

CHAPTER - VISUMMARY AND CONCLUSIONS

After the establishment of co-operative unions in a number of provinces in the first and second decades, specifically with the object of undertaking activities of education, training publicity and propoganda, member education and staff training come to be placed on more systematic lines.

The Reserve Bank of India and the government of in 1953 appointed a Central Committee jointly for co-operative training, that an integrated scheme for the training of employees of co-operative institutions and co-operative department covering the entire country was formulated and implemented.

Training policies and arrangements in the country were again reviewed in 1961 (Chairman Shri. S. D. Mishra) and in 1973 (Dr. M. S. Swammathan).

As per policy laid down by the Government of India the training programme was implement in co-operatively advanced states through the state co-operative unions and in co-operatively underdeveloped states scheme of training were implemented through the co-operative department of the concerned state.

As per the recommendations of the All-India Rural Credit Survey Committee the Central Committee (1964) established Vaikunth Mehta National Institute for Co-operative Management (VMNICM) for senior level officers, 17 training colleges for intermediate level and 74 training centre for junior level employees in different States of India.

On 1st July, 1959 the provincial co-operative union started a centre at Kolhapur.

#### INFRASTRUCTURAL FACILITIES FOR TRAINING IN KOLHAPUR

##### DISTRICT :

Kolhapur is considered as a developed district in the State of Maharashtra Co-operatives proved to be dominant in the life of the people of the Kolhapur District in the sense that co-operative banking, co-operative marketing consumers, co-operatives and sugar co-operatives play an important part in their life.

The various types of societies in Kolhapur District were 2,539 in the year of 1976-77, now they have gone upto 3,936 in the year of 1985-86.

The facilities for training and education are provided through the establishment of the following three institutions.

1. Kolhapur Zilla Sahakari Board, 1947.
2. Tatyasaheb Mohite Sahakar Prashikshan Kendra, 1959.
3. Shivaji University, 1962.

1. KOLHAPUR ZILLA SAHAKARI BOARD :

The board conducts various classes and arranges camps for the benefit of managing committee members co-operative workers, women, youth and also the secretaries of various societies.

The Board has conducted 328 classes for managing committee members and 8,171 members have benefited through this class during the ten years period i.e. 1976-77 to 1985-86.

The total number of women benefitted through the womens camps were 789, 5,197 persons were benefitted through the yough camps, 1,594 co-operative workers were benefitted through the co-operative workers camps and 836 societies secretaries were benefitted through the Secretary's Refresher class during the ten year period i.e. 1976-77 to 1985-86.

The period of these camps and classes was for two to five ~~days~~. These classes and camps were organised at the different places of various talukas of Kolhapur District.

The Board's organisation is controlled by the managing committee, which is formed by the representatives who are elected and the nominees of nominated different organisation's. The Maharashtra Rajya Sahakari Sangh appoints sufficient number of co-operative instructors, the senior employee among them being the secretary of the board.

The membership of the board was classified into two types i.e. individual and co-operative institutions. The membership as on 30th June, 1986 is found to be 960.

TATYASAHEB MOHITE SAHAKAR PRASHIKSHAN KENDRA, KOLHAPUR.

Tatyasaheb Mohite Sahakar Prashikshan Kendra was established on 1st July, 1959, for imparting theoretical as well as practical knowledge to the junior level employees of all types of primary co-operative societies regarding organisation, functioning, accounting, audit, inspection and other related functions of primary societies.

The centre conducts different type of courses.

They are -

1. Special courses.
2. Short Term Course.
3. Junior basic course.

1) Special Courses :

The training centre has undertaken various special courses for the employees of dairy co-operatives, Shetakari Sahakari Sangh, water supply co-operatives, D.C.C. Bank, Urban Co-operative Banks, Lift Irrigation Co-operative etc. During the ten years period 539 person have benefited through such type of courses. The capacity of this course per batch varies from year to year, it was 20, 30 and sometimes 40. 24 times these course were undertaken during the period of 1977 to 1986. The duration of these courses was varies from 4 weeks to 12 weeks.

Special knowledge and informations are provided to the employees of their related work, through these course.

2) Short-term Courses :

Apart from special courses the centre has undertaken short term and other courses for the employees of urban co-operative banks, Mahila Co-operative societies, Fisheries Co-operative Societies, Salesman of consumers' Co-operative Societies, Office Bearers of Dairy Co-op. Societies, office bearers of agricultural credit co-operatives, salesman of Janata Consumer Co-operative Stores,

Branch Managers of Shetkari Sahakari Sangh, Supervisors of District Milk Federation, Salesmen of Warana Bazar, Kolhapur D.C.C. Bank Inspectors, Dairy Supervisors.

Through the above short term courses 1,155 persons have benefited during the ten years period under study. The duration of the courses varied from 2 days to 4 weeks.

3) Junior Basic Course :

The duration of this course is 24 weeks. Out of the 24 weeks 20 weeks are devoted for theoretical training and examination and 4 weeks for practical training.

Admissions are restricted to paid employees of primary societies and paid stipend and tour allowances. Hostel facility is also provided to these trainees. 10% seats are reserved for unemployed persons they have not paid stipend nor any other concession.

During the ten years period (1977-1986) 887 persons have completed the junior basic course.

From the above the researcher has considered 679 trainees who were employees of co-operatives, for the purpose of studying the impact of Training and Education on management of co-operatives.

Out of the above 679 trainees record of only 438 employees was available at the Centre (1980 June batch and two batches each for the year 1981 to 1986).

From 438 trainees, 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. The researcher selected six taluka(s) (50% of total taluka's in Kolhapur District, Karveer, Kagal, Shirol, Panhala, Ajara and Radhanagari) covering 245 trainees (72.7% of the total).

Questionnaire, prepared in Marathi was handed over personally to 93 of 146 trainees of Karveer taluka and remaining were sent by post.

100 questionnaires were received back, after duly filled in.

#### DATA PRESENTATION

1. Educational Qualification : Majority of the trainees (60%) had their education upto S.S.C., 20% trainees had passed XII Std. 9% were graduates, one percent was found to possess post-graduate qualifications.

2. Experience : 64 trainees had joined training before completion of 5 years in their employment where 10 trainees were sent for training after completion of 5 years, service and 17 trainees were sent for training after 10 years service.

89 trainees had below 5 years' experience whereas 11 trainees had 5 to 10 years' experience after training.

3. Promotion : 73 trainees designation changed and promoted after training 27 trainees designation remained same.

All the 100 trainees had undergone for training once in their service for the period of six months and they were deputed by their organisations.

3 trainees have gone for training because of compulsion and 97 voluntarily. 74 were granted leave with pay and 26 were granted leave without pay.

50 trainees have given first preference to "acquisition in depth knowledge of co-operative transaction" as the reason for undergoing training. 18 trainees have given first preference to "broadening of knowledge." 9 trainees have given first preference to "getting knowledge of legal aspects".

4. Things Newly Learnt : During the training 80 trainees learnt new things regarding the 'legal knowledge of running



the co-operatives' 54 trainees learnt conduct of meetings. Majority of the trainees learnt new things during the training regarding all the six aspects. via. (i) Legal knowledge of running the co-operatives, (ii) Conduct of Meetings, (iii) Accounting, (iv) Maintenance of records, (v) Banking transactions, (vi) Relation with members.

The 12 trainees felt further knowledge in "Legal aspect" necessary 10 trainees wanted it in book keeping and accounting and 2 trainees in Audit and Detection of errors and frauds. It is found that majority of the trainees got the required knowledge and information and a few felt that additional knowledge was necessary.

Out of 100, 76 trainees have benefited from training, 90 trainees have become more accurate in their work after training, 88 trainee felt there was an improvement in their skill, 90 trainee replied training made improvement in their efficiency. 83 trainee have expressed the feeling that training has helped them in having better relations with customers, 84 trainees benefited in the field of their relations with directors and other higher authorities and 96 trainees replied that they got additional knowledge during training.

**NEW IDEAS :**

Out of 100 trainee respondents 67 trainee have replied that the training has given them new ideas for the benefit of members and the co-operative institutions, in the field of relation with members, opening new branches, credit policy, banking transactions, marketing system, deposits and funds, member education etc. Out of the 67 mentioned above, 48 have suggested their new ideas to higher authorities and 32 of them said that their ideas were accepted and put to practice. 28 of the 32 trainees felt that their suggestions have helped cooperatives develop.

64 out of the 100 trainees have extended the benefit of training to their colleagues in the field of like banking transaction legal aspects, conduct of meeting, preparation of annual reports etc.

**DIFFERENCE BETWEEN TRAINING AND PRACTICE :**

38 trainees felt that there was a difference between training and practice and 34 trainees felt that the "difference was to some extent." The major areas of difference were accounting system (54), working difference from what is taught (23) and "Bookish knowledge" (12).

SUGGESTION FOR CHANGES :

The suggestions for changes in training have been given on preferential basis. 40 trainees have given first preference to "stress should be given on practical" While 19 trainees have given first preference to "frequency of training should be more." 16 trainees have given first preference to "More visits to difference co-operative institutions and 14 trainees gave first preference to "knowledge of new techniques should be given.

