

## **CHAPTER - VII] CONCLUSIONS AND SUGGESTIONS**

**A) CONCLUSIONS**

**B) SUGGESTIONS**

## A) CONCLUSIONS -

Followings are the conclusions drawn from the research work done in Gokul.

- I) Promotion, Transfer etc. internal recruitment sources are not used as frequently as others.
- II) New sources of external recruitment not applied.
- III) Selection of employee influenced by political atmosphere and other related persons' or current employees' references.
- IV) Training which provides information about how work is going on in other milk processing industry has not been given, actually which is necessary.
- V) Training for trainer is not given, except in its training centre.
- VI) For extra work extra pay is not offered (i.e. overtime etc.). But for overtime extra leave is considered, which made compulsory.
- VII) In recess time, it is observed that number of employees have bad-habits like, chewing tobacco, gutakha etc. or wastes their excess time of recess in waste- chatting like things.
- VIII) Gokul is not providing its finished products to employees at concessional rate.

## **B) SUGGESTIONS -**

I) Internal recruitment sources as promotion and transfer may show positive effect on morale of employee and their creativity, which are not using as frequently as external sources in Gokul.

II) Special events, computer database, professional or trade associations etc. external sources of recruitment may applicable as an experiment.

III) Selection process, definitely affects badly by political interference or recommendations, which must be minimized by collective decisions of board of directors management and other members of Gokul.

IV) Visits of trainee employees to other milk processing institutes will be effective part of training with other trainings programs. By this way employees may come to understand how work is going on in other milk processing institutes and they may improve themselves.

V) Teaching is an art and a science and only experience, superiority, higher post etc. are not sufficient criteria for appointing as a trainer. These criteria of selection of trainer are not enough to give perfect and scientific knowledge to trainee. That's why; training to trainer must be given before training programs.

VI) If extra pay for extra work will provide instead of extra leave undoubtedly, employee sense of belonging increases with their standard of living. Because generally, nobody works extra for extra leave but for money matters only. Extra pay may be given as per extra hours of working or unit produced by employee. It will increase production and minimizes cost of production because healthy competition in employee forces them to work more than other, for getting more pay. By considering this, there is need to rethink about extra work of employee, as convenient after considering slack seasons.

VII) Library provision will may create awareness among employees about various things, as cleanliness, discipline, responsibilities, personal developments, attitude towards others, towards colleagues, superiors etc. Through this national-international updates, new inventions- innovations, information of milk related industries may supply to employee. In short by this way Gokul may inculcate sense of responsibility in employees about Gokul and society.

- Another thing which forces to put up this matter is that, most of the T-4 and below this level employees come from rural areas and not all but most employees uses their

recession time in health injurious habits such as, chewing tobacco, gutakha etc. It may come to ruin if there is a provision of library or entertaining places like indoor games or music systems etc.

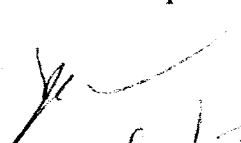
- If positively thinking, this will be not wastage of time and money if controlled properly. No extra librarian or employees are needed to employ. By voluntarily or by choosing talented employee this responsibility may be handover or by placing responsibility department-wise for particular period it may possible to run. Nobody will refuse to do this from employees because they are also like these types of facilities.

- Another thing is that every department employee will comes in touch of others by way of meeting at one place other than canteen. As an experiment it will be fruitful.

VIII) Gokul may adopt the policy of providing its finished marketable products to its employee at concessional/discounted rate. To discriminate Gokul employees from other customers. It will definitely increase sense of loyalty and proud of working for Gokul. This policy shows that Gokul's employees are special ones because they are working with Gokul.

- Here, concession may provide to those, who working or worked so and so years with Gokul or restrict quantity of particular product for week/month/year or as per number of family members as convenient to policies of Sangh..

- Concession to all permanent employees will be best decision.

  
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