

## CHAPTER-I

" NO COUNTRY IN THE WORLD HAS DEVELOPED  
NATURAL RESOURCES AS INDIAN HAS  
DEVELOPED "

### CONTENTS

- a) Introduction
- b) Objectives
- c) Scope of the study
- d) Methodology
- e) Tools of Research
- f) Limitation of the study

## CHAPTER-I

### INTRODUCTION :

No country in the world has developed natural resources as India has developed. It has sufficient forest area huge water resources, mines and Metals, Coal, Oil, Gold Silver and what not. After China, India stands 1st in human resources in the world ( To crores ). However, It is a matter of fact that has been rightly remarked " India is a rich country but Indian's are poor. "

In spite of all these resources, the position of India on the Industrial map of the world is not satisfactory. There are various factors responsible for this backwardness. Lack of managerial ability, Low capital, Low technical know how are crucial factors for slow rates of economic development. Moreover, we are not utilising the available human resources at the maximum possible level.

Every organisation can use its factors of production of machine, material money with normal efforts. But to manage man, ( human resources ) as a factor of production, is every difficult and complicated task on the part of every management in any organisation. Many Internal and External forces are influencing on human mind, Therefore management has to consider labour on two aspects.

- 1) Physical aspects      and
- 2) Mental aspects.

Mere consideration of Physical aspects of Labour will not bring expected results. They have to consider mental and unforeseen factors of human being, human mind is consisting of ambitions aspirations, contents and discontents, happiness and unhappiness, whims, fashions etc. All these internal and unseen factors are mainly responsible to affect the efficiency of the workers.

The will to work is different from the power of capacity to work. A man might be possessing all the physical, mental and technical capacities to work but all these are of no consequence to his employer, if he is not willing to make use of his abilities for the ultimate good of the enterprise. It has once been remarked by the president of American corporation that " You can buy a mans time, you can buy a mans physical presence at a given place, but you can not buy his enthusiasm, initiative of loyalty"<sup>1</sup>

All these internal and unseen factors are taken into consideration by every management for the maximum utilisation of human resources in the Industry.

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1 Dr.S.C.Saksena - Business Administration and Management." p.

OBJECTIVES OF THE STUDY -

The main object of this study is to find out means and ways for maximum utilisation of human factor in Deccan co.op. spinning Mill Ltd., Ichalkranji. The other important objective are :--

- 1) To prove and test the Hypothesis that provision of more work and welfare facilities to the Labourers may not be burden on the part of the management, but it might increase the profit in future or expenditure on human is a capital expenditure and not revenue expenditure.
- 2) To find out and examine in detail that the scientific selection and training are potential factors for maximum utilisation of human resources in an Industry.
- 3) To study the Impact of various incentive schemes for the motivation of working force.
- 4) To analyse in detail the Impact of bonus on the production and the profit of the Mill and
- 5) To suggest some measures if any, for maximum utilisation of human resources in Deccan Co-operative Spinning Mill Ltd., Ichalkranji.

### SCOPE OF THE STUDY --

The title of the disseration is " Human factors in Deccan Co-operative Spinning Mill Ltd.,Ichalkranji,It itself explains the scope of study. In the various of the researcher, human resources may be thought of as " the total knowledge, skill,creative abilities, talents and aptitudes of an organisation's work force as well as values, attitudes and benefits of an Individual Involved. It is the sum total of Internal abilities,acquired knowledge and skill represented by the talents and aptitudes of the employed persons."<sup>1</sup>

An attempt has been made to study the growth of human factor since Industrial revolution in particular and its role in Industry in general. It covers the growth and development of the Deccan co-operative Spinning Mill and its role in utilising human resources in Kolhapur district . It has thrown light on Methods of selection,training and induction of employee in the mill. Further, it covers the different motivational factors and welfare measures adopted by the authority of the mill. By preparing questionnarie the researcher tried to find out various psychological factors like, attitudes and opinions of workers towards their superiors and management in general.

It also covers the role of the Trade Union in establishing Industrial peace and developing better relationship between employees and employers.

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1 Personnel Management by C.B. Mamons .

Lastly, the researcher, after the collection of necessary information regarding the problems of labour and management came to the conclusion that the present policy of bonous is not conductive and suggests some new schemes of bonous to enhance productivity of labour and profits of the organisation.

#### METHODOLOGY AND LIMITATIONS OF THE STUDY -

##### a) METHODOLOGY ADOPTED -

The researcher has adopted " case study method of research " It is justified on the ground that Mr.P.V.Young has defined the case study method of exposing and analysing the life of the social unit " According to Mr.Ruth Strong the case history or study is a synthesis, Interpretation of Information about a person and his relationship to his environment collected by means of many techniques".

FURTHER

1. It helps in the formulation of Hypothesis and its testing as well .
2. It is a comprehensive study of a unit.
3. It deal with both what and why ?
4. It helps in comparative study.
5. It tries to organise the individual unit into integrated unit and its integrity and whole so meness can be preserved.

TOOLS OF RESEARCH -

For collecting the basic primary and secondary information the researcher has consulted the following :-

Annual Reports, Trading Account, Profit and Loss Account and Balance sheet for the period of last 10 years, and also prepared.

1. Questionnaire and conducted Interviews.

LIMITATIONS OF THE STUDY --

The main Limitation of this study is that it is confined and restricted to only Deccan co-operative Spinning Mill Ltd., in Kolhapur District.

Since the study is undertaken as the part of the fulfilment of the degree course of master of Philosophy in Commerce, the study was limited to only one unit in the co-operative Spinning Mill Ltd.

( Deccan Co-Operative Spinning Mill Ltd. )

Further, the dissertation is required to be submitted to the University within the prescribed period of time i.e. one academic year.

Another, main difficulty in conducting the study is the availability of records. The information about the personnel are not kept properly and systematically.