

**CHAPTER - 4**

**SUMMARY AND CONCLUSION**

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In this chapter an attempt is made to summaries the present research work “A study of human factors with special reference to Kagal co-operative sugar factory”.

#### **Major findings of the study:**

##### **I. The Workers:**

##### **A] Socio-Economic characteristics of the workers:**

The proportion of workers having 31 to 45 years was more (45.7%) compared to other age groups. There were only male workers in sugar factory. The majority of the workers (91.4%) were from Hindu religion and The majority of the workers (60%) were from Maratha caste.

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 majority of the workers (88.6%) were married. The majority of workers (71.5%) were permanent workers. The majority of workers (82.9%) were from joint family. The majority of the workers (77.1%) were always joyful. The majority of workers (97.1%) said that they were interested in their work.

## **B] Contribution of workers in the success of factory:**

Workers are one of the important human factors in the contribution of the factory. The workers are honest and prompt in the factory. The workers' contribution in the development of factory is most important. The workers play vital role in getting awards. The workers are the most essential tool in success of factory. Workers always seek attention by their teamwork and come into spotlight since the factory had won many awards for the excellence in factory business. There is a co-operation between management and workers as a result of which healthy relationship been developed. These healthy relationships improve the ability to work in team and with team. The workers perform their duty with full dedication and sincerity. The factory provides guidance to the workers through training programs to enhance quality of the product. They utilize training and increase the production with safety. The workers are always focusing on crushing for the financial improvement. Workers do their work with full concentration and attention. Workers offer their selfless services to the factory. The ability of workers to work and their dedication toward the factory bound them together. Worker respect management's decision and contribute in the growth of factory. Worker's mind-set up helps them to develop positive attitude and change their point of view according to modern age. They enjoyed more secure employment. They take responsibility for quality of sugarcane product. Workers pay more attention to cleanness and sugar recovery. Each and every worker performs his duty with dignity and promptness. The above features show that the immense quality of workers, their honesty and devotion helped factory to win many awards.

## **II. The Office Staff:**

### **A] Socio-Economic characteristics of the office staff employees:**

The middle aged office staff employee was numerically more (38.5%) and the proportion of young and old age respondents was low. The majority employees (92.3%) were men. The majority of the respondents (92.3%) belongs to Hindu religion and Maratha caste respondent were more (38.5%) compared to other caste. Majority (69.2%) of the respondents was graduate.

The majority (76.9%) of the respondent were married. The majority (76.9%) of the respondent were permanent employee. The majority (84.6%) of the respondent belongs to joint family. The majority (92.3%) of the employees were always joyful.

### **B] Contribution of the office staff in the success of the factory:**

Undoubtedly office staffs play an important role in the success of the factory. They provide information, facilities, schemes, magazines and bills on time to the shareholder farmers. Office staff always ready to help factory in each and every perspective, professionally as well as personally. They always try to improve the quantity and status of the factory. They honestly follow the rules and regulation and suggestion made by officials. They solve queries and encourage workers to work hard with dedication. Every department gives their best to enhance the team effort. There is transparency in the work system. Office staff is very much active, alert and play the role of a medium between workers and share holders farmers. Office staff handled the financial

issue very carefully and skillful. They pay attention to run the different schemes with minimum expenditure. Office staff always prefer punctuality, discipline, which contribute immensely in the success of factory.

### **III. The Shareholder Farmers:**

#### **A] Socio-Economic characteristics of the Shareholder Farmers:**

The majority (58.3%) of the respondents were 55 years to above aged. The Majority (91.7%) of the farmers were male. The majority (83.3%) of farmers belonged to Hindu religion. The majority (58.3%) of farmers were from Maratha caste.

The Majority (66.7%) of the farmer respondents were having secondary education. All farmer respondents were married. The majority (75%) of the respondent were belongs to joint family.

#### **B] Contribution of the shareholder farmers in the success of the factory:**

Shareholder farmers are the most important human factor and one of the important pillars of the factory. The cooperative factories are based on the contribution of the shareholder framers. The share holder farmers play a crucial part in the establishment of the cooperative factories. They work hard and acquire skill of getting maximum income from minimum expenditure. They used advanced technologies and facilities to increase the quantity and quality of the product. Every year share holder 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 number itself tells the success story of the

factory, they successfully runs the scheme called 'Nidwa and Khodawa' both the types to the factory. Farmers attend workshop, campaign conducted by factory follow the guidance about schemes, facilities and subsidies. The share holder 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 farmers so that they can make best use of it and enhance the production. The farmers stood behind the factory management and factory to support the chairman while in other factories farmers are protesting against the chairman. The management always support and encourage positively to the farmers.

#### **IV. Human factor:**

The team effort of office staff, workers and share-holder farmers are essential in the development of Chh. Shahu Co-operative Sugar factory. The human factor always seek attention by their team work and come into spotlight by their hard work, dedication and sense of responsibility towards the factory. Teamwork is about working together to achieve shared goals, and getting that lovely feeling of shared achievement that comes from success. Good teamwork involves having good systems and processes to work effectively together as a team. The co-ordination among the human factor is very good and as a result of which bond between them is very strong and unbreakable. This contribution of human factor help factory to achieve success and many awards, popularity and appreciation of the people. The sense of belongingness towards the factory tied them together. The factory is fortunate enough to have strong and responsible human factor. Human factor is working together as a team to solve problems and to implement improvements.

Chh. Shahu Sugar factory is an example of the excellent performance of a cooperative sugar factory in Kolhapur district of Maharashtra, India. The factory has achieved the distinction of getting first prize twice from the National Federation of cooperative sugar factory ltd., New Delhi. The chapter deals with contribution of human factor in achieving this distinction. The factory has been awarded many awards for its excellence. This is possible due to the human factor in the factory. Here the human factors are; the shareholder farmers, workers and the administrative staff in the factory. So in the present study the human factor of these three components and its contribution for getting the awards is important.

Chh. Shahu Sugar factory is known for its best management. Shareholder farmers, workers and office staff works with the sense of belongingness. They produce bi-product like ethanol and cogeneration and sell this bi-product with proper method. They give fair value to the product and seek maximum income. The factory prefers quality by ISO 9001-2000-certified International Standard Organization. It was the first ISO marked factory in the Kolhapur district. The factory provides facilities and motivation to the members and encourages team work for the progress of the factory.

The factory concentrates and expands customer oriented business plans and growth of the factory. The factory manages the technology with the best knowledge they had for development. The workers are always active and keen about their work. They predict the future consequences and take concrete steps. There is a good communication, coordination and cooperation between officials and workers as a result of which they had strong bond and healthy

relationship among them. To run the administration smoothly they purposefully avoid the influence of politics and political leaders in the factory. The campaigns are held to solve the doubts, queries and problems of shareholder farmers. The factory adopts modern technology as per the requirement of age. The factory always supports and encourages shareholder farmers for their contribution, as a result of which they respond positively and express their sense of gratitude towards the factory. The factory is always positive in its view and very much attentive towards future consequences. The unity among the workers, office staff and shareholder farmers are of vital importance. This unity helps in factory's overall development.

The factory has won many awards for its excellence in production. The factory won the most prestigious awards Best Co-operative sugar factory in India three times by National Federation, New Delhi. It is the only sugar factory in India who got three time best sugar factory awards. In the human factor coming together is a beginning. Working together is progress. Achieving together is success. The factory is ISO 9001-2000 certified. It also ISI certified and certified as 2 star Export House. This certificates itself proves the standard of the factory. The factory has won 40 awards not only in Maharashtra but all over India. Undoubtedly Shahu Sugar Cooperative Factory is one of the successful factories in India. It is a result of joint efforts and contribution of workers, office staff and shareholder farmers that factory has won many awards especially Best Technical Efficiency, Best Financial Management and Best Recovery by following institutions:



- NFCSF: National Federation of Cooperation Sugar Factories, New Delhi.
- VSI: Vasantdada Sugar Institute, Pune.
- MRSSKLS: Maharashtra Rajya Sahakari Sakhar Karkhana Sangh Ltd., Mumbai.
- VNARDF: Vasantrao Naik Agriculture and Rural Development Foundation, Mumbai.

It includes following categories: *General Category (9), Finance Category (5), Agriculture Category (3), Technical Category (22).*