

CHAPTER - VI

Summary and Conclusions

Practical Implications.

OBJECTIVES

The main objectives of the present study are as follows -

1. The objectives of the present study is to evaluate the human relation aspects practiced in a selected sugar industries.
2. To assess the extrinsic motivation of the employees.
3. To assess the intrinsic motivation of the employees.
4. to evaluate the relationship between human relation aspect and Extrinsic and Intrinsic motivation

The samples are collected from the employees of the following industries -

1. Shri Datta Shetkari Sahakari Sakhar Karkhana Ltd., Shirol.
2. Shri Panchganga Sahakari Sakhar Karkhana Ltd. Ichalkaranji.

Major Findings :

Variable numbers 1, 4, 11 & 20 etc., are related to extrinsic motivational factors such as organisation policies, administration, supervisory

control, co operation among peers and opportunity to learn new things etc Here mentioned factors are unfavourable to the employees of both the industries. The mean score and std. devi of these factors are lower than the median score i e. 2 50.

Therefore, management of both the factories must try to develop their activities on the part of the employees.

2) Variable Nos. 2 3,10,12,13 and 15, are also related to Extrinsic motivational factors. Such as nature of policies, powerful supervision, rewards, personal problems status etc., are unfavourable to the part of management in case of Datta Shetkari Sahakari Sakhar Karkhana Ltd. But these factors are much favourable to the employees of Panchganga Sahakari Sakhar Karkhana. Therefore, the management of Datta Shetkari Sahakari Sakhar Karkhana must try to develop these factors.

3. Variable Nos 5 to 9, 14, 16, 18 are also related with Extrinsic factors of motivation. Here we see that in both the industries these factors are assured favourable.

In Human Relations Aspect, the variable Nos. 3, 7 10, are related with organisational policies, importance of human beings. Harmonious relation

among the workers are not seen in both the sugar industries. The mean and std deviation of these factors is very less than the median score. At the same time, the variable Nos. 1, 4, 5, 6, 9 are related with workers participation in management employees morale, communication process, organisational behaviour etc. These all are not so good in the part of employees of Shri Datta Shetkari Sahakari Sakhar Karkhana Ltd., because we see from Std. deviation and mean score that it is lower than the median score i.e. 2.50. Whereas we see from the standard mean and std. deviation of Panchganga Sakhar Karkhana that, it is much more than the median score.

While the variable Nos. 2 and 8 relates with importance of human relation aspect, advancement of the organisation of both the sugar industries here in case of both the industries, mean derived is more than the median score and hence proves to be favourable to both the industries.

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CONCLUSIONS. THEORITICAL IMPLICATIONS

The present study of Human Relation Aspect is in relation to intrinsic and extrinsic motivational factors in a selected Sugar industries namely Shri Datta Shetkari Sahakari Sakhar Karkhana Ltd., Shirol and Shri Panchganga Sahakari Sakhar Karkhana Ltd., Ichalkaranji.

Motivation makes man work harder to attain their goal. Motivation increases efficiency of the individual and the group And also brings the workers together. It ensures discipline, self control and enhance Team spirit among the employees. Motivating a worker is to create a need and desire on the part of a worker to better his present performance. This can be done by creating in him a sense of responsibility and feeling of special interest in his work Theretore, motivation is nothing but the act of stimulating some one or oneself to get a desired course of action, to push the right button for getting desired reaction. Therefore the most important task of the management is to get the work done by the subordinates and achieve results Getting the work done depends mainly on whether a person has been motivated to do it.

The present study is to understand how Human Relation Aspects are useful for motivating the employees intrinsically or extrinsically.

Intrinsic factors are related to job satisfaction. Intrinsic factors such as Achievement, Recognition, work itself, responsibility, advancement and growth. Intrinsic motivators are internal rewards that a person feels when performing a job. So there is a direct connection between work and reward. An employee in this situation is self-motivated.

Achievement motivation is a drive to overcome challenges, advance and grow. So the people do better work and make progress. Competence motivation is a drive to do high quality work. Competence-motivated employees seek job mastery and professional growth. They tend to perform good work because of inner satisfaction. They feel from doing the same.

Status is the social rank of a person in a group. It is a mark of amount of recognition, honour and acceptance given to a person. Since status is important, people will work hard to conquer it. If it can be tied to action, that further the company's goals, then employees are strongly motivated to support their company.

Extrinsic motivational factors are external rewards, that occur apart from work, providing no direct satisfaction at the time of the work is performed. Extrinsic factors such as company policy and administration, supervision, salary, that are when

present in a job placate workers, when these factors are present people will not be satisfied.

The present study reveals that the lower levels of employees has been treated as extrinsically in D.S.S.S.K. Because, its standard mean score is below than average mean. But in both above industries, intrinsic factors are some extent better, because both factories mean score is more than average mean 2.5 finally in both industries intrinsic factors are more useful for treating human being for motivating a work.

SCOPE FOR FUTURE STUDY

1. The present study is only related to Human relation aspects in relations to intrinsic and extrinsic motivational factors within two co-operative sugar industries located in Kolhapur District. The future researcher can concentrate on two different types of sugar industries i.e. on ownership basis as well as co-operative basis sugar industries.
2. The mean and standard deviation of an human relation aspects in relation to Intrinsic and Extrinsic motivational factors is taken for present study. it reveals little information among the employees of two selected co operative sugar industries. So a large

samples from other sugar industries should be considered to derive better understanding of human relation aspects in relation to motivational factors.

3. The other variable like educational background, sex, age, personality income, status, stress level within the organisation and family circle etc., can also be considered for the future study.
