

PREFACE

Urban Co-operative Banks played an important role in the tasks of uplifting urban people. Urban co-operative banks are the banks of relatively weak urban people, i.e., artisans, salary earners, industrial workers, small traders and businessmen and the progress of urban people means the progress of urban co-operative banks. Development of urban co-operative banks depends upon the development of their employees. However, in urban co-operative banks development ^{of} employees (i.e., applying personnel management principle) had been overlooked for all these years. After independence, Government of India was appointed several committees to study the problems of co-operatives, but it is surprising that no committee was appointed either by Government or any co-operative organisation to study the problems of urban co-operative banks' employees and their job satisfaction. Moreover, the Fourth All India Conference of Urban Co-operative Banks and Credit Societies held at New Delhi on 25th and 26th November, 1986, made number of recommendations for improving the working of Urban Banks, but conference also neglected the problems of employees and no recommendation was made in this connection. Personnel management is, thus, neglected area in the urban co-operative banks.

The present study is, therefore, an attempt to make an indepth analysis on the personnel policies and practices in selected urban co-operative banks in Satara City, with special reference to employees' satisfaction.

Research, in any way, is never an independent work.

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