CONTENTS

•

	PARTICULARS	PAGE NO From To
ay dan din yan yan dir dar tik dir tik di		
	CERTIFICATE	(i)
	CERTIFICATE OF CHHATRAPATI S HA HU SAHAKARI SAKHAR KARKHANA LTD., KAGAL.	(ii)
	ACKNOWLEDGEMENT	(III)
	DECLARATION	(iv)
	LIST OF TABLES	(v & vi
	INDEX OF CHARTS AND MAPS	
CHAPTER-1	1.0 Introduction.	1 - 10
	1.1 Importance of Personnel Management.	
	1.2 Role of Wage and Salary Administration.	,
	.1.3 Objectives of the study.	
	1.4 Methodology.	
	1.4.1 Selection of Unit.	
	1.4.2 Selection of Period.	
	1.4.3 Sources of Data Collection.	
	1.4.4 Limitations of the Study.	
CHAPTER-2	THEOROTICAL FRAME WORK:	11 - 53
	A. 2.1 Meaning of Wages.	
	2.2 Definition.	
	2.3 Meaning of Salary.	
	2.4 Characteristics of Satisfactory Wage Plan.	
	2.5 Factors influencing Wage and Salary Administration.	
	2.6 Types of Wages.	
	2.7 The Need Based Minimum Wage.	
	2.8 Methods of Wage Payment.	

CONTD...

٩. :

CHAPTER NO. PARTICULARS PAGE NO From To , · CHAPTER-2 B. 2.1 Concept of Wage Incentives. 2.2 Definition. 2.3 Features. 2.4 Pre-requisites of a Good Wage Incentive Plan. 2.5 Types of Wage Incentive Plans. 2.6 Financial and Non-Financial Incentive. 2.7 Fringe Benefits. 2.8 Dearness Allowance. 2.9 Bonus. CHAPTER-3 HISTORY OF SUGAR INDUSTRY AND ORGANISATION 54 - 85 PROFILE: A HISTORY OF SUGAR INDUSTRY: 3.1 Progress of Sugar Industry in India Before Independence. Development of Sugar Industry After 3.2 Independence. 3.3 Co-operative Sugar Industry. 3.4 Co-operative Sugar Industry in Maharashtra. B ORGANISATION PROFILE: Shri. Chhatrapati Shahu Sahakari Sakhar Karkhana Ltd., Kagal. 3.1 Introduction. 3.2 Factory Location and Registration. 3.3 Aims and objectives of the Karkhana. 3.4 Progress of the Karkhana. 3.5 Various Schemes of the factory. 3.6 Various Welfare Facilities. 3.7 Current Manpower position of Shri. Chhatrapati Shahu Sahakari Sakhar Karkhana Ltd., Kagal

CONTD...

=0				
CHAPTER NO.	PARTICULARS	PAGE NO From To		
CHAPTER-3	B 3.8 Board of Directors			
	3.9 Organisation.	Ň		
CHAPTER-4	PRESENTATION OF DATA, ANALYSIS AND	87 - 110		
	INTERPRETATION.			
CHAPTER-5	CONCLUSIONS AND SUGGESTIONS.	111 - 131		
	APPENDIX			
	QUESTIONNAIRE	133 - 137		
	BIBLIOGRAPHY	138 - 139		

.