

CHAPTER - I

INTRODUCTION

A) BACKGROUND ANALYSIS

The dissertation entitled " A Study of the Impact of Co-operative Training and Education on Management of Co-operative in Kolhapur District " is submitted to the Shivaji University, Kolhapur in partial fulfilment of the requirements for the award of M. Phil. Degree in Commerce.

The study is an empirical one and based on actual observations of the aspects of training of co-operative institutional employees.

The importance of co-operative organisation in each and every field of business attracted the researcher towards the study of impact of co-operative training and education on management of cooperatives in Kolhapur District. As the area is vast, only one Centre, i.e., Tatyasaheb Mohite Co-operative Training Centre which is providing training to the junior level employees is taken into consideration for study.

CO-OPERATIVE TRAINING POLICY

The co-operative training policy has been fully re-oriented in accordance with the national objectives

and the programmes have been fully geared to meet the priorities of the co-operative development programmes. The main objective of the co-operative training policy is to strengthen the management structure of the co-operative movement and help the co-operative institutions in building up professional management by improving the knowledge, experience and skills of co-operative personnel through systematic programmes of training. Greater emphasis has been laid on strengthening the programmes relating to rural development, public distribution, weaker sections, underdeveloped states and junior personnel.

NCCT AND CO-OPERATIVE TRAINING

National Council for Co-operative Training (NCCT) is responsible for planning, organising, monitoring co-ordinating and evaluating the training programmes for the senior executives and intermediate level officers of the co-operative institutions of all types and co-operative departments. The NCCT administers the senior executive programmes through Vaikunth Mehta National Institute of Co-operative Management at Pune (VMNICM) and for middle level officers through the 17 Co-operative Training Colleges located in the capital cities of the States. In addition the NCCT provides academic guidance to the 89 co-operative training centres managed and administered by the State Governments and State Co-operative Unions.

The main objective of the NCCT is to strengthen the management structure of the co-operative movement and to help co-operative organisations in professionalising their management by improving the knowledge and skills of their employees through a variety of training courses.

CO-OPERATIVE TRAINING STRUCTURE

The Council, under it, has a three tier training structure composed of the VMNICM, Pune as the premier institute at the national level for training the senior and key personnel, 17 co-operative training colleges for middle level personnel and 89 co-operative training centres for junior personnel.

SELECTION OF THE TOPIC

With the background given above, it was felt that a study of the impact of training and education on management of co-operatives in Kolhapur District would be useful in understanding its impact on management of co-operatives in Kolhapur District. Tatyasaheb Mohite Co-operative Training Centre, Kolhapur, was selected for the purpose of the study.

The Co-operative Training Centres are playing a very important role in training the junior level employees of the

co-operatives. The role of these junior level employees in the co-operative institutions is an important place. Therefore the effort to ascertain the impact of training on management of co-operatives is the important consideration taken into account by the researcher.

B) METHODOLOGY

Objectives of the Study : Following may be stated to be the objectives of the study.

1. To study the infrastructural facilities provided for training in the co-operative sector.
2. To study trained employees of the co-operative undertakings in Kolhapur District for the purpose of understanding the reasons for undergoing training, the benefits derived therefrom and the allied aspects and
3. To study the impact of training on management of co-operative undertakings.

SCOPE OF THE STUDY

Scope of the study is limited to co-operative training in Kolhapur District only. Co-operative education is excluded for the purpose of study, except the general knowledge of infrastructural facilities available for the same. Training facilities are available at Tatyasaheb

Mohite Sahakar Prashikshan Kendra, Kolhapur. (henceforth called as 'the Centre') and thus the scope of the study could be the various courses conducted at the Centre. Junior Basic Course leading to Lower Diploma in Co-operation was chosen for the purpose of study as it was carried out regularly. Other short term courses were excluded. The researcher wanted to take 10 year data of the trainees undergoing this Course but could take the available data for the June, 1980 batch and 2 batches every year from 1981 to 1986.

DATA COLLECTION

Data were collected basically from the records of the Centre for the June, 1980 batch and 2 batches for each of the years 1981 through 1986. It was found that 679 trainees had successfully completed the Junior Basic Course during this period. Trainees who were employees of the Co-operative Department and who were unemployed at the time of training were excluded. List of 438 trainees completing the Junior Basic Course from the Centre was prepared from the available record from June, 1980 batch onwards, out of these 438 trainees, 101 belonged to the other districts. The trainees from the other districts were excluded. A list of 337 trainees from Kolhapur District was prepared Taluka-wise and six talukas, viz., Karveer, Kagal, Shirol, Panhala, Ajara and Radhanagari

were selected on the basis of simple random sampling. The total number of trainees from these six talukas came to 245. These trainees were administered a questionnaire (prepared in Marathi language) by meeting them in person and by post. 100 trainees returned the questionnaire duly filled in out of the total 245 trainees. Data collected through the questionnaire was summarised in a Master Sheet, specially prepared for the purpose. The summarised data are then presented and analysed in Chapter No. IV.

CHAPTER SCHEME

The dissertation is divided into six chapters as follows :

- Chapter I : Introduction to the subject matter and Methodology.
- Chapter II : Conceptual Background : Training of Personnel and Management of Co-operative Undertakings.
- Chapter III : Infrastructural facilities for training in Kolhapur District.
- Chapter IV : Sample Survey of Trained Personnel in Kolhapur District.
- Chapter V : Evaluation of Impact of Co-operative Training on Management of Co-operatives in Kolhapur District.
- Chapter VI : Summary and Conclusions.

LIMITATIONS OF THE STUDY

The present study has the following major limitations.

- 1) Co-operative education could not be considered mainly because of time constraint.
- 2) Only one training centre could be covered.