

CHAPTER-5

OBSERVATIONS AND SUGGESTIONS

OBSERVATIONS:

On the basis of the data analysis presented in the previous chapter following observations are made.

1> Material productivity of RSSK, Rajaramnagar fluctuated from 64.03 percent to 21.41 percent. It was higher in the year 1990-91. The organisation achieved continuously higher material productivity during the study period.

Material productivity of HKAK, Walwa fluctated from 70.48 percent to 43.23 percent. The organisation achieved contineously higher material productivity during the study period.

2> Labour productivity of RSSK, Rajaramnagar is varied between 2.71 percent and 1.88 percent. It shows a fluctuating trend. It was relatively higher in the year 1989-90.

Labour productivity of HKAK, Walwa is varied between 2.06 percent and 1.75 percent. It shows a fluctuating trend. It was relatively higher in the year 1989-90.

3> The overheads productivity of RSSK, Rajaramnagar was fluctuating during the study period with an extension in the year 1987-89. It varied from 7.10 percent and 10.69 percent. It was lower in the year 1987-89.

The overheads productivity of HKAK, Walwa, was decreased during the study period with an exception in the year 1990-91. It varied from 8.05 percent and 5.82 percent. It was lower in the year 1990-92.

4> The overall productivity of RSSK, Rajaramnagar is varied between 73.85 and 34.02 percent showing very low profit margin. It was relatively good in the year 1991-92.

The overall productivity of HKAK, Walwa is varied between 80.60 and 50.81 percent showing very low profit margin. It was relatively good in the year 1990-91.

5> Departmental productivity of RSSK, Rajaramnagar includes material procurement productivity, manufacturing productivity, Administration productivity and selling and Distribution productivity. The total organisational productivity is averaged between 0.22 times and 0.94 times. It shows a fluctuating trend during the study period.

Departmental productivity of HKAK, Walwa includes material procurement productivity, manufacturing productivity, administration productivity and selling and distribution productivity. The total organisational productivity is averaged between 0.13 times and 0.07 times. It shows a fluctuating trend during the study period. But in 1986-87 is very low trend 0.07.

6> Financial, Turnover and operating productivity of RSSK, Rajaramnagar is measured with the ratios current Inventory to working capital, Total Assets Turnover, Operating profit to sales, financial expenses, Administrative and selling expenses, and Gross profit to sales. As the organisation under study is a co-operative agricultural processing unit. So we can say that all productivity of the organisation is good.

Current ratio is averaged at 1:85:1 percent. Inventory to working capital is averaged 2.17 percent. Total Assets Turnover is averaged 2.29, operating profit is averaged 92.50, financial expenses is averaged 5.07 and Administrative and selling expenses is averaged 73.44 and Gross profit is averaged 72.07 time during the study period.

Financial, Turnover and operating productivity of HKAK, Walwa is measured with the ratios. Current, Inventory to working capital, Total Assets Turnover, operating profit to sales, financial expenses. Administrative and selling expenses and Gross profit to sales. As the organisation under study is a co-operative agricultural processing unit. So we can say that financial, Turnover and operating productivity of the organisation is good.

7> Organisation under study used more than 100 percent of capacity installed during the study period with an exception in the year 1991-92. The capacity utilisation is varied between 99.99 percent and 112.40 percent. It was under utilised in the year 1990-91 because that was the first year in which additional installed capacity is operated.

Organisation of HKAK, Walwa under study used more than 100 percent of capacity installed during the study period with an exception in the year 1991-92. The capacity utilisation is varied between 144.08 percent and 134.00 percent. It shows increasing trend. It was relatively higher in the year 1987-89.

8> The Recovery Rate of sugar of the organisation is good during the study period. It was varied between 11.64 percent to 12.05 percent.

The RSSK, Rajaramnagar Recovery Rate of production of rectified spirit was varied between 238.00 liters to 245.0 liters during the study period.

The Recovery Rate of HKAK, Walwa sugar of the organisation is during the study period. It was varied between 12.17 percent to 12.93 percent. It shows a top most Recovery in Indian.

NOTE:- By products Acetone have not been produced by Hutatma Kisan Ahir Sahakari Sakhar Karkhana Ltd., Walwa in established that is why the comparison has not been done .

It can be concluded from the above observations that though there is not a system of "productivity management. The productivity of the organisation is good and can be made better if the steps taken to further improve it. For this purpose some of the suggestions are made which is the corresponding part of this chapter.

SUGGESTIONS:-

On the basis of the observations made the following suggestions are offered of RSSK, Rajarnagar and HKAK, Walwa.

As there is total absent of productivity management concept is the need of the organisation to develop the same which can be achieved by following steps.

1>The concept of productivity must be made familier to the each and every person in the organisation means steps should be taken to promote productivity midness.

2>All the possible techniques of scientific management should be applied in the organisation.

3>To make the efforts to improve the performance of each element of input.

4>Data must be maintained in such a nature which helps to computer factoral productivity and total factor productivity.

5> Work force should be motived towards productivity objectives.

6> Material productivity may be increased by producing a matured sugarcane at current time, removing machine faults employing workers of requiste skill, efficient handling of material.

7>Labour productivity may be increased by recruitment of the right type of men, training of workers ,work study. Fixation of rate and incentive schemes productive planning ,elimination of man power wastage.

8>Machine of technological productivity may be increased by maximum utilisation of machine time, proper system of maintenance, efficient production planning, employment of skilled and efficient operatives proper maintenance of machine tools.

9. Marketing producting may be increased by increasing sales or net profit with the some or less amount of marketing efforts or effecting cost reduction in marketing costs.

10> Organisational productivity may be increased, by examination of the general Organisation of the concern to fix line of responsibility simplification, standardization and specialisation in production lines, application of work techniques. Elimination of time on non-productivity work introduction of a system of production control integration of the functions of the various departments, introducing proper system of quality control and an efficient system of budgeting costing cost control and cost reporting.

11> Inter firm comparison should be attempted.

12> Researching and development programmes should be introducing.

In the conclusion it can be said that "productivity management" is necessary to increase the productivity of the organisation because higher productivity has the effect of generating prosperity for the business the industry the worker, the consumer and the nation, as a whole. .PA