

C H A P T E R - I V

A SAMPLE SURVEY OF EMPLOYEES COMPLETING JUNIOR

BASIC COURSE

As discussed in the earlier chapter the centre has been providing training facilities mainly to the employees of the various co-operative societies in and around Kolhapur District.

The total number of trainees completing the junior basic course from the centre during the ten year period (i.e. from June, 1977 to December, 1986) is 887. These trainees may be divided into the four categories thus :

Category No.	Employees of	No. of Employees trained.
1.	Co-operative Department	7
2.	Co-operative Societies	679
3.	Private (Non-Employees)	177
4.	Ex Students	24
TOTAL		887

The researcher has considered only trainees who have been employees, of the co-operatives. This is because of the researcher's emphasis on studying the impact of

co-operative training and education on management of co-operatives.

The year-wise break-up of the above mentioned 679 trainees from various co-operative organisations is given below :

Sr.No.	Year (June & Dec. Batches)	No. of Trainees
1.	1977	68
2.	1978	66
3.	1979	68
4.	1980	78
5.	1981	69
6.	1982	64
7.	1983	68
8.	1984	70
9.	1985	72
10.	1986	56
TOTAL		679

As the record of trainees, completing the junior basic course, available at the centre was for June, 1980 (i.e. only one batch) and for both the batches for each of the years from 1981 onwards, the researcher prepared a list of such trainees the summary of which is as follows.

Sr.No.	Year/Batches	No. of Trainees
1.	1980/June	39
2.	1981/June-December	69
3.	1982/June-December	64
4.	1983/June-December	68
5.	1984/June-December	70
6.	1985/June-December	72
7.	1986/June-December	56
TOTAL		438

Out of the above 101 trainees belonged to other districts than Kolhapur. Thus the researcher prepared a list of 337 trainees of Kolhapur District who had completed the Junior Basic Course from the centre during the period June, 1980, and 1981 to 1986. Taluka-wise break-up of the above mentioned 337 trainees is as follows.

Sr.No.	Taluka	No. of Trainees	Cumulative Total
1.	Karveer	146	146
2.	Kagal	31	177
3.	Shirol	23	200
4.	Panhala	22	222
5.	Ajara	05	227
6.	Radhanagari	18	245
7.	Chandgad	10	255
8.	Gadhinglaj	17	272
9.	Bhudargad	14	286
10.	Gaganbavada	03	289
11.	Shahuwadi	05	294
12.	Hatkanangle	43	337

The details of the 337 trainees are given in table No. 4.1.

The researcher selected the first six taluka's on the basis of simple random sampling the total number of trainees from these six taluka's came to 245.

Questionnaire, prepared in Marathi, was handed over personally to 93 of the 146 trainees from Karveer

TABLE NO. 4.1

Statement showing Taluka wise & Year wise Trainees completing Junior Basic Course at the Centre

Sr. No.	Name of the Taluka.	1980		1981		1982		1983		1984		1985		1986		Total
		JUNE	DEC.	JUNE	DEC.	JUNE	DEC.	JUNE	DEC.	JUNE	DEC.	JUNE	DEC.	JUNE	DEC.	
1)	Karveer	11	-	13	13	5	11	12	19	8	7	11	14	12	10	146
2)	Kagal	3	-	1	1	5	4	1	1	2	4	4	3	-	2	31
3)	Shirol	1	-	1	3	2	3	1	1	6	1	2	-	1	1	23
4)	Panahala	2	-	-	1	5	1	2	2	-	3	1	3	1	1	22
5)	Bajara	-	-	1	-	-	2	-	1	-	-	-	-	-	1	5
6)	Radhanagari.	-	-	2	1	1	1	2	-	1	-	-	4	4	2	18
7)	Chandegad	1	-	-	1	-	1	-	2	-	-	2	-	3	-	10
8)	Gadhingalaj	3	-	3	2	1	1	-	1	-	3	1	1	1	-	17
9)	Gaganbavada	-	-	-	1	-	1	-	-	-	-	1	-	-	-	3
10)	Bhudargad	1	-	-	2	2	3	-	-	-	-	3	2	-	1	14
11)	Shahuwadi	-	-	1	-	-	-	2	-	-	1	-	1	-	-	5
12)	Hatkangala	3	-	3	2	2	3	6	4	4	2	7	4	2	1	43
Total From Kolhapur Dist.		25	-	25	27	23	31	26	31	21	21	32	32	24	19	337
Absent & Failed		1	-	6	4	8	5	3	6	2	1	5	1	7	1	50
From other Districts.		14	-	9	8	6	-	9	2	15	13	3	5	8	5	101
Total		40	-	40	49	37	40	38	39	38	35	40	38	39	25	488

Source : Records of Tatyasaheb Mohite Co-operative Training Centre, Kolhapur.

Taluka. The remaining trainees of Karveer Taluka and trainees from other talukas were sent the questionnaire by post.

Questionnaires received back, after duly filled in, numbered 100, the taluka-wise break-up of which is as follows.

Sr. No.	Taluka	No. of Questionnaires Received.	Percentage of Questionnaires Received to the Total.
1.	Karveer	58	39.73
2.	Kagal	14	45.16
3.	Shirol	07	30.43
4.	Panhala	12	54.55
5.	Ajara	02	40.00
6.	Radhanagari	07	38.89
TOTAL		100	40.81

DATA PRESENTATION

Data collected with the help of 100 questionnaires mentioned above are presented item-wise.

ITEM NO.

1. Relates to Name of the Trainee.
2. Educational Qualifications.

Sr. No.	Educational Qualifications	No. of Trainees
1.	Below S. S. C.	10
2.	S. S. C. Passed	60
3.	XIIth Std. Passed	20
4.	Graduates	09
5.	Post-graduate	01
TOTAL		100

The following table gives taluka-wise break-up with regard to the above.

TABLE NO. 4.2

Statement showing Educational Qualifications of Trained Employees in Selected Taluka's.

Sr. No.	Taluka	Total Trainees Responded	Below S.S.C.	S.S.C.	XXI	Gra- dua- tes	Post- Gradua- tes
1.	Karveer	58	03	37	13	4	01
2.	Kagal	14	04	08	02	-	-
3.	Shirol	07	01	03	01	02	-
4.	Panhala	12	02	05	03	02	-
5.	Ajara	02	-	02	-	-	-
6.	Radhanagari	07	-	05	01	01	-
TOTAL		100	10	60	20	09	01

3 & 7 DATE OF APPOINTMENT AND EXPERIENCES

This given the pre-training and post-training experience in years of the trainees. This may be summarised thus :

<u>Pre-Training Experiences in years</u>	<u>No. of Trainings</u>
0 - 5	64
5 - 10	19
10 and above	17

	TOTAL..... 100

<u>Post-Training Experiences in years</u>	<u>No. of Trainees</u>
0 - 5	89
5 - 10	11

	TOTAL 100

4 & 17 DESIGNATION AND PROMOTION

Out of 100 trainee respondents, it is observed that only 27 trainees got promotion and their designation changed. In case of the remaining 73 trainees, designation remained the same after training.

- 6 Answer to question at item No. 6 (Have you taken co-operative training ?) was affirmative in case of all the 100 respondents.
- 7 Answer to question at item No. 7 (From which institution you have taken training) was identical in all the 100 cases. It was the Centre's Name.
- 7(a) Received training only once in case of all 100 respondents.
- 7(b) Duration of training was stated to be 6 months in case of all 100 respondents.
- 7(c) All the 100 respondents were deputed by their respective organisations for training.
- 7(d) 97 of the 100 respondents have undergone training at their will while 3 have done it because of compulsion from the organisation.
- 7(e) 74 of the 100 respondents were granted leave with pay for the training period while 26 were granted leave with^{out} pay.
- 7(f) 56 trainee respondents received training expenses from the organisation sponsoring them while 44 respondents had to spend for training expenses out of their own pocket.

8 REASONS FOR TRAINING :

Table No. 4.3 below gives necessary details with the preferences.

TABLE NO. 4.3

Pref.No.	8 ₁	8 ₂	8 ₃	8 ₄	8 ₅	8 ₆	8 ₇	8 ₈	8 ₉
1	05	03	05	18	09	-	-	10	50
2	08	03	14	13	26	-	-	22	16
3	05	06	20	19	25	01	-	14	08
4	04	08	23	28	11	-	02	10	08
5	11	05	21	11	10	03	01	19	06
6	25	15	04	01	04	01	05	07	03
7	07	24	01	04	03	02	-	09	04
8	01	01	-	-	01	03	26	01	01
9	-	01	-	-	01	25	02	-	03
10	34	34	12	36	10	65	64	08	01
TOTAL	100	100	100	100	100	100	100	100	100

Serial No. 1 to 9 are the preferential number and serial No. 10 is for those who have not answered.

- 8₁ : Promotion
 8₂ : Increase in pay
 8₃ : Improvement in efficiency.

- 8₄ : Broadening of knowledge.
- 8₅ : Getting knowledge of legal aspects.
- 8₆ : Because of compulsion.
- 8₇ : Rest.
- 8₈ : Organisational development.
- 8₉ : Acquiring in-depth knowledge of co-operative transactions.

9 NEW THINGS LEARNT DURING TRAINING :

Table given below provides necessary information on new things learnt by the trainee respondents during the training.

TABLE NO. 4.4

Statement showing new things learnt and the number of trainees

Item No.	Description of New Things Learnt.	No. of Trainees
9 ₁	Legal knowledge of running the co-operatives.	80
9 ₂	Conduct of meetings	54
9 ₃	Accounting including preparation of final accounts.	78
9 ₄	Maintenance of records	61
9 ₅	Banking Transaction	56
9 ₆	Relations with members	61

9(a) Areas in which further knowledge information is felt necessary.

Sr.No.	Area	No. of Trainees
1.	Book-keeping and Accounting	10
2.	Banking Transaction	07
3.	Legal knowledge and recent changes therein.	12
4.	Co-operative movement in other states and in foreign countries.	04
5.	Relation with the members	06
6.	Audit and Detection of errors and frauds .	02
7.	Miscellaneous - Report writing Filing Taxes of State & Central Govt. Marketing System 5 years plans Conducting Meetings.	09

10. Benefit from Training : 76 trainees have respondents to this question affirmatively, only one trainee has responded negatively and 23 have responded saying that they have benefited from training " to some extent".

- 11 Bettering Accuracy in Work : 90 trainees responded that they have become more accurate in their work because of training, while one trainee responded he did not find any improvement as far as accuracy in his work is concerned and 9 trainees responded that they have benefited "to some extent".
- 12 Skill Improvement on account of Training : 98 of the 100 trainees responded that there was an improvement in their skill, while 11 felt that improvement "to some extent" and one respondent remained non-committal.
- 13 Training and Improvement in Efficiency : 90 trainee respondents have replied that they found an improvement in their efficiency after the training while 10 trainee respondents felt that efficiency improvement was "to some extent".
- 14 Benefit in Customer Transactions : 83 trainee respondents have benefited in this respect while 2 of them have not. 15 trainee respondents expressed that they have benefited, from training with regard to relations with customers "to some extent".

- 15 Dealings with Directors and Other Authorities :
84 of the 100 trainee respondents have benefited with regard to the dealing with the directors and other higher authorities, 6 of the trainee have responded negatively and ten trainees responded that their benefits are " to some extent".
- 16 Addition to knowledge : 94 trainee respondents have acknowledged the fact that they got additional knowledge during training period. 6 trainee respondents felt that addition to knowledge in their case was "to some extent".
- 17 Promotion : See item No. 4
- 18 Getting Ideas for the benefit of Members and Institution : 67 trainee respondents have got some ideas for the benefit of members and the institution in which they worked. Response or 30 trainees was negative and 3 respondents did not give any answer to this question.
- 18(a) Explanation of Ideas (Item No. 18) : All the 67 trainee respondents have answered the question at 18(a). Their suggestions are summarised below.

Sr. No.	Suggestions	No. of Trainee Respondents
1.	Regarding relation with members	20
2.	New Branches should be opened	08
3.	Credit policy	07
4.	Banking transactions	05
5.	Marketing system	05
6.	Mobilisation of Deposits and Allocation of Funds.	04
7.	Management	04
8.	Co-operative training	01
9.	<u>Miscellaneous</u>	14
	a) Crop Insurance	
	b) Distribution of seeds and Fertilizers.	
	c) Collection of sugar factory Bills and its distribution through society.	
	d) Formation of small-scale industries.	
	e) Self-Employment Scheme	
	f) Member Education.	

18(b) Bringing the Ideas to the notice of Higher
Authorities : Out of 67 trainee respondents (who
have answered question at 18(a), 48 trainee
respondents have brought the suggestions to the
notice of higher authorities, while remaining
19 have not done so.

- 18(c) Whether the Ideas Practised ? : Out of the 48 trainee respondents (Mentioned in 18(b) above) 32 trainee have respondents that their suggestions are put to practice. The suggestion of the remaining 16 trainee respondents are not put to practice.
- 18(d) Development of the Co-operatives : Out of the 32 trainee respondents (reference item No. 18(c), 28 trainee respondents felt that their suggestions have helped the development of the co-operative.
- 19 Benefit to Colleagues : 64 out of the 100 trainee respondents have extended the benefit of training to their colleagues, while 4 trainee respondents answered in negative. 29 trainee respondents' answer was that the benefit extended to colleagues was "to some extent". 2 trainee respondents have not answered this question.
- 19(a) Explanation of Benefit to Colleagues : The 64 trainee respondents (refer Item No. 19) have extended benefits of their training to their colleagues in the following manner.

Sr. No.	Benefit extended with regard to the area(s)	Nb. of trainees
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1.	Banking Transaction	23
2.	Legal Aspects	21
3.	Maintenance of Accounts	13
4.	Conduct of Meetings	12
5.	Management of Co-operatives	07
6.	Preparation of Annual Reports	09
7.	Audit of Co-operatives	07
8.	Collection of Loan Dues	04
9.	Filing	03
10.	<u>Miscellaneous</u>	04
	a) Planning	
	b) Relation with customer	
	c) By-laws of societies	
	d) Formation of New Society.	

20 Difference between Training and Practice : The following statement shows the difference between the training and practice, as viewed by the trainee respondents.

Sr.No.	No. of Trainees	Responded
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1.	38	Yes
2.	23	No
3.	34	To some extent
4.	05	Not replied



- 20(a) Difference between training and practice in what respect : 38 trainee respondents have answered this question. They felt that there was a difference between training and practice while 34 of the trainees felt the difference between the two was "to some extent".

The difference pointed out by the trainee respondents can be summarised in the following way.

Sr.No.	Area	No. of trainee Respondents
1.	Accounting System	54
2.	Working differs from what in taught during training	23
3.	Bookish knowledge	12

- 21 Whether training is Essential ?

All 100 trainee respondents have given their answers affirmatively.

- 22 Changes suggested by Trainee Respondents :

The following statement shows the changes which have been suggested by the trainee respondents by giving preferential number.

Sr.No.	22 ₁	22 ₂	22 ₃	22 ₄	22 ₅	22 ₆
1.	40	09	14	02	19	16
2.	14	10	19	06	20	25
3.	19	05	25	06	18	18
4.	13	20	18	12	11	12
5.	07	11	07	32	12	07
6.	01	22	03	19	09	04
7.	06	23	14	23	11	08
8.						
TOTAL	100	100	100	100	100	100

Sr. No. 1 to 6 are preferential numbers and
 Sr. No. 7 is for these who have not responded.

CODE NO.	CHANGES
22 ₁	: Stress should be given on practical Training.
22 ₂	: Legal knowledge should be given more stress during training.
22 ₃	: Knowledge of new techniques should be given.
22 ₄	: Training should be 'in-house training'.
22 ₅	: Training should be given more frequently.
22 ₆	: More practical knowledge should be given by arranging visits to different co-operatives institutions.