

CHAPTER - I

INTRODUCTION & DESIGN AND METHODOLOGY

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CHAPTER - I

: I N T R O D U C T I O N :

Human Resource Planning is useful at different levels, viz; at the national level, sector level and industry level. To carry on the work of organisations each organisation needs personnel with the necessary qualifications, skills, knowledge work experience and attitude for work. There is constant need for replacing personnel who have grown old or who retire, die or become incapacitated because of physical or mental ailments.

Human Resource planning is essential because of frequent labour turnover, which is unavoidable and even beneficial because it arises from factors which are socially and economically sound. In order to meet the needs of expansion programmes and to identify areas of surplus personnel or areas in which there is a shortage of personnel the human resource planning is unavoidable.

To meet the challenge of new and changing technology and new techniques of production, existing employees need to be trained or new blood injected in an organisation.

In short, human resource planning in each and every field / sector ( whether public, private or Co-operative ) is a must. The cooperative sector is very much important in the economy of the country. Sugar industry, particularly cooperative sugar factories is one of the important agro-based industries and hence, there is necessity of studying human resource planning methods/ techniques in that industry.

RESEARCH METHODOLOGY

The Co-operative sugar factories in India have played a significant role in rural economic development . They have changed the total scence of rural economy. Maharashtra is one of the state in India which has developed this field very highly. Sugarr factories have provided employment opportunities, generated income, mobilized savings, and increased the level of investment in rural areas.

In Satara district " Ajinkyatara Sahakari Sakhar Karakhana Limited, Shahunagar-Shendre, Dist-Satara % has played a significant role in its area of operation. The factory has generated income, mobilised savings and increased employment opportunities in the area of operation.

An attempt has been made to study ' Human Resource Planning in Co-operative Sugar Factories with special Reference to Ajinkyatara Sahakari Sakhar Karakhana Limited, Shahunagar-Shehdre, Dist-Satara.

Objectives of the Study :

The main objectives of the study are as follows :

- 1) To study, how the sugar ; factory is manned/ staffed.
- 2) To study the forecasting techniques used by the factory.
- 3) To study the methods practiced in inticipating man power problems.
- 4) To study the methods of recruitment, selection, training, transfer, promotion, etc. used by the factory.

### Significance of the Study :

The study attempts to measure the techniques used by the factory to fulfil the future demands of manpower. As the factory is increasing its capacity from 1250 to 2500 P.Tonne, the forecasting of manpower is necessary. So it is essential to see that which way the factory may manage the functions of manpower department, such as recruitment, selection, promotion etc. The study will help the factory in forecasting the manpower for future.

### Collection Of Data:

- 1) Primary Data : Primary data is collected through two questionnaires, one for officers and other for workers. While collecting the data from workers a random sampling method is used. Out of 206 in Engineering department and 141 workers in manufacturing department 20 & 15 respectively have been selected for collection of data. Also the information is collected from 13 officers from various departments viz; Labour and Welfare department, Engineering, Manufacturing, Accounts, Distillery, Cane Development, Field development, Time, Godown, Stores, Medical, Security and General Administration etc.
- 2) Secondary Data : Secondary data is collected through the factory office. The information is also collected with long and detailed discussion with the staff of the sugar factory, the staff of the district statistical department. The published literature in the library, Govt. offices and sugar factory office is considered for collection of secondary data.

Scope and Limitations of Study :

Workers from Engineering and Manufacturing department included in the study. Out of 206 workers from Engineering and 141 workers from Manufacturing department, 20 and 15 respectively have been taken as the sample.

Workers from accounts, Administration, Time, Cane development, field development, security distillery, Godown, store etc. are not included in the study.

13 Officers from various department are included in the study. Officers from Garden, Ajinkyatara Bazar, Transportation, Petrol Pump, Poultry, are excluded in the study.

The sister concerns viz Ajinkyatara Bazar, Poultry, Transportation, Petrol Pump, Garden are not considered for study.

Board of Director, Managing Director, have not been included in the study.

The random sampling method is used for collecting the primary data from the workers of Engineering and Manufacturing departments of the factory.

CHAPTERS :

- 1) Introduction, Design and Methodology.
- 2) History and Development of Co-operative movement in India.
- 3) History and Development of Co-operative Sugar Factories.  
(In India and Maharashtra)
- 4) Human Resource Planning in Ajinkyatara Sahakari Sakhar Karkhana Limited, Shahunagar, Shendra, Dist - Satara.
- 5) Conclusions and Suggestions.