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CHAPTER - IV

"Proper man in proper place gives better result".

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CHAPTER - IV

selection of man-power in the Mill

Man-Power is a vital factor to be considered by the Management of the Mill. Every worker is a segment of production and contributes his own share of effort towards the prosperity of the industry. So it is essential on the part of management to select a proper and efficient worker.

The Mill has selected 762 productive workers of whom 400 were appointed before the expansion programme of the mill. The mill has adopted expansion programme in the year 1982-83; increasing its spindle capacity from 12000 spindles to 25000 spindles, provisionally it has selected 350 youths as trainees but as and when installation of new machines have taken up, temporary workers (trainees) are appointed on permanent basis. So, practical training is being provided to productive labourer before his permanent appointment.

In case of technical staff, the procedure of appointment is on the performance of interviews, qualifications and previous experience. Recently, the mill has appointed an experienced and qualified General Manager (L.T.N.DBA). He has 15 years experience in textile industry.

Another officer, Personnel and Labour Officer who is M.S.W. has been also appointed by the Mill. These two key officers have been appointed purely on the basis of their qualifications, experience and merit. The authority of the Mill has given due weightage to calibre and efficiency neglecting the influence of money and political pressure. Now, the management of the Mill and the workers are expecting improvements and developments of the Mill with their skill and knowledge.

TABLE IV : 1 TECHNICAL STAFF.

Sr. No.	Name of the employee	Qualification	Designations
1.	K.P.Gurumurthy	B.Tech.	Asst. Spinning Master.
2.	S.B.Chillal	"	Spinning Supervisor
3.	V.D.Javalgi	D.T.M.	"
4.	M.M.Eaig	B.Tech.	"
5.	S.R.Yadahalli	"	"
6.	D.H.Naregal	B.I.E.T.	Elect. Supervisor
7.	A.J.Madakudri	B.E.E.	Lab. Assistant
8.	C.S.Ramdurg	B.Sc.	Store Keeper
9.	C.G.Teli	B.A.	Time Keeper
10.	S.N.Karjagi	M.A.	Time Boy

Contd...35.

Sr. No.	Name of the employee	Qualification	Designations
11.	A.S.Nara		Time Boy
12.	S.G.Jambagi	B.A.	"
13.	S.S.Angadi	B.A.	"
14.	B.T.Pote		"
15.	I.L.Yadahalli	B.A.	"
16.	S.M.Wali		Godown Clerk
17.	A.M.Muttannavar		Proc. Clerk
18.	A.G.Jambagi	B.A.	"
19.	M.G.Talawar	B.A.	"
20.	D.S.Kamblimath	B.A.G.D.C.	Clerk.
21.	G.R.Patil		Store Helper
22.	J.B.Kembhavi		Godown Clerk
23.	B.C.Kadeshnnavar		Lab. Helper.

Table IV: 1 presents the recruitment of the technical staff in the mill. The mill has recruited the technical staff in accordance with their qualifications. For instance Mr. K.P. Gurumurthy B.Tech. is recruited Asst. Spinning Master and S.B. Chillal B.Tech is recruited Spinning Supervisor. But Mr. S.N. Karjagi who is a post-Graduate in appointed Time Boy which seems to be unsuitable.

In case of administrative staff, the selection of personnel is near to satisfaction proper selection procedure is adopted for selecting qualified persons for different posts. The Managing Director has not been appointed by the mill, but he is deputed by the Government of Karnataka from Co-operative department. He is an experienced man in the Co-operation. Formerly he was Deputy Register of Co-operative societies.

Manager of the mill has been appointed on the basis of his previous experience in the field of Co-operative Society, and he has the degree of M.Com. The mill has appointed cost accountant who is specialised in cost accounting. The remaining administrative staff is qualified and even more qualified than required to their posts.

TABLE IV ; 2 : ADMINISTRATIVE STAFF

Sr. No.	Name of the Employee	Qualification	Designation
1.	Shri. C.N. Hallur	M.Com.	Asst. Director of Co-Op. Audit.
2.	Shri. B.S.Kembhavi	M.Com.	Manager.
3.	Shri. C.B.Vejjammannavar	M.Com.	Cost Accountant
4.	Shri. M.I.Kumbar	D.C.E.	Junior Engineer
5.	Shri. M.D.Desai	B.A.B.Com.	Asst. Accountant
6.	Shri. S.H. Javali	B.A.	Cashier
7.	Shri. H.A.Dandiya	B.A.	Est. Clerk
8.	Shri. G.B.Sarode		Clerk
9.	Shri. S.M.Vastrad	B.A.	Clerk
10.	Shri. H.N.Kora	B.Com.	Typist
11.	Shri. I.B.Pecrajade	B.A.	Steno Typise.
12.	Shri. H.N.Gudur	B.Com.	Clerk.

It is observed by the researcher that the authority of the mill has selected its personnel properly neglecting the influence of money. But there are many cases where influence of political and local leaders had its effect on the post of some administrative & technical staff. Most of the productive workers were selected on the recommendations of local leaders and directors of the mill.

TABLE IV: 3 BASE FOR THE SELECTION OF WORKERS

Question	Respondents 100 workers		
	On the basis of merit.	On influence of officer & political leaders	On any other basis
How did you get appointment in the mill.	18	72	Nil

Table IV: 3 indicates the appointment of the workers in the mill. About 18 workers have been appointed on the basis of their merit. About 72 workers have been appointed with the influence of the higher officers and the Local Leaders. The table shows that appointment of the workers in the mill is made more on the basis of the influence than the merit possessed by the workers.

PROVISIONS OF PRACTICAL TRAINING

The mill has made provision for training and adopted "On Job Training Method", to train its workers, working in various departments of the mill, such as carding, simplex, spinning, below-room, winding etc. "On Job Training" method is primarily concerned with developing, in an employee, a repertoire of skills and habits consistent with the existing practices of the organisation and with orienting him to his immediate problems. Employees are coached and instructed by skilled workers. They learn the job by personal observations, practices, as well as occasionally handling it.

The main advantage of 'On Job Training' is that the trainee learns of the actual equipment in use and the true environment of his job. So, he gets a feel of the production, conditions and requirements. The trainee terms the rules, regulations & procedures by observing their day-to-day applications.

The mill has provisionally appointed 350 workers to meet the needs of manpower arising out of its expansion programme. All these trainees are appointed on permanent basis after satisfactory completion of training period.

During the training period, for the first six months, Rs. 5/- is paid every day as stipend to the trainees. After six months, Rs. 1/- is enhanced i.e. Rs. 6/- per day.

The mill has not made any permanent provision to train the technical and administrative staff. Few persons were deputed for training as and when need arises.

TABLE IV ; 4 : AMOUNT SPENT ON TRAINING.

Years	Amount Spent
1975	2350.00
1976	2350.00
1977	1445.00
1978	1400.00
1979	300.00
1980	3550.00
1981	4455.00
1982	1646.00
1983	90.00
1984	5612.00
1985	15000.00
Total	33198.00

Table IV : 4 Indicates the amount spent by the mill to train the workers from the year 1975 to 1985. The amount spent by the mill till to day Rs. 33,198.00 which seems to be inconsiderable. The mill has spent only Rs. 90 during the year 1983.

INDUCTION AND PLACEMENT OF THE WORKERS

Induction is very essential to new workers. He must be given full knowledge of the industry. He must be introduced to his friends with whom he is going to join his hand in future. This inducement procedure is undertaken by the mill. As per the statement of General Manager, every new worker is being introduced to his colleagues and department where in the is being posted.

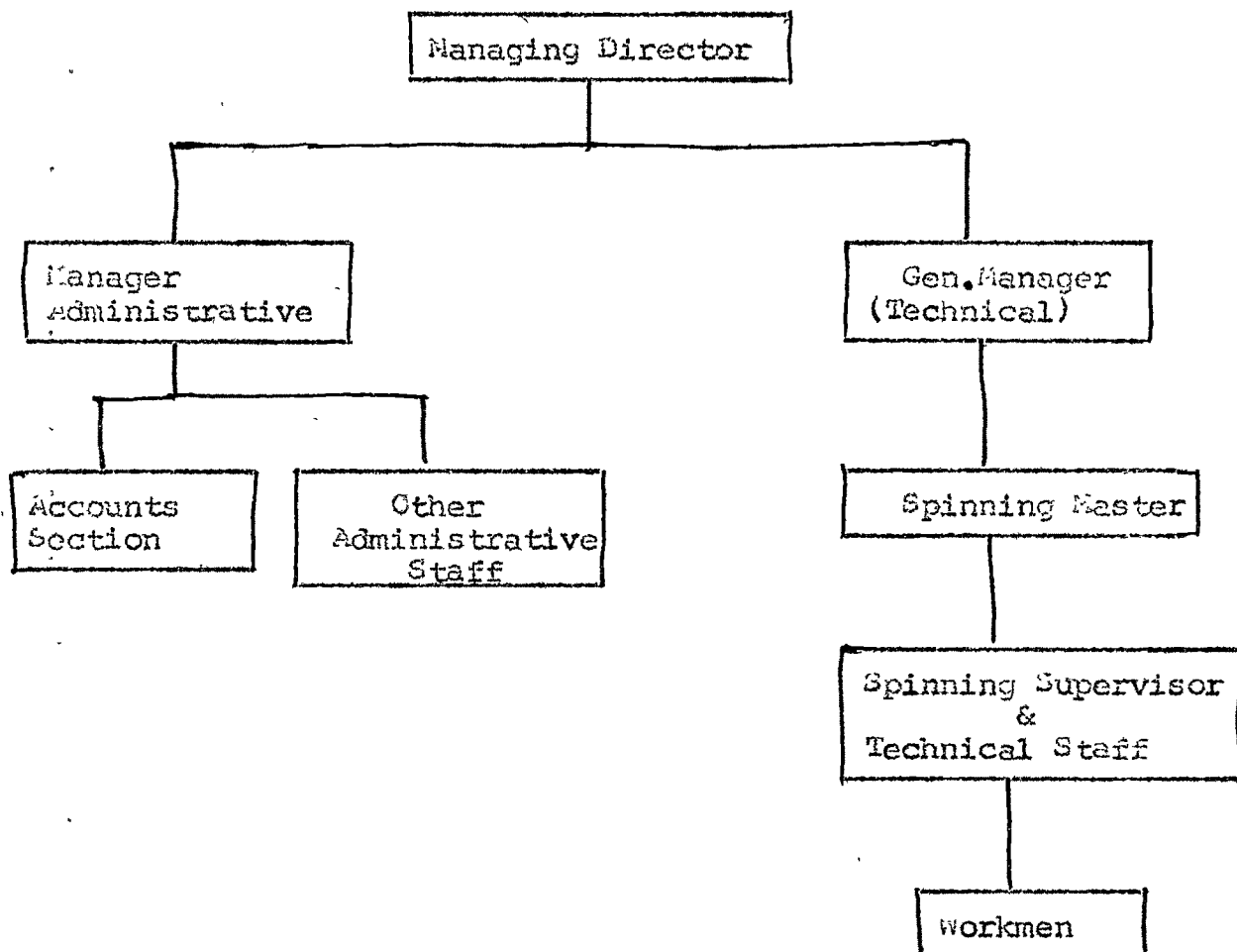
The scientific placement of worker is an important task to every management. Every worker should be placed properly after his appointment and training. 'Proper man in proper place gives better result!'

TABLE IV : 5 : PLACEMENT OF WORKERS IN DIFFERENT DEPARTMENTS OF
THE MILL

Sr. No.	Name of the departments	Shifts				Total
		Gen	Ist	IInd	IIIrd	
1.	Mixing & Blow room.	6	5	5	5	21
2.	Carding	2	7	7	7	23
3.	Draw frame & preparatory	-	19	19	19	57
4.	Ring frame	-	62	63	63	188
5.	Post spinning	-	124	124	123	371
6.	Packing	-	24	-	-	24
7.	Waste dept.	2	-	-	-	2
8.	Maintaince	37	-	-	-	37
9.	Service dept. (eng)	5	10	8	6	29
10.	Miscellaneous	7	1	1	1	10

Table IV-5 indicates the placement of workers in different departments of the mill. In all 762 workers have been placed in three shifts in various departments of the mill. In the spinning dept. 371 workers have been placed. In Ring frame 188 workers have been placed. The overall placement of the mill is quite considerable.

CHART-I THE PRESENT PLACEMENT OF ADMINISTRATIVE AND TECHNICAL STAFF.



Now the mill has proposed to adopt the All India Federation of Co-operative Spinning Mill, Organisation chart which is given on the next page.