

**CHAPTER - V**

**FINDINGS AND CONCLUSIONS.**

CHAPTER - V

FINDINGS AND CONCLUSIONS:-

In the preceding chapter, an attempt was made to critically analyse the various employees problems in Agricultural Produce Market Committees in Satara District with particular references to gradation of market committees pay scales of employees, allowances, recruitment, training, working conditions, employee-management relations, union activities etc. In this chapter it is proposed to give the finding and conclusions of the study.

The finding and conclusions of the study are as follows:-

A) GRADATION OF MARKET COMMITTEE:-

There is close relation between the gradation of market committee, pay scale of employees and creation of post. It is very necessary to give the upper grade to the market committee which fullfills its conditions. In study the following facts were observed:-

1) Two 'B' grade market committees have fulfilled the conditions required for 'A' grade. They have applied for higher grade but yet not obtained the upper grade.

2) One 'C' grade market committee has fulfilled the requirement of 'A' grade market committee but still it has not obtained 'B' grade.

3) One 'C' grade market committee has reached up to the income of 'A' grade market committee but yet it is unable to obtain 'B' grade.

...98...

4) One 'D' grade market committee has already reached up to the Income of 'B' grade but still it has not obtained success in getting 'C' grade.

Above information shows that there is great delay in sanctioning the higher grade to market committees. Following results are observed due to delay in sanctioning higher grade.

(1) New posts are created on base of upper grade. It gives the chances of promotion to the employees. But those who get very few chances of promotions are kept away from their due promotions due to delay.

(2) Various posts of market committees depend on their income. Grade of market committee depends on its income. Due to delay in sanctioning upper grade, grade of market committee remain same even though its income increases. Until the upper grade is not sanctioned, market committee cannot employ the required staff experiences the tension of workload.

(3) According to existing rules there is provision of higher scale for the upper grade employee. Due to delay in grading the upper grade the employees remain away from new pay scale which is due to upper grade market committee.

Gradation system creates other problems also which are as follows:-

While ascertaining the number of posts only gradation is base. In fact the area of market committee also plays important role. If there are two Tehasils for a market

...99...

...99...

committee as like Satara and Wai market committees in this case the shortage of field staff is felt.

**B) PAY SCALE:-**

While studying the problem relating to pay-scale following points are searched out:-

1) Pay scales of secretaries are different according to the grades of market committees.

2) Pay scale of Assistant secretary of A & B grade are equal but pay scale of some designation of A-1 grade is higher.

3) Same thing is happened in case of accountant. Also pay scale of accountant of 'C' grade is less than of 'A' & 'B' grade.

4) Pay scale of Junior clerk and peon is equal in all grades of market committee.

It shows that there is no definite base while ascertaining pay scales of various posts. Also study enlight following facts:-

1) Majority employees are not satisfied with existing scale. Those who are not satisfied with the existing pay scale are belonging to higher posts.

2) In satisfied employees majority employees are belonging to peon post.

3) Employees on higher posts who are satisfied regarding pay scale are less educated.

4) Junior clerks those who are graduates are not satisfied with existing pay-scale.

...100...

**C) LACK OF FUNDS:-**

It is also becomes impossible for 'D' grade market committees to pay salary regularly to its employees due to lack of funds.

**D) ALLOWANCES:-**

According to existing rules there is provision of various types of allowances. Existing situation regarding the payment of allowances is as follows:-

1) Employees of all market committees are having dearness allowance equal to that of state government employees.

2) There is provision of cash allowance where there is no post of cashier. In fact instead of appointing cashier one 'B' grade market committee is paying cash allowance to the employee handling the cash table. Other market committees where there is provision of cash allowance are not paying cash allowance.

3) There is no separate designation of typist in any grade of market committee. There fore, typing allowance is permitted to the employee handling the table. In fact out of nine market committees no one is allowing this allowance.

4) Uniform is compulsory to peons in all market committees. Only one market committee is paying washing allowance to its peons.

5) Out of nine, two market committees can give water scarcity allowance to its employees. Only one market

...101...

committee is paying this allowance to its employees.

6) Not a single market committee is paying vehicle allowance.

7) One market committee is paying cattle allowance from Rs. 10/- to Rs.20/- but the amount of allowance is very less. Because these employees are not getting any weekly holiday. There fore it is compensation and hence it is very less.

**E) RECRUITMENT:-**

The very success of the office depends on proper recruitment of employees. But the study reveals that:-

Not a single market committee is following the rules laid down by the Government. Out of existing employees 78% employees are recruited by direct recruitment, 15% through advertisement and only 7% are recruited through employment exchange. It shows that members of management body take extreme interest in recruitment. Particularly the members elected by farmers are very interested in recruitment that's why about 50% employees are possessing agricultural land.

**F) TRAINING:-**

Training plays very important role in the efficiency of employees. In study it came to know that out of nine secretaries 7 secretaries are trained. It means in case of secretary market committees are interested for training. But at the same time market committees are dis-interested in training of accountant and statistician.

...102...

**G) EDUCATION:-**

Education increases knowledge, grasping power, understanding capacity, decision making capacity etc. Following are the findings relating education:-

- 1) Most of the secretaries are educated up to only S.S.C.Level.
- 2) Out of 3 Assistant Secretaries 2 are educated up to only S.S.C.level.
- 3) Majority accountant are passed only S.S.C.Exams.
- 4) Most of inspector, supervisors and Junior Clerks are S.S.C. and percentage of graduate among clerk is worth to be considered. In short employees on higher posts are less educated. On the other hand employees on lower designations are more educated.

**H) WORKING CONDITIONS:-**

The overall working conditions of employees of market committees in Satara District are as follows:-

In season period i.e. at the time of annual fair employees have to work for 24 hours. For it, instead of overtime market committee pays daily allowance.

Only on main market yards there are facilities of shelter, drinking water and sanitation for employees.

Majority sub-market yards are only with shelter facility. Also most of cattle bazzars are without any facility. Therefore, employees have to work in dazzeling sunlight and heavy rain.

**I) SOCIAL SECURITY AND WELFARE FACILITIES**

It is necessary that the welfare of the employees should be assured, whether he works as an officer or an inferior employee. Employees of various market committees are getting social securities as follows:

- 1) Provident fund and gratuity is available to all employees of market committee.
- 2) Still pension scheme is not applicable to the employees of market committee.
- 3) Only one market committee is providing housing facility to its four employees.
- 4) Medical facilities are not provided to the employees of the market committees.
- 5) Only one market committee has provided employee state insurance scheme to its employees.

**J) OTHER PROBLEMS**

a) Housing Loans:- Employees of market committees are entitled to get housing loan but in Satara District there is only one example of this type. Only one market committee has provided housing loan of Rs. 15,000/- to its one employee. In short this facility is only on paper.

b) Vehicle Loan:- One more provision is made about vehicle loan to the employees. But until today no one market committee has sanctioned the loan to its employees. Also this provision remained only on paper.

- c) Service out of duty:- Collection of bank loan from the farmers bills affect adversely the income of market committee. Employees are also not paid for this extra service.

**K) EMPLOYEES - MANAGEMENT RELATIONS**

In order to have smooth functioning of Market Committee, there should be good relation between the management and employees. In this way the extreme importance is given to the employees-management relation. During the research following points relating to the conflicts and disputes among employees and management were found.

- 1) The management compels their employees to expend on such items which are out of the budget.
- 2) New managing body terminates the probationary existing employees and directly recruits new employees according to their favour.
- 3) Recruitment of close relatives and friends without considering their qualification and experience.
- 4) The management body orders employees to take action against mal-practices of traders, but again it prohibits not to take the same action against traders on suggestions by the trader's representative.
- 5) Allotment of the plots and shops from time to time to several persons. It creates legal problems and disputes. Therefore, the workload of employees is increased.

- 6) The members of the management body interfere in the matters of construction from time to time and they suggest many hints without any reason. Therefore, employees are found in dilemma.
- 7) Excessive expenditure on study tours, meetings and functions by the members of managing body.
- 8) To stop increments and suspend employees for minor causes by the managing body.
- 9) The managing body mistreats its employees due to incomplete and undue information. They behave with employees with the prejudiced mind.

The following things are observed through the research about employee-management relation.

- 1) In two Market Committees good relation between the management and employees is established.
- 2) There is a medium relation in four market committees.
- 3) The employees-management relation is spoiled in three market committees.

#### L) EMPLOYEE UNIONISM

To protect the interest of employees on state-level, Maharashtra Rajya Bazar Samittee Karmachari Sangh was established in 1975. Still it is in its infancy stage. Its union power is limited due to limited employees. It is only active in common problems of the employees. Still it is unable to solve the problems of employees which are emerged at local level.

The union has obtained success in the following matters:-

...106...

- 1) The favourable amendments in the service rule, staff provident fund and travelling allowance rule.
- 2) A success in achieving house rent allowance and a city allowance or city compensatory allowance.
- 3) A success in obtaining gratuity to Market committee employees.
- 4) A success in having increment upto Rs. 50,000/- in loan facility for the housing purpose.
- 5) A success in achieving leave-facility equivalent to that of Govern. Servant.
- 6) A success in achieving special conveyance allowance to handicapped employees.
- 7) A success in getting Interium Relief equivalent to that of State-Government employees.

In short many problems on state level are solved by the sympathy of Government and the efforts done by employees union. Still there are many unsolved problems and State-level problems of the employees of Agricultural Produce Market Committees in Satara District.

...107...