



CHAPTER SIX  
CONCLUSIONS AND SUGGESTIONS

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This Chapter deals with the conclusions and the recommendations made for the efficient functioning of Shri Shahu Chhatrapati Mills Limited, Kolhapur.

It was observed that though there is no separate Planning and Development Department, this work was being done by the Costing Department of the mill. Some of the officials cited that they do prepare plans which are tentative in nature, based on their judgment and intuition. These plans are not formal plans. In the present competitive situation, the need of the hour is to develop short-term as well as long-term plans. In the long-run, it is recommended that the management should also think of developing strategic plans.

It would be suggested that a separate Planning and Development Department be set up by the organization, because for the healthy growth of an enterprise, efficient and effective management mainly depends on efficient planning.

In this organization, it was noted by the researcher that the concept of workers' participation in management is not adopted to the fullest extent. So, it is suggested that the workers' participation in management should be adopted to the maximum possible extent, which would definitely lead to the mutual understanding between the management and the workers.

It has been observed that the staff is not qualified and well-trained. It is generally felt that efficient personnel management, detailed specifications of different jobs, time and motion study, etc., are some of the important aspects of utmost importance to any organization.

Taking into consideration the above facts, it would be recommended that this organization should henceforth appoint, as and when a vacancy occurs, well-qualified and experienced personnel. Training should be given compulsorily to all the newly recruited employees. In the training package, both theoretical and practical knowledge must be considered while imparting the training. It is strongly felt by the researcher that such a type of training would influence the behaviour and work culture in the organization. Apart from the regular training for new recruits, there should also be refresher-type of training to the old employees, in order to keep them abreast with the latest technological and market changes.

It was found that the mill's communication system was satisfactory. But there are some barriers to communication, such as complexities in message, language barriers, ambiguity, etc. It is recommended that the majority of the workers are not fully qualified in the organization. So, the message conveyed should be clearly understandable, simple and meaningful.

In conclusion, the above suggested measures should be considered by the management to see that the employees working in the organization are kept satisfied through adequate economic rewards, having taken the account of their performance.

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