## CONTENTS

CHAPTER-I a) Introduction

- b) Objectives
- c) Scope of the study
- d) Methodology
- e) Tools of Research
- f) Limitation of the study.
- Chapter-II a) Importance and role of human factor in the Deccan Co-op.Spinning Mills
- CHAPTER-III a) The growth and Development of the Deccan Co.op.Spinning Mill Ltd., Ichalkranji
  - b) Role of the Mill in Utilising human resources in Kolhapur District Co.operative Mills
- CHAPTER-IV a) Selection of man-power in the mill
  - b) Provisions of practical Training
  - c) Induction and placement of the worker
- CHEPTER-V a) Motivational Factors
  - b) Economic Or Monetary Motivation
  - c) Non-Monetary Motivational Factors
  - d) Welfare Measures adopted by the Mill
  - e) Rest house and canteen
- CHAPTER-VI a) Opinions, Attitudes, Survey of work force towards superiors and management.

CHAPTER\_VII a) Findings and suggestions.

- b) Need of change in organisation outlook.
- c) Keeping Separate account
- d) Introduction of cost accounting
- e) Proper selection and Training
- f) Adoption of proper and healthy promotional policy
- g) One Industry one union
- h) Reducing working hours for productive workers
- j) Impact of bonus on the minds of workers
- k) Need of independent and well
  equipped hospital
- Preparing plan for human resources setting up development behaviourl sciences cell

m) Conclusion

## APPENDIX

- 1) Questionnaire
- 2) Bibliography