
CHAPTER - I

INTRODUCTION

CHAPTER - I

INTRODUCTION

CONTENTS

- 1.0 Introduction
 - 1.1 Objectives of the Study
 - 1.2 Scope and Limitations of the Study
 - 1.3 Methodology of the Study
 - 1.3.1 Data Collection
 - 1.3.2 Plan of Sampling
 - 1.3.3 Method of Analysis
-

1.0 INTRODUCTION :-

India is one of greatest practitioner of democracy in the modern world. India belongs a vast land with abundant natural resources. So it is stated that, no country in the world has got natural resources as India is having. There are three important sectors of Indian-economy viz. Public sector, Private sector and Co-operative sector. In the public sector, an enterprise may be owned and managed by 'Government Department Organisation', Public Corporation, Company or Commission. A business enterprise in the private sector may be owned by an individual owner or the group-owners. But the philosophy of co-operative organisation is to serve the common man and liberate him from the oppression of the economically strong people and organisation. Co-operation is a form of business organisation, the only system of voluntary organisation suitable for poorer people.

The common guiding principle of co-operation is the voluntary joining together of people for mutual help. On the basis of this principle, different forms of co-operation were started in different countries according to the necessities of the population. For example, the outstanding development in the England is the consumers co-operative movement; in Germany and Italy co-operative finance; in Canda, Co-operative wheat pools; in the U.S.A. co-operative marketing of agricultural

produce including fruits, and in Denmark, Co-operative sale and live stock and dairy products.

Indian planning has basically relied on two important institutions for upliftment of the rural people- the co-operative movement and community development programme. India is an agricultural country. There are various agricultural activities namely poultry, fishery, dairy etc. Out of these activities dairy is one of the important agricultural activity and it contributes a great the improvement of rural life. But actually in India upto end of 'Third five year plan' no systematic efforts were made to develop 'dairy industry'. On the contrary, due to social and economic crucial conditions in Denmark - Danish people realised the importance at an early stage. Milk is an essential commodity in human diet. Dairy is a cottage based traditional occupation which provides work and earning to men and women.

In India, Dairy co-operatives have been systematically organised. The organisation pattern is at village level-primary milk societies are working, at Taluka or District level, their unions are functioning. In some states, 'State level federations' are working. There is 'National Dairy Co-operation Federation' which is the parent organisation in co-operative dairy industry. There are certain problems of milk co-operatives in India, as poor performance, under utilisation of capacity,

milk pricing and problems of wage and salary Administration.

'Wage and Salary Administration' is one of the vital areas of Personnel Management. A well motivated and satisfied employee is an asset of organisation. In this regard 'Wage and Salary Administration' plays the most important role.

1.1 Objectives of The Study :-

The objectives of the present study are as follows-

- i) To understand present state of wage rates and salary scales of employees in the Sangh.
- ii) To study the incentive schemes implemented by the Sangh.
- iii) To know the procedure adopted by the Sangh for control of compensation costs.
- iv) To study the problems of wage and salary administration and to suggest suitable measures to overcome it.

1.2 Scope and Limitations of the Study :-

The title of the dissertation is 'A Study of Wage and Salary Administration in Satara Sahakari Doodh Purvatha Sangh Ltd , Satara'. It itself explain the scope fo the study. Here due consideration is offered

to the 'Wage and Salary Administration' aspects of the Personnel Management. The study is related to one doodh purvatha sangh (i.e. Satara Sahakari Doodh Purvatha Sangh Ltd , Satara). And that too in co-operative sector. An attempt has been made to study the 'wage structure' of the Sangh. It has focused on the 'Perquisites' and 'incentive schemes' implemented by the Sangh. It covers wage rates and rules, wage revision procedure of the Sangh. It also covers factors affecting wage rates in the Sangh. Further it covers, practical use of wage theories in the Sangh, and the system of wage payment adopted by the Sangh.

The present study is limited to the 'Wage and Salary Administration' aspects of the Personnel Management leaving aside the other aspects of Personnel Management. For the purpose of the study the organisation named 'Satara Sahakari Doodh Purvatha Sangh Ltd , Satara' has been selected as it is, one of the important 'Doodh Purvatha Sanghas' (Milk supply unions) in Satara District of Maharashtra State. The study is limited to only one 'Doodh Purvatah Sangh'. Besides, the limited time period within which the study is to be completed is also one of the limiting factors.

1.3 Methodology of The Study :-

For the purpose of the present study the required information is collected from primary as well as secondary sources.

1.3.1 Data Collection :-

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

i) Primary Data Collection :-

a) The primary data are collected through interviews with the Manager, Accountant, Officer Superintendent, Milk Procurement Officer, Assistant Dairy Engineer, Officer on Special Duty, Society Co-ordinator, Refrigeration Operator, Ice Factory Operator, Assistant Ice Factory Operator, Milk Procurement Supervisors, Senior Clerks, Supervisors, Electricians, Drivers, Clerks, Assistant Supervisors, Peons, Workers and Temporary workers.

b) The information about the 'Wage and Salary Administration' of the Sangh was collected through discussion with the Chairman, Manager, Accountant, Office Superintendent, Milk Procurement Officer, Assistant Dairy Engineer, Officer on Special Duty and Society Co-ordinator.

c) By administration of questionnaire the primary data have been collected.

d) Through personal observation of the employees and through visits to the Sangh, the required data have been collected.

ii) Secondary Data Collection :-

a) The secondary data are collected through various records, statements, pay-sheets relating the wages / salaries of the Sangh.

b) The secondary data are collected from the related books, journals and annual reports of the Sangh.

1.3.2. Plan of Sampling :-

In Satara Sahakari Doodh Purvatha Sangh Ltd , Satara, there are 180 employees of which 178 employees are working on permanent basis and remaining two employees (i.e. workers) are working on temporary basis. The staff position of the Sangh and Sample selection is shown below.

'Total Staff of the Satara Sangh'

Sr.No.	Designation	Number	Sample size No.
1.	Manager	01	01
2.	Officer on Special Duty	01	01
3.	Accountant	01	01
4.	Milk Procurement Officer	01	01
5.	Society Co-ordinator	01	01
6.	Officee Superintendent	01	01
7.	Assistant Dairy Engineer	01	01
8.	Milk Procurement Supervisor	03	01
9.	Supervisor	07	02

Sr.No.	Designation	Number	Sample size No.
10.	Senior clerk	05	02
11.	Refrigeration Operator	01	01
12.	Ice Factory Operator	01	01
13.	Assistant Ice Factory Operator	01	01
14.	Electrician	03	01
15.	Driver	11	03
16.	Clerk	27	05
17.	Assistant Supervisor	18	04
18.	Peon	04	01
19.	Worker		
	: Permanent	90	09
	: Temporary	02	01
Total :		180	40

There are in all 19 cadres of employees in the Sangh. Accordingly the researcher considered 19 stratas (Cadres) for the purpose of selection of sample. The researcher prepared a list of all the employees stratawise and a sample of 40 employees out of the total 180 employees was selected as shown below.

- i) The stratas in which only one employee is working, the researcher selected all such employees. The number of such employees is '10'.

- ii) Out of remaining '9' stratas (cadres), the Sample was selected by using random sampling method.

1.3.3. Method of Analysis :-

The primary and secondary data collected by the researcher have been classified and tabulated.

For the purpose of analysis of the classified and tabulated data percentage, comparison with Government Dairy and theories of wages etc, have been utilised in order to arrive at some conclusions and if necessary, to suggest some measures for improving the working of the Sangh.