

## CHAPTER - I

### INTRODUCTION

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:: CHAPTER - I ::

INTRODUCTION

1. INTRODUCTION :

India is a vast land with abundant natural resources. There are nearly 5.5 lakh villages. The country's population is approse 80 crores, of which 80% live in the rural area and 20% live in the urban area. 70% of the population is engaged in agriculture and agriculture related activities and the remaining 30% is engaged in other activities like industry, commerce and education.

India was the largest pool of technical and scientific manpower and has a potential to grow into industrially strong and modern nation.

After 40 years since independence, we have the able to produce the different variety of goods. We have upto date modern techniques in the fields.

India is the modern democracy in the world. Its economy is being articulated through three sectors viz. Public sector, private sector and cooperative sector.

India could not make significant progress when compared with the rest of the industrialised countries. In India, the growth of production is low because the management of Human resources has not received sufficient attention. Since recently, however, more

attention is being paid towards efficient management of physical resources. In America and Europe evolution and development of manpower management techniques were largely voluntary. While in India few efforts were made in this direction solely due to the government intervention and coercion. In addition a combination of faulty recruitment practices and growing labour unrest have result in strained industrial relations loss of production and increase in the number of grievances.

Present experiences in developed and developing countries they are some where emphasis is laid on productivity of people with the help of capital, technology and manpower. The productivity is increased with the help of peaceful human relations between the workers and the management. Failure to recognise and motivate human resources been the main cause of failure in achieving higher level of productivity in India. During the post-war period, Japanese people had to work hard for survival due to shortage of capital and natural resources.

For the economic development, industrialisation is an inescapable process conversely. Economic development of any country is not possible without the industrial development. In the industry there are four factors of production i.e. man, money, material and land. Man is one of the most important factor in production, with which material, money and machinery can operated efficiently.

manpower is an important factor in the industry, without manpower the industry is like a vehicle without its wheels, therefore, assume a the human relations is the very important role in the industrial sector.

The quality and quantity of production are dependent upon the relations between labour and management. Human relations influence the efficiency, and productivity of the labour.

In the industry personnel management and personnel administration are two very important factors. In all sectors of the economy, personnel management has been neglected field until recently. But management at present most of the recognition has been given to the management and administration in the cooperatives. In future success of any industry will depends upon the management of human resources, organisation, training placement and motivation of the right person for right job.

The efficiency of an organisation is dependent upon its economic, social, cultural and welfare activities as pertain to its workforce. Successful working of an organisation also inturn depends upon the efficiency of the organisation. The efficiency of the workers is mostly depends upon the human relations of the organisation.

The city of Kolhapur has along tradition of Industrial manufacture. There are numerous small and medium scale engineering factories doued all over the city. Yashwant Iron and Steel works limited is a medium scale steel foundry tucked on the periphery of

Shivaji Udyam nagar an industrial area of Kolhapur city. The unit concerned its operations 40 years ago and has grown from strength to strength. A major contributing factor in its growth is its harmonious human relations. In the present day sphere of industrial strike and unrest it is highly concentrated that an industrial unit maintains its composure and enjoy actually satisfying relationship with its work force. The Kolhapur had become ideal and famous city for steel industrial complex.

I selected the research topic with related to Yashwant Iron and Steel Works Ltd. Kolhapur.

## 2. STATEMENT OF PROBLEM :

The statement of problem is " A Study of The Human Relations in Yashwant Iron and Steel Works Ltd. Kolhapur". The study primarily aims at understanding the nature policy and extent of various Human relations activities of the organisation and their impact on the workers. The secondary of the present research is to analyse the utility and impact of various Human relations activities of the organisation "standard of living of its workers.

## 3. OBJECTIVES OF THE STUDY :

The main objectives of research are :

1. To know how human relations assist to develop him keener sensitivity towards the other people.

2. To study how it is useful for increasing the productivity.
3. To study the causes of weak human relations in organisation.
4. To analyse the findings of the data.
5. To give the recommendations for sound human relations in organisation.

4. SCOPE OF THE STUDY :

The scope of the study covers the various human relation activities ~~as~~ undertaken by the industrial organisation. "Yashwant Iron and Steel works Ltd. Kolhapur," in relation to the objectives set ~~opt~~ here above.

5. METHODOLOGY :

The information with the help of primary and secondary sources will be collected,

1. Collection of the background informant about the human relation through discussion with personnel officer.
2. Collection of various records, statements sheets relating to the human relations.
3. Preparation of questionnaire, observation and interview schedule etc.
4. Personal observation through visiting the workers.
5. Drafting the report detailed discussion of the notes taken in the course of the interviews.

## 6. DATA COLLECTION :

The data used in the present research consists of the following two types. :

### 1. Primary Data :

Primary data was collected through personal interviews, informal discussions and a questionnaire administered to the sample respondents.

### 2. Secondary Data :

Secondary data was collected through published materials, like related books and journals.

## 7 PLAN OF SAMPLING :

In Yashwant Iron and Steel works Ltd. Kolhapur there are 115 workers collection of information from all the employees is not possible, so the sampling method was adopted, out of 115 employees 52 employees were interviewed. i.e. 45.21 percent. Out of 52 employees 47 ( i.e. 90.38 percent) employees are permanent and ( i.e. 9.62 percent ) are temporary in the service.

## 8 LIMITATIONS OF THE STUDY :

1. The study relates the Human relation activities of only one small scale industrial unit and is number of cooperative nature
2. The sample respondents were interviewed in the company premises, sometimes in the presence of their colleagues. This might have prevailed the expression of the ir true feelings occasionally.