

**CHAPTER - 3**

**CONTRIBUTION OF THE WORKERS, OFFICE  
STAFF AND SHAREHOLDER FARMERS**

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**Introduction:**

Sugar industry in Maharashtra is one of the most famous and large-scale sugar manufacturing sectors in India. Sugar manufacturing has been growing at a massive pace since past few years and a glance at the latest statistics regarding sugar production reveals that Maharashtra is doing better than other states.

The sugar industry in Maharashtra is widely popular in the cooperative sector since farmers possess a share in the sugar factories. Maharashtra has witnessed an outstanding growth in its sugar industry. Sugarcane is one of the chief crops among all other crops manufactured in Maharashtra. A number of sugar industries have been established in Maharashtra. 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 39 awards at both the State and National levels in various categories such as Best Technical Efficiency, Best Financial Management and Best Recovery etc.

This chapter mainly devoted to describe the social background of workers, office staff and shareholder farmers and their contributions for getting the awards to the factory.

## 1. THE WORKERS :

The workers apart from being employees in Shri Chhatrapati Shahu co-operative Sugar factory Ltd., Kagal, were members of different social group in the outside world. Therefore, the social characteristics of workers specifically relating item like age, education, religion, caste, family, experience and nature of job and their contribution for getting the award to the factory are taken into consideration. Workers do not work merely for earning money, though it is an important consideration. But they too have social and psychological satisfaction. It is always good in the interest in the factory that worker feels like making useful contribution.

### 1.1. Age:

The age of an employee has got an important bearing on his attitude towards employment. The sample consisted of the workers in age range of 18 to 56 years above. The workers are distributed over four age groups. The data of this aspect are presented in the table no.1 below.

**Table No.1**  
**Distribution of workers according to their age-groups**

Age groups	No. of workers	Percentage
18 to 30 years	4	11.4
31 to 45 years	16	45.7
46 to 55 years	12	34.3
55 to above years	3	8.6
Total	35	100.0

From this table it is clear that in general the proportion of 31 to 45 years was more (45.7%) compared to other age groups. In the remaining

workers the proportion of workers having age group of 46 to 55 years was more (34.3%) when compared to other groups.

### 1.2. Sex :

In sugar factories considering the nature of work allotted to the workers, it become evident that only male workers can undergo such strenuous work and hence there are only male workers in sugar factory.

### 1.3. Religion :

Peoples belonging to different religions are employed in the sugar factory. Table no. 2 gives the detailed picture of this.

**Table No.2**

**Distribution of workers according to their Religion**

Religion	No. of workers	Percentage
Hindu	32	91.4
Muslim	2	5.7
Jain	1	2.9
Total	35	100.0

In the sugar factory workers of different castes and religions workers are working together. The majority of the workers (91.4%) are from Hindu religion. The remaining religion such as Muslim (5.7%) and Jain (2.9%) has more or less similar proportion.

### 1.4. Caste category :

The following table provides the picture of different caste workers working in factory.

**Table No.3**  
**Distribution of workers according to caste**

Caste	No. of workers	Percentage
Maratha	21	60.0
Mahar	5	14.3
Parit	1	2.9
Shimpi	1	2.9
Kumbhar	3	8.6
Gurav	1	2.9
Others	3	8.6
Total	35	100.0

The data show that the majority of the workers (60%) are from Maratha caste. The remaining caste such as Mahar (14.3%), Parit (2.9%), Shimpi (2.9%), Kumbhar (8.6%), Gurav (2.9%) and others [Muslim and Jain] (8.6%) has more or less similar proportion.

### 1.5. Education :

The data of this aspect are presented in the table no.4below.

**Table No.4**

**Distribution of workers according to age and education**

Age	Education					Total
	Illiterate	Primary	S.S.C.	Higher Secondary	Graduate	
18 to 30 years	-	-	-	2(5.7)	2(5.7)	4(11.4)
31 to 45 years	-	1(2.9)	3(8.6)	4(11.4)	8(22.9)	16(45.7)
46 to 55 years	1(2.9)	4(11.4)	2(5.7)	5(14.3)	-	12(34.3)
55 to above years	-	1(2.9)	-	-	-	3(8.6)
Total	1(2.9)	6(17.1)	5(14.3)	13(37.3)	10(28.6)	35(100)

The table clearly shows that the proportion of workers having secondary education was higher (37.3%) than worker from other categories. Nearly half of workers were in age group of 31 to 45 and they had educational level up to higher secondary and graduate. The table shows that proportion of workers who were illiterate and had educational level up to primary in the age group of 46 to 55 was higher than the worker from other categories. The proportions of the higher qualified workers were in age group of 18 to 30. The table shows that the workers in younger age group are well qualified, whereas the old age group workers have low level of education.

### 1.6. Marital status :

The data on age and marital status are presented in the table no.5 below.

**Table No.5**

#### **Distribution of workers according to age and marital status**

Age	Marital status		Total
	Married	Unmarried	
18 to 30 years	1(2.9)	3(8.6)	4(11.4)
31 to 45 years	15(42.9)	1(2.9)	16(45.7)
46 to 55 years	12(34.3)	-	12(34.3)
55 to above years	3(8.6)	-	3(8.6)
Total	31(88.6)	4(11.4)	35(100)

The above table shows that majority of the workers were married (88.6%) and the remaining were unmarried. In case of married workers, the highest percentage of workers (45.7%) in age group of 31 to 45, and it decreased along with the higher age group. In case of unmarried workers, the highest percentage of workers (3.6%) was age group of 18 to 30. The younger age group there was more unmarried workers, while in comparatively older age group there were more married workers.

### 1.7. Period of service and type of worker :

The workers in factory are categorized into two types, permanent and temporary. On this background the information was asked about types of workers and his period of service. The relation between period of service and type of worker is shown in the following table.

**Table No.6**  
**Distribution of workers according to period of service and type of worker**

Period of service	Type of workers		Total
	Permanent	Temporary	
1 year to 5 years	1(2.9)	5(14.3)	6(17.1)
6 year to 10 years	5(14.3)	3(8.6)	8(22.9)
11 year to 15 years	6(17.1)	1(2.9)	7(20.0)
16 year to above years	13(37.1)	1(2.9)	14(40.0)
Total	25(71.5)	10(28.6)	35(100)

The table clearly indicated that, majority of workers (71.5%) were permanent workers and remaining (28.6) were temporary workers. The table shows that, as the period of service increase the proportion of permanent workers also increases.

**1.8. Type of family :**

It will necessary to know the type of family from which workers were coming in factory. The family categorized into two types, nuclear and joint family. On this background workers were asked about the types of family. The details of this aspect are presented in the following table.

**Table No.7**  
**Distribution of workers according to type of family**

Type of family	No. of workers	Percentage
Joint	29	82.9
Nuclear	6	17.1
Total	35	100.0



The table clearly indicates that, majority of workers (82.9%) were from joint family and remaining workers (17.1%) were from nuclear families.

### 1.9. Opinion for work :

The progress of factory is depending on the efficiency, behavior and opinion regarding work of the workers. So it is necessary to see attitude of workers about their work. The details of this aspect are presented in the following table.

**Table No.8**

#### **Workers Opinion regarding work**

Opinion for works	No. of workers	Percentage
Joyful	27	77.1
Mechanically	8	22.9
Total	35	100.0

It is obvious from the above table that majority of the (77.1%) workers are always joyful and remaining (22.9%) workers consider their work as mechanical.

### 1.10. Interest in work:

The data of this aspect are presented in the table no.9 below.

**Table No.9**

#### **Distribution of workers according interest in work**

Interest in work	No. of workers	Percentage
Yes	34	97.1
No	1	2.9
Total	35	100.0

The above table shows that the majority of workers (97.1%) said that they were interested in their work because of good management and good salary. The remaining one worker had less interest in his job.

**1.11. Has worker welfare officer have solved problems?**

The data of this aspect are presented in the table no.10 below.

**Table No.10**

**Has worker welfare officer have solved problems?**

Has officer solved problems?	No. of workers	Percentage
Yes	33	94.3
No	2	5.7
Total	35	100.0

The welfare officers are for supervision. Majority of (94.3%) workers said that welfare officer has solved their problems. The above table shows that welfare officers are concentrating on solving the problems of worker and paying attention to their welfare.

### **1.12. Contribution of workers in the success of factory :**

Workers are one of the important human factors in the contribution of the factory. It is one of the pillars of the factory. Without workers we cannot imagine the factory. The workers are honest and prompt in the factory. They work very sincerely and with best of their ability and dedication. Workers always seek attention by their teamwork and came into spotlight since the factory had won awards for the excellence in factory business not only once but many times.

Management has solved the queries of the worker. The factory run the programmes which are essential and makes betterment of the workers. There is a co-ordination between management and workers as a result of which the development of healthy relationship among them occur. These healthy relationships improve the ability to work in team and with team; workers perform their duty with full dedication and sincerity. In workers' opinion, "*factory provides guidance to the workers through different courses, training programs to enhance quality of the product. These trainings help workers for their overall development.*" As a result of these training programs, workers acquired skills and prefer safety. All the workers are qualified and well-trained as a result of which they make least mistakes. Workers always try to check or lower down the maintenance expenditure. Workers are always focusing on crushing for the financial improvement. Workers do their work with full concentration. They are very much careful while handling the machines. The factory has several awards to its credit along with best technical ability award. Workers follow the orders of the official and offer their selfless service to the factory.

The ability of workers to work and their dedication towards the factory bound them together. Management combines ideas, processes, materials, facilities, and people to effectively provide needed services to

shareholder. Management is the decision making element of the cooperative, and workers respect management's decision and help factory to develop and grow as an institution. Broadly speaking, its role entails formulating and executing operating policies, providing good service, maintaining financial soundness, and implementing operating efficiencies to successfully meet its objects. The workers are adopting the welcome change according to modernism. According to workers the management introduces new techniques in the factory also workers accept and grasp these techniques with open arms. Here, the open mindedness of the workers plays important role.

Workers said that, "*they enjoyed more secure employment, upgraded tasks, a large degree of work place autonomy and incentives to take responsibility for quality of sugarcane product.*" In addition, the factory's interests can be expected to include greater flexibility in the deployment of workers, better use of facilities and improved quality. Increased profit was an important motivator for workers to increase their interest and involvement.

Workers follow the instructions given by the official and work accordingly. Workers pay more attention to cleanness and sugar recovery. Management motivates workers for keep on doing the work with dignity and promptness. Each and every worker performs his duty without fail.

## 2. THE OFFICE STAFF :

The social characteristics of office employees specifically relating item like age, education, religion, caste, family, experience and nature of job and their contribution for getting the award to the factory are presented below.

### 2.1. Age:

The data on this aspect are presented in the table no.11 below.

**Table No.11**

#### **Distribution of respondents according to their age-groups**

Age groups	No. of office staff	Percentage
15 to 30 years	3	23.1
31 to 45 years	3	23.1
46 to 55 years	5	38.5
55 to above years	2	15.4
Total	13	100.0

In the sample middle aged office staff were numerically more (38.5%) and the proportion of young and old age respondents was low.

### 2.2. Sex :

The data on this aspect are presented in the table no.12 below.

**Table No.12**

#### **Distribution of respondents according to their sex categories**

Sex	No. of office staff	Percentage
Male	12	92.3
Female	1	7.7
Total	13	100.0

The table clearly indicates that out of office employee 92.3% were men and remaining 7.7% were women, thus among the respondents men were numerically dominant.

### 2.3. Religion :

The distribution of respondents by their religion is presented in the table no.13 below.

**Table No.13**

#### **Distribution of respondents according to their religion**

Religion	No. of office staff	Percentage
Hindu	12	92.3
Muslim	1	7.7
Total	13	100.0

The table no.13 shows, numerical preponderance of Hindu (92.3%) among the sample. There were (7.7%) Muslims in the sample.

### 2.4. Caste categories :

The data on this aspect are presented in the table no.14 below.

**Table No.14**

#### **Distribution of respondents according to their caste categories**

Caste categories	No. of office staff	Percentage
Maratha	5	38.5
Mahar	1	7.7
Gurav	2	15.4
Kumbhar	2	15.4
Sutar	2	15.4
Others	1	7.7
Total	13	100.0

The table shows that, more number of the respondents belongs to Maratha caste, followed by respondents belonging to Gurav, Kumbhar and Sutar castes. In the sample, proportion upper caste Maratha is more as compared to the other castes.

## 2.5. Education :

The data on this aspect are presented in the table no.15 below.

**Table No.15**

**Distribution of respondents according to their education**

Education	No. of office staff	Percentage
Primary	1	7.7
S.S.C.	1	7.7
H.S.C.	2	15.4
Graduate	9	69.2
Total	13	100.0

It can be seen from the above table that, majority (69.2%) of the office staff was graduate; they were having more level of education than what is required for their job. Thus, the respondents were having better education.

## 2.6. Marital status :

The data on this aspect are presented in the table no.16 below.

**Table No.16**

### **Distribution of respondents according to their marital status**

Marital status	No. of office staff	Percentage
Married	10	76.9
Unmarried	3	23.1
Total	13	100.0

It can be seen from the above table that, majority (76.9%) of the office staff were married whereas the remaining (23.1%) were unmarried.

## 2.7. Period of service and type of work :

The data on this aspect are presented in the table no.17 below.

**Table No.17**

### **Distribution of respondents according to their period of service and type of work**

Period of service	Type of work		Total
	Permanent	Temporary	
1 year to 5 years	1(7.7)	1(7.7)	2(15.4)
6 year to 10 years	2(15.4)	2(15.4)	4(30.8)
11 year to 15 years	2(15.4)	-	2(15.4)
16 year to above years	5(38.5)	-	55(38.5)
Total	10(76.9)	3(23.1)	13(100)

The table clearly indicates that, majority of workers (76.9) were permanent workers and remaining (23.1) were temporary workers.



The table shows that, as the period of service increase the proportion of permanent workers also increases. The majority of 38.5% of the respondents were having experience in office between 16 years and above years.

## 2.8. Type of family:

The data on this aspect are presented in the table no.18 below.

**Table No.18**

### **Distribution of respondents according to their type of family**

Type of family	No. of office staff	Percentage
Joint	11	84.6
Nuclear	2	15.4
Total	13	100.0

The data of this aspect revealed that, majority (84.6%) of the respondent were having joint families whereas the remaining (15.4%) belonged to the nuclear families.

## 2.9. Opinion for work :

The data on this aspect are presented in the table no.19 below.

**Table No.19**

### **Respondents opinion regarding work**

Opinion regarding work	No. of office staff	Percentage
Joyful	12	92.3
Mechanically	1	7.7
Total	13	100.0

There is importance of positive attitude towards a job. It is obvious from the above table that majority of the workers (92.3%) are always joyful and remaining workers (7.7%) are mechanical with their

work.

## **2.10. Contribution of the office staff in the success of the factory :**

Undoubtedly office staffs play an important role in the success of the factory. Workers, office staff and share holder farmers are the pillars of the factory. The contributions of human factors are unavoidable. It is the office staff who worked as a mediator between workers and share holder farmers. It is through office staff, workers and share holder farmers get exact and on-time information about the facilities, scheme provided by the factory. Office staff encourages shareholder farmers to participate in competition of sugarcane which is held every year. Office staff provides information, magazines, and bills on time for the share holder farmers which help them to utilize this information for their benefit. Office staff always tries to improve the quality and status of the factory. The office employee quotes that, *“the office staff strictly follow the rules and regulations of the factory. They distribute work among the office staff and work honestly.”* Office staff is always ready to help factory in each and every perspective, professionally as well as personally. Office staff actively utilizes their efforts for the growth and bright future of the factory. Every Department gives their best to enhance the team effort. Office staff solves the queries of the workers on time and with the best knowledge they had.

Management held training programmes and speeches for overall personality development of the office staff as a result of which they contribute fully physically as well as mentally and works with best of their abilities. Office staff promptly received orders, suggestion by officials. Office staffs concentrate and work for betterment of the workers. It becomes very much necessary to have co-ordination between

management and worker. The co-ordination between management, workers and office staff is well balanced.

There is cleanliness and neatness in the factory. Civil works, roads, buildings are well developed. Share department provides right information. Office staff gives memberships to the sugarcane provider farmers. Office staff provides payment promptly and fund to the workers to run the factory's work smoothly. Office staff recognizes the opportunity provided by the factory. Office staff and workers strictly follow the rules and regulations of the factory. Office staff implement suggestions of the workers. There is a feeling of home away from home about the factory.

So an office staff is one of the important pillars of the factory without which factory's progress is unthinkable. Office staff's contribution is immensely important in the growth of the factory. Each and every section is related and dependent on office staff for their utility. The success of the factory mostly depends on promptness and honesty of the office staff. Office staff is very much active and alert and plays the important role of a medium between workers and shareholders farmers. Office staff handled the financial issue very carefully and skillfully. They pay attention to run the different schemes with minimum possible expenditure.

### 3. THE SHAREHOLDER FARMERS:

The social characteristics of shareholder farmers specifically relating item like age, education, religion, caste, family, experience and their contribution for getting the award to the factory are presented below.

#### 3.1. Age :

The data on this aspect are presented in the table no.20 below.

**Table No.20**

**Distribution of respondents according to their age groups**

Age group	No. of Shareholder Farmers	Percentage
31 to 45 years	2	16.7
46 to 55 years	3	25.0
55 to above years	7	58.3
Total	12	100.0

From this table it is clear that in general the proportion of 31 to 45 years was low (16.7%) compared to age group above and below it. In the sample 55 to above aged respondents were having majority (58.3%). So, it is clear from the above table that more percentage of mature persons is involved in the agriculture.

### 3.2. Sex categories:

The data on this aspect are presented in the table no.21 below.

**Table No.21**

#### **Distribution of respondents according to their sex categories**

Sex	No. of Shareholder Farmers	Percentage
Male	11	91.7
Female	1	8.3
Total	12	100.0

Majority (91.7%) of the farmers are male and remaining (7.7%) are women. The property titles are generally held by males, so the majority are male.

### 3.3. Religion :

The data on this aspect are presented in the table no.22 below.

**Table No.22**

#### **Distribution of respondents according to their religion**

Religion	No. of Shareholder Farmers	Percentage
Hindu	10	83.3
Jain	2	16.7
Total	12	100.0

Majority of the farmers belong to Hindu religion, because Hindus are majority (83.3%) in this area. So, this situation is automatically reflected in percentage of farmers. There were also Jain religion farmers (16.7%) in the sample.

### 3.4. Caste categories :

The data on this aspect are presented in the table no.23 below.

**Table No.23**

#### **Distribution of respondents according to their caste categories**

Caste categories	No. of Shareholder Farmers	Percentage
Maratha	7	58.3
Mahar	1	8.3
Dhangar	1	8.3
Sutar	1	8.3
Others	2	16.7
Total	12	100.0

The data show that the majority of the workers (58.3%) are from Maratha caste. Maximum percentages of cultivators were seen among the Maratha. The remaining caste such as Mahar (8.3%), Dhangar (8.3%), Sutar (8.3%) had less proportion.

### 3.5. Education :

The data on this aspect are presented in the table no.24 below.

**Table No.24**

#### **Distribution of respondents according to their education**

Education	No. of Shareholder Farmers	Percentage
Primary	3	25.0
Secondary	8	66.7
Graduate	1	8.3
Total	12	100.0

The above table clearly shows that, Illiteracy among the shareholder farmer is a notable feature, though majority of the

shareholder farmers have taken secondary education. Also there was a graduate shareholder farmer.

### 3.6. Marital status :

In this aspect, there were all married respondents in this sample. Because, all respondents are above 31 age group.

### 3.7. Type of family :

The data on this aspect are presented in the table no.25 below.

**Table No.25**

#### **Distribution of respondents according to their type of family**

Type of family	No. of Shareholder Farmers	Percentage
Joint	9	75.0
Nuclear	3	25.0
Total	12	100.0

It is quite clear from the above table that the number of joint family members exceeds the number of nuclear family members. In term of percentage these are (75.0%) and (25.0%) respectively. In joint family system, which was so common, lands were held in common and all agriculture operation was done together. But now-a-days joint families have been broken down and families live separately.

### 3.8. Size of land holding :

The data on this aspect are presented in the table no.6 below.

**Table No.26**

#### **Distribution of respondents according to their size of land holding**

Size of land	No. of Shareholder Farmers	Percentage
1 gunta to 1 acre	5	41.7
2 acres to 4acres	2	16.7
5 acres to above acres	5	41.7
Total	12	100.0

The above table shows that the proportion of 1 gunta to 1 acre and 5 acres to above acres shareholder farmers were similar. With the establishment of Shri Chhatrapati Shahu co-operative Sugar factory the economic level of shareholders has been raised to a higher level.



### **3.9. Contribution of the shareholder farmers in the success of the factory :**

The cooperative factories are based on the contribution of the shareholder framers. These shareholders purchase shares from the factories and supply raw material for same factories. The financial situation of cooperative factories depends on the response of the shareholder and the shares they purchase. The Government also assists these factories by purchasing some shares. Thus the shareholders play a crucial part in the establishment of the cooperative factories.

The shareholders got the benefits of this cooperative factory in the sense that they supplied sugarcane to this factory and received higher prices for their raw material. The exploitation of shareholders also ceased due to this process. The factories have implemented different developmental activities in their area of operation. These activities are beneficial to the shareholders and others.

Shareholder farmers are of vital importance. They are one of the important pillars of the factory. India is the land of farmers so farmers work in the field and their hard work brings prosperity to the nation. In the same way shareholder farmers work hard in the farm and contribute to the development of the factory. Shareholder farmers acquire the skill of getting maximum profit within the minimum expenditure. They used various technologies and facilities to increase the quality and quantity of the product. This technology is very helpful in the development and growth of the factory. Every year shareholder provides maximum sugarcane to the factory. Share holder farmers achieved success to cut down per acre expenditure from Rs. 566 per ton to Rs. 468 per ton. This itself tells the success story of the factory. They successfully run the scheme called 'Nidwa and Khodawa' both the types to the factory. They

seek their attention to sugar recovery. They used best quality seed to increase the income; they follow the instruction of the experts and make certain changes accordingly to the guidance of the experts.

The shareholder farmers expressed that, "*the factory conducts workshop regarding quality, growth, irrigation and quantity of sugarcane. Farmers follow the instructions given in workshop and increase income.*" The shareholder follow the guidance made in the campaign and make changes in the process to get the best product from the farm. The factory provides maximum irrigation facility to the lands of the farmers so that they can make best use of it and enhance the production. Share holder farmers attend each and every function of the factory and participate actively in it. The share holder farmers receive pesticides by 'no loss, no gain' basis.

The factory always is adapting new technologies about seeds of 'Basaldose', anti-dose medicines and various awards to flat down lands, pipelines and campaigns and share holder farmers get maximum benefit of it. The farmers said that, "*The factory provides different schemes, subsidies and facilities to the farmers so that, farmer could get best quality product and develop a sense of belongingness towards the farmers.*" The shareholder farmers also used bio-product like ethanol and cogeneration schemes. The shareholder farmers get the maximum benefit of scheme and increase the income per hector. The factory used advanced technology as per the requirement and demand of it. The factory always supports and encourages positively to the farmers. The factory manages the field crops for increment in the product. The farmers stood behind the factory management and the chairman while in other factory farmers protesting against the chairman. The factory has undoubtedly increased the farmers' income. The factory provides grant in case of loss or late

sugar recovery. The shareholder farmers and office staff and workers thus contribute in the success of the factory.

### **Human factor's View about factory Management:**

Behind every successful factory management, discipline and dedication plays important role in development. Time management and transparency are the key-factors of Shree Chh. Shahu sugar factory. There are so many factors which enhance the quality as well as quantity of the product. Every institute runs smoothly with the motivation and honesty towards it. Financial management is the back-bone of the factory. This financial management plays vital part in development as well as in the progress of factory, for better future. Each and every department is equally important as they are independent. Minute- detailing is very much necessary.

It is mandatory to concentrate on the customer oriented programs for the growth of the factory. As the worker belong to different strata of the society it become very much needful for the union of the workers and factory by keeping this point of view they arrange culture activity along with the sport to have the opportunity for get-together and streng then the unity among the workers. Leadership is the rare quality. The team performs best under the guidance of the best leader. Chairman Vikaramsinh Ghatge is the pioneer of the factory and he fulfills the vision of Chh. Shahu Maharaja. His efforts behind the development and growth of factory are noteworthy.

Every Department is very active and helpful and gives scope to the various facilities for the workers. There is always scope for experience, education along with skill. Management always praise and reward the quality of work. For the progress of any institute suggestion

and complaints are keys to improve ones performance and factory always pays attention to concentrate and solve queries.

Communication between management and workers is very necessary and factory knows its importance. So it arranges training programmes, campaign and camps for workers. Along with this it also arranges discussion, debates and speeches of the expert to run the institution smoothly and successfully. Factory provides different facilities, magazines, pamphlets, annual reports, sugarcane bills via postal services. Factory also pays attention to the children's and women's development. Factory provides scholarships for the higher education for the workers children and also for the empowerment of women, backward classes and handicapped people. Laborers (sugarcane cutter), drivers and contractors along with businessman around the factory area also contribute very actively in the growth of factory.

Best management and administration are the tools of the company and this is lead by Mr. Vikaramsinh Ghatage which has resulted into award winning performances. These views are expressed by shareholder farmers, office staff and workers. The administration and management fulfills the dream and satisfied fully workers and people dream of living in and around the area of Kagal.