

CONCLUSION

To-day on the industrial map of the world, U.S.A. has gained the highest position. A noted French writer, in his book 'The American challenge' has mentioned that the United States rose to the rank of the first rate power because of its investment in the human resources. The U.S.A. concentrated on effective utilisation of man-power by adopting an effective and scientific planning on man-power. No country can dream of its economic prosperity without maximum utilisation of human resources.

The urgent need of the day is to utilise the human resources in Indian Industries more particularly in co-operative sector. Unfortunately the working and progress of co-operative sector in Maharashtra is disappointing. The Deccan co-operative Spinning Mill has also followed the same path.

The researcher has come to a conclusion that there should be a change in the outlook and working of the co-operative societies. A whole lot of important suggestions are as under:-

- 1) The Mill should avoid political interference
- 2) The Mill should avoid the mis use of funds
- 3) The Mill should - adopt commercial outlook in every activity of the mill.
- 4) The mill should adopt a perfect and scientific planning on human resources.

- 5) The mill should introduce effective incentive schemes to its workers.
- 6) The mill should introduce high managerial skill technical know how and up to date machines.
- 7) The mill should follows check up and control of accounts.

If the management of the mill considers the above suggestions of the researcher it will be a very good reward for his efforts and immense benefit to the organisation.