

CHAPTER - I

INTRODUCTION



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CHAPTER - I**INTRODUCTION****1.1. INTRODUCTION OF THE SUBJECT :**

In the planning era co-operative sector has been given more importance for the purpose of economic upliftment of the country. Accordingly more funds were allocated in each of the five year plan for the development of co-operative sector. As an effect co-operation has spread in all fields. Now there is no field where co-operation has not been touched. There are a co-operative organisations in all economic and service activities working efficiently.

We see that rural area has been developed but this development has been carried out by the sugar organizations. The co-operative sugar factories are playing a very important role for the economic development of the rural masses. In Maharashtra a considerable portion of the development of the rural area is attributable to a co-operative sugar factories. This development is in the western part of the state particularly in Sangli district.

As far as sugar factories are concerned their efficiency and effectiveness depends on quality and satisfaction of personnel working in the factories. The efficiency of personnel and thier satisfaction depends on

their healthy, welfare and their safety total emoluments and facilities given to them. Hence researcher has decided to study the personnel services given to workers in co-operative sugar factories.

1.2. SELECTION OF THE PROBLEM :

As the scope of personnel services given in a sugar factories varies from factory to factory. When researcher has given visit to different sugar factories in Sangli district she came to know that personnel services provided by each factory are different she has decided to study the personnel services form one of the factories in Sangli district i.e. Rajarambapu Patil Sahakari Sakhar Karkhana Ltd., Rajaramnagar.

1.3. STATEMENT OF THE PROBLEM :

So the research project is titled as 'Employee Services in Rajarambapu Patil Sahakari Sakhar Karkhana Ltd., Rajaramnagar: A Study.

1.4. OBJECTS OF THE STUDY :

The study was undertaken to fulfil the following objectives.

- 1] To understand the extent of awareness of the concept of personnel services in the karkhana under the study.

- 2] To know particulars of employees services available in the karkhana.
- 3] To study the views of the employees and management about the adequacy or otherwise of the employees services in the Rajarambapu Patil Sahakari Sakhar Karkhana Ltd.,
- 4] To highlight the problems faced by the karkhana in rendering the employees services and to suggest the solution if any.

1.5. METHODOLOGY :

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

Visits were given to the place of karkhana in order to get the true information about services given. Annual reports of Rajarambapu patil Sahakari Sakhar Karkhana and other sugar factories in sangli district were collected and compared.

A questionnaire is administered and handed over to selected sample of employee. For this purpose two employees from each department were selected.

Personal interviews were also carried out of officials of Rajarambapu Patil Sahakari Sakhar Karkhana Ltd., for the purpose of collecting first hand information about employees services.

The secondary information was collected from the books, periodicals, annual reports and other relevant documents, the list of which is attached at the end of the thesis.

1.6. SCOPE AND LIMITATIONS :

This study is confined to the services of employees given in Rajarambapu Patil Sahakari Sakhar Karkhana Ltd., Rajaramnagar. It deals with service aspect of personnel management leaving aside other aspect. This study was limited to only one sugar factory in cooperative sector the conclusion drawn and suggestions made therefrom may not have universal application. Limited time is also, limiting factor.

1.7. CHAPTER SCHEME :

The study undertaken was divided into following six topics.

- 1] Introduction
- 2] Sugar Co-operative an overview
- 3] Personnel services - A conceptual frame work
- 4] Rajarambapu Patil Sahakari Sakhar Karkhana Ltd., -
- A Profile
- 5] Personnel services and Rajarambapu Patil Sahakari Sakhar Karkhana Ltd., Rajaramnagar.

6] Summary conclusions and suggestions.

Bibliography.

The researcher got very good co-operation from workers or employees office staff, and management. She got very useful information about personnel services and about history of concerned karkhana, organisation structure and welfare facilities.