study. The office staff in the factory is 276, from 5% sampling was taken for the study. The data regarding shareholder farmers in Lingnur [Dumala] village in command area of the factory was select for the study. There were 247 shareholders farmers in Lingnur [Dumala] village 5% of respondent shareholders farmers were taken for the study.

1.6. Tools and Techniques of Data collection:

For the study primary and secondary data were collected. The primary data were collected by using interview schedule. Three interview schedules were prepared keeping in view the objectives of study. The interview schedules consisted of open ended and structured questions. The data were collected from various secondary sources such as: annual reports, published and unpublished research articles and internet, books, journals, office document, newspaper articles etc.

1.7. Analysis of Data:

The collected data were transferred to code sheets and statistical analyses were carried out. For open ended questions such data were edited and coding was done. The whole data were analyzed by using SPSS (Statistical Packages for Social Science) available in the Dept. of Sociology, Shivaji University Kolhapur under SAP and the output was used for interpretation of data.

1.8. Chapter Scheme:

The data are presented in the following chapters.

1. Shri Chhatrapati Shahu co-operative Sugar factory Ltd., Kagal.
2. Methodology of the study and Review of literature.
3. Contribution of the workers, office staff and shareholder farmers.
4. Summary and Conclusion.

2. Review of literature:

2.1. Human Factors:

In industrial organization, there are two factors, which are involved in production process. These are machine and human beings.

The machine factor is called as mechanical system where the people are called as human being factor. The industry is called as a social system, wherein the human factor plays as important role. Without the human factor the production is not possible. So, whenever the industry is to be studied the human factor also must be studied.

In the present context of 'Shri Chhatrapati Shahu co-operative Sugar factory' has been awarded many awards. This is possible due to the human factor in the factory. Here the human factor influence is of shareholder farmers, workers and administrative staff in office. So in the study human factors of these three components and its contribution to getting the awards was taken into consideration.

Researcher studied the role or contribution of the office staff, the workers and the farmers in getting the awards to factory. The term "human factor" in this proposal refers to the above three categories of persons.

2.2. Dr. R. B. Patil in his article 'success story' in the co-operater magazine vol.xxxvii, No4, Aug. 15, 1989. The article analyzes the excellent performance of Shri Datta Shetakari Sahakari Karkhana Ltd., Shirol in Kolhapur district of Maharashtra.

The factory has achieved the distinction of getting first prize twice form the National Federation of Co-operative Sugar factories Ltd., New Delhi. The article deals with excellent performance and contribution of human factor in achieving this distinction. Majority of the sugar factories in India are in co-operative sector. It is expected by the government that

the cooperative sugar factories should adopt advanced technology, increase productivity and quality by efficient management. On this background, the National Federation of Co-operative Sugar factories Ltd., New Delhi, decided to award prizes to the cooperative sugar factories on the basis of technical performance. The committee consisting of expert was appointed for deciding the performance of the factories. Datta factory secured 63.30 marks out of 100 marks for three cane-crushing seasons 1982-83 to 84-85, and awarded the first prize for excellent technical performance. Datta factory secured 64.50 marks out of 100 marks for three cane-crushing seasons 1985-86 to 87-88, and awarded the first prize for excellent technical performance for the second time.

The men and machines are two crucial factors for operation of the factory. The men or human in the form of workers, supervisors and technical staff plays an important part in the excellent performance of the factory. The human factor has mainly responsible for achieving best results of the factory. The workers, supervisors and technical staff of the factory is trained and well qualified. They are committed and devoted to the work in the factory. The factory performance has been efficient due to cordial relations between the management and employees of the factory. The productivity has been increased due to appointment of trained employees and training to the untrained employees. The training courses have been organized on the factory site and the technical factory site and the technical staff has been sent for further training outside.

In this article he concluded that due to the committed human factor, the factory has been successful in securing first prize twice consecutively, for its excellent performance. The human factor has played a crucial contribution in achieving excellent performance of the factory

2.3. Mane V. A. [1993] conducted research study entitled ‘The study of Human Factors in the Deccan co-operative Spinning Mill Ltd., Ichalkaranji.’

The main objective of this study was to find out means and ways for maximum utilizations of human factor in Deccan Co-operative Spinning Mill. 50 respondents were taken for the study. The researcher had adopted case study method of researcher had used annual reports, trading account, profit and loss account and balance sheet for the period of last 10 years and also prepared questionnaire and conducted interviews. The researcher concluded that the human resources in Indian industries more particularly in co-operative sector. Unfortunately, the working and the progress of co-operative sector in Maharashtra is disappointing. The Deccan Co-operative Spinning Mill has also followed the same path. The researcher had come to a conclusion that there should be a change in the outlook and working of the co-operative societies a whole. Some important suggestion are as under: the mill should avoid political interference, the mill should adopt commercial outlook in every activity of the mill, the mill should adopt a perfect and scientific planning on human resources, the mill should introduce effective incentive schemes to its workers, the mill should introduce high managing skill technical knowhow and up to date machines, the mill should follows check up and control of accounts.

2.4. Mr. B. N. Patil has done M. Phil dissertation on ‘A Study of Organization and Development of Ugar Sugar Work.’ 1988.

The present dissertation is an analytical study of a famous and leading sugar factory in north Karnataka that has bought up tremendous progress, guaranteed a better standard of life to many, and lifted the common masses the area above poverty line. The dissertation

has been made with particular stress on sociological implications and impact of the organization and role of personalities modeling the consistent progress and growth of the factory. 40 respondents were taken for the study.

The organization has become an integral part of all human activities – public or private, large scale or small scale. Men are today, members of one or the other organization. Success of an organization is ensured by planned system of co-operative effort in which the abilities of the personnel engaged are put to maximum use. The factory progress and efficient management owes much to the consistent and hard work of managing director. He has implemented a number of welfare schemes for factory workers and adaptation of production and utilization of by products.

The soundness of the working of any factory is judged by the nature of employer-employee relations. The functioning of this factory present a rare combination of cordial relation between the both. No combinations worth recording were voiced either by management or by employees toward each other. The healthy relations speak about the confidence of the management toward its trustworthy personnel and lovely of employees toward establishment. The factory is known for regularity in the payment of sugarcane bill due to its cane suppliers who are almost contended. Equally happy are its shareholder who are paid rich dividend. The smooth and effective working of the factory has been evidenced by recognition of its efficient work by the award of many prizes by both the state and central governments. Compared to functioning of the factories of its kind, it may not be exaggerating to record here that 'The Ugar Sugar Works' has been an ideal and model of a sugar factory.

2.5. Mr. Nadgonda G. D. had done study on ‘Human Relation in Co-operative Sugar Factories in Southern Maharashtra.’

This study had been confined to eleven co-operative sugar factories from four districts of southern Maharashtra, namely Kolhapur, Sangali, Satara and Solapur. For the study, he had used survey method. He also interviewed workers, officers of sugar factories. He had studied the problems arising out of strained human relation, which are being experienced by the co-operative sugar units in Maharashtra. He had focused on various points i.e. decision making, position of managing director, delegation of authority, system of security of job, motivation, labor welfare facilities, workers participation in management, role trade unions etc. Preliminary information such as number of employees, hierarchical organization, labor position, wage scale, division of employees in to various cadres and work units etc. was gathered from factory office and secondary data.

He concluded that new machines, new tools, new social outlook, new concepts, new techniques of management are fast ushering in. Hence, the training at all levels on all points indeed imperative. The unskilled, semiskilled, skilled, supervisory and office staff, purchase and sales staff etc. do require training in their job and handling the human problems. It should be realized that the ‘Man’ in the organization should be the center of any innovations and improvements.

In the whole thesis, ‘Human Relation’ is considered important. The greatest assets of business are its human assets and that improvement of their value is both a matter of material advantages and moral obligation. Employees must be treated as honorable; individual, justly rewarded, encouraged in their lives and must be given dignity on and off the job.

2.6. Mr. G. A. Sonpethkar has done his M. Phil dissertation on ‘Inter Relationship between Management and Workers in Dudhaganga - Vedganga Sahakari Sakhar Karkhana Ltd. Bidri: A Sociological Study’.

The dissertation aims to obtain first hand and relevant information regarding management policies, personal contact with management to find out service provided by the management to workers. Inter relation existing between management and its workers, function of trade union activities in it.

He collected data with personal interviews for the section of sample respondent. He used random sampling method. He has collected primary data with the help of interview schedule; from 50 workers selected for study. The workers in the factory belong to different social groups; social characteristics of the workers were studied.

Mr. G. A. Sonpethkar has concluded that the majority of workers are having contact with management. The contacts are for private reasons, sport and festivals, problem of workers, promotions. Management has given co-operation on social gathering. According to majority of the workers, the management provides all facilities and there are good relationship between the management and the workers.