
CHAPTER - III

HISTORY OF KOYANA SAHAKARI DUDH UTPADAK

PRAKRIYA SANGH LIMITED, KARAD

- 3.1 Introduction
- 3.2 Profile of Study Area
- 3.3 Establishment and Location
- 3.4 Area of Operation of the KSDUPS
- 3.5 Objectives of the KSDUPS
- 3.6 Functions of the KSDUPS
- 3.7 Organizational set-up

3.1 INTRODUCTION :

This chapter deals with the profile of study area i.e. the operational area of the KSDUPS and its establishment in 1957 and location.

The chapter also deals with the operational area, objectives and functions of the KSDUPS. It also includes the organizational set up of the KSDUPS in brief.

3.2 PROFILE OF STUDY AREA :

1. Location and Geographical Features :

The KSDUPS Ltd. works on principle of co-operation. It operates in Karad and Patan Talukas in Satara District of Maharashtra. Satara district is situated in the Western part of the Deccan Plateau. The district lies between $17^{\circ} - 5'$ to $18^{\circ} - 11'$ North latitudes, and $73^{\circ} - 33'$ to $74^{\circ} - 54'$ East Longitudes; and is surrounded by Pune district at the North, Solapur at the East and by Sangli at the South, by Ratnagiri at the West and by Raigad at the Northwest.

The operational area of the KSDUPS is situated at the Southern part of Satara District. It lies between $17^{\circ} 5' \text{ to } 17^{\circ} 35'$ North latitudes and $73^{\circ} 40' \text{ to } 74^{\circ} 19'$ East longitudes. At the North of operational area there are Satara, Javali and Koregaon talukas. East and South boundaries are surrounded by Sangli district and Chiplun Taluka of Ratnagiri district at the West boundary. The major portion of the operational area is in the Koyna and Krishna Valley.

Area:

The total area of Satara district is 10,484 sq. Kms. and it ranks 15th amongst the total 30 districts of Maharashtra in respect of the area. There are 11 talukas in Satara district, Karad and Patan talukas are out of them.

The operational area of the KDSUPS comprises of areas of Karad and Patan talukas. Both talukas have Panchayat Samitis and there are 323 Gram Panchayatis out of these 144 are in Karad taluka and 179 in Patan taluka.

Talukawise area and its percentage to the total district can be observed from the Table No. 3.1

TABLE No. 3.1
Talakawise area and its percentage to the total district.

Sr. No.	Name of the District/Taluka	Area in Sq.KMs	Percentage to total
1.	Satara District	10,484	100
2.	Karad Taluka	1,069	10.2
3.	Patan Taluka	1,330	12.

Source : 1981 census.

From the above table, the area of Karad Taluka is 10.2 percent of the total area of Satara district and the area of Patan taluka is 12.7 percent of the total area of Satara district. The total operational area of the KSDUPS 2,399 Sq. Kms. It is 22.9 percent of the total area of Satara district.

Out of the total area of the KSDUPS, 44.6 percent area is covered by Karad Taluka and 55.4 percent area is covered by Patan Taluka.

There are 428 total villages and one town in operational area of the KSDUPS. Out of this 10 villages do not have population and 410 villages have a population. The table No. 3.2 shows the number of villages and towns in operational area and Satara District.

TABLE NO. 3.2
Number of Villages and Towns in operational area
and Satara District.

Sr. No.	District / Taluka	Villages having population	Village having not population	Towns
1.	Karad	162	1	1
2..	Patan	256	9	-
3.	Satara district	1417	20	10

Source : 1981 census.

There are 1437 villages in Satara district. Out of these 29.8 percent villages are in operational area. In the operational area of the KSDUPS both talukas have regulated markets.

2. Geographical Structure:

The operational area of the KSDUPS consists of the Sahyadri range, mountains, hilly land and plateau. To the West of this area the Sahyadri range is spread long North to South. The altitude varies from 450 m to 120 m. above sea level.

Maximum height of the operational area is above 1200 m. at the Mendhoshi dongar.

" Sadashiv Gad " is located to the east of Karad City and " Vasant Gad " is located at the west of Karad city ' Agashiva Dongar ' is located to the South of Karad City.

Natural Divisions :

The area of the KSDUPS is divided into three natural divisions i.e. hilly area to the West, Krishna valley area at the Centre and Moor land at the East.

Rivers :

The important river in the operational area is Krishna and its tributaries are Koyna, Tarli, Morna, Kera and Wang. The Koyna is the biggest tributary of the Krishna river. It flows to the South through Patan taluka upto Helwak. From Helwak it flows to the East and joins the Krishna at Karad. The joining point is known as " Priti Sangam ".

Climate :

In the operational area, there are three seasons: Rainy, Winter & Summer. The rainy season is from the middle of June to the end of September. Then from October to Mid November the climate is hot in the operational area. From mid November to January end there is winter. From February to March end the rigorousness of winter becomes less and less and from April to mid June the climate is hot. Generally,

extreme hot and extreme cold climate is not experienced: Temperature ranges from 20° C to 40° C in summer and 4° C to 15° C in winter in this area.

Rainfall :

In this area low altitude plains of the eastern region has about 650 m.m. of rain whereas high mountain ranges in the western part has rain of 3000 m.m. comparatively, in Patan taluka there is heavy rainfall than the area of Karad taluka. In Karad taluka average rainfall is 713 m.m. and in Patan taluka it is 1831 m.m. in 1985.

Land :

In the operational area of the KSDUPS, the nature of land is different from place to place. In the western part of Patan taluka, there is red land which is of laterite rocks. The Koyna basin has fertile-soil and the Krishna basin has more fertile-soil than that of the Koyna basin in the operational area.

3. POPULATION:

According to the census 1981, the total population of the operational area is 6,16,000 of which 3,01,000 are males and 3,15,000 are females.

The following table shows thalukawise distribution of population and its percentage to the total population of the district :-

TABLE NO. 3.3

Talukawise distribution of population and its percentage to the total population of the district.

Sr. No.	Taluka / District	Population in thousand			Percentage to the total population of district
		Male	Female	Total	
1.	Karad	194	189	363	18.7
2.	Patan	107	126	233	11.3
3.	Satara	989	1050	2039	100

Source : Census 1981.

Density of Population :

Average density of population of Satara district is 194 per sq. Km. and the average density of population of the operational area is 266 per sq. Km. Out of these Karad taluka has higher density i.e. 358 per sq. Km. than the density of Patan taluka i.e. 175 per sq. Km. Karad taluka has also the highest density of population in Satara district.

The density of population in the urban area of Karad Tal. is 21,403 per sq. Km. and in the rural area it is 308 per sq. Km. The density of population in rural area of Patan taluka is 175 per sq. Km. There is not urban population in Patan taluka.

Male - Female Ratio :

The male female ratio of nation is 1000 = 933. This ratio of Maharashtra is 937 and Satara district is 1061. The male female ratio in the operational area is 1000 : 1047. The ratio of operational area is higher than that of

Maharashtra because the male population in the operational area is migrated to Bombay and other places for jobs.

Regional Distribution :

As per census 1981, 91.3 percent population of the operational area is rural population and 8.7 percent is urban population. The total urban and rural population of the operational area is 54 and 561 thousand respectively. The urban population is only in Karad City.

Schedule Castes / Schedule Tribes :

The percentage of schedule castes and schedule tribes to the population of the operational area is 4.2 and 0.3 percent respectively. This percentage of district is 6.2 percent and 6.00 percent respectively; for the State 7.1 percent and 9.2 percent and for the country 15.7 percent and 7.8 percent respectively.

Working Population :

As per the census 1981, the total working population of district is 6,84,200. The percentage of working population is 33.6 percent in the district. The total population of the operational area is 6,16,000. Out of this 41 percent population is working population and 59 percent population is depending population. Out of the total population 59 percent population is in the age group of 0 to 14 years and above 60 years and 41 percent population belongs to the age group of 15 to 60 years.

Literacy:

The total percentage of the literate population in the operational area is 42.4 percent. The percentage of female literacy of the total female population of Karad taluka is 38.5 percent and in the Patan Taluka it is 23.65 percent. The percentage of male literacy of the total male population of Karad taluka is 64.65 and in Patan taluka it is 53.45 percent.

4. LAND UTILIZATION:

Agriculture :

The total geographical area of the operational area is 2,44,600 hectares. Out of this area 1,44,000 hectares are under cultivation. This area is 58.9 percent of the total geographical area. Out of the total cultivated land 20,100 hectare area is under irrigation. The percentage of irrigated land is 13.9 percent to the total cultivated land and remaining 86 percent cultivated land is non-irrigated. It depends upon only the seasonal rainfall.

Forest:

Of the total area 20 percent is under forest.

Crops :

In the operational area there are kharip and rabbi seasons. Rice, Groundnut, sergum, Nachani, Maize etc. are the main crops in kharip season. Jawar, wheat, chilly, potato, tomato etc. are the main crops in rabbi season. Sugarcane is the important cash-crop in the operational area. The main

agricultural markets in the operational area are Karad, Patan and Malharpeth.

Dams :

One of India's biggest Hydro-Electric-cum-Irrigation project is Koyna Dam and it is located in this area. In the operational area Khodashi Dam is the minor irrigation project on the Krishna River at Khodashi.

5. ANIMAL HUSBANDRY AND VETERINARY SERVICES :

As per cattle census 1982, the total number of cattle in the operational area was 2,99,591. Out of total cattle 6921 were cows and bullocks, 1543 he-buffaloes, 65,495 she-buffaloes, 17,452 sheep, 71,486 goats, 202 horses and 7172 other cattle.

There were 7 Veterinary Hospitals, 28 health Centers in the operational area. In year 1985-86 for veterinary medical services there were 10 veterinaries and 29 livestock supervisor.

6. ORE DEPOSITS :

In Patan taluka of the operational area there are some iron ore deposits. Besides building stones, Lime Stones, Clay for bricks etc. are also available in abundance.

7. INDUSTRIES :

In this area sugar industry is well developed. There are three sugar factories situated at Rethare Bk.,

Marali and at Shivanagar. There are also other small scale industries like Kandsari, Oil Factory, Rice Mill, furniture and glass making factories etc. located in Karad, Umbraj and Patan.

8. TRANSPORT AND COMMUNICATION:

Railway :

Miraj-Pune broadgauge railway line goes through this area. There are 4 Railway Stations on the route of railway line laid down in Karad taluka.

Roads :

State Government and Zilla Parishad look after the maintenance of roads in the operational area. Pune - Bangalore National Highway No. 4 goes through this area. There is also Chiplun - Pandharpur State Highway. Due to the existence of highways sugar factories and other industrial and commercial establishments, the transportation in the area has increased.

3.3 ESTABLISHMENT OF KSDUPS :

Karad and Patan are the two talukas of Satara District. Before 40 years of the total area of Karad and Patan taluka minimum area was under irrigation and major area was under cultivation of seasonal food. However, with fluctuating rainfall and other physical and geographical conditions the guaranteed source of income to the farmers was also flexible. On the other hand, of the total area

20 percent is under forest. In this area major portion of total population was the small farmers, landless labourers, and other weaker sections. Hence, there was necessity of some remunerative side business to the small farmers, landless labourers and other weaker sections, to improve their socio-economic conditions.

Late Mr. R.D. Patil, a local leader found that the farmers in Karad-Patan area were able to convert liquid milk into the ghee for realising its cash value and consume the butter milk by product and a little quantity of milk. But realising cash value from ghee was not at all remunerative for them. In some area of Karad-Patan taluka "Gavalis" work as a middlemen between the milk producers and milk consumers. They had been collecting milk from village at low price and were selling it in city at high price. It meant that the farmers were required to sell away their milk at unremunerative price to private dealers due to the lack of organised profitable market and milk collection and processing organisation. Hence, the farmers had not accepted the milk business as side-business of the agriculture. Mr. R. D. Patil found out this difficulty. Hence, he took up the difficult task of organising co-operative dairy. But there were so many difficulties in establishing a co-operative dairy because of the lack of capital.

In the 2nd five year planning government declared experimental projects in dairy industries for Satara and Ahmednagar districts. According to this plan, government

declared the assistance of Rs. 1,50,000/- for purchasing milk cows, vehicles for transportation of milk, milk pasteurization machines and equipments. Mr. R.D. Patil took advantage of this plan and he took up the difficult task of organising a two-tier co-operative organisation to take up all the work of procurement, transport, processing and marketing of the perishable product milk. He approached the government through co-operative and dairy development department and established the " Karad Taluka Sahakari Dudh Purawatha Sangh Ltd., Karad " on 1st October 1957. In the first two years the primary statutory and allied provisions were carried out and the emphasis was especially given on the registration of membership of the local milk producers. In the very first year the number of milk producing members was 136 of which 5 belonged to primary milk co-operative societies, 67 to other co-operative societies and the remaining 64 was individual persons. This is how the tempo of registration of members speeded up and is rising every year.

It is the first rural co-operative dairy project in Maharashtra, which makes the scientific process on the milk. The actual working of the Sangh started from 25th July 1959. The first working day of the Sangh was celebrated by collecting eight " sher " milk from various adjoining villages like Vathar, Abaichiwadi, Koparde-haveli, Chachegaon etc. and was supplied to the consumers of Karad City.

In 1963-64 the name of the 'Karad Taluka Sahakari Dudh Purawatha Sangh Ltd., Karad ' was converted as " Koyana

Sahakari Dudh Utpadak Prakriya Sangh Ltd. Karad, Dist. Satara

In the year 1964-65 the KSDUPS purchased the 16 acres of land by the side of Poona-Bangalore Highway at Khodashi which is in Karad taluka. In 1964-65 the KSDUPS completed the construction of dairy building and also established a plant for pasteurisation of milk. At that time the speed of pasteurisation of that plant was 2,000 litres per hour. Upto 1964-65 the Miraj dairy had not any pasteurisation machinery. Hence, there was a problem of pasteurisation of milk. For solving this problem the KSDUPS has started to pasteurise the milk of Miraj dairy. For this the KSDUPS extended the pasteurisation capacity of the plant by 1000 litres per hour. Upto 1969 more than 30,00,000 litres of milk of Miraj dairy were pasteurised by the KSDUPS.

The requirement of water for the KSDUPS is being met from the Khodashi dam which is on the Krishna River at Khodashi.

The KSDUPS has started other activities like ice factory, petrol pump and transport unit, which are essential for the working of dairy. The development of this dairy depends on these activities. Thus, the development approach of these activities is necessary for the speedy and balanced development of the KSDUPS.

Today the KSDUPS engages in intensive and integrated dairy development in its areas of operation and accordingly has under taken scheme of improvement in milk production.

Such as cross breeding of cows, upgrading of buffaloes, veterinary aid, production of fodder etc. The KSDUPS has established its efficient arrangements for milk collection chilling and transport. It has its own dairy plant of processing and manufacturing of milk products. It has also established its efficient arrangements for sale of milk and milk products.

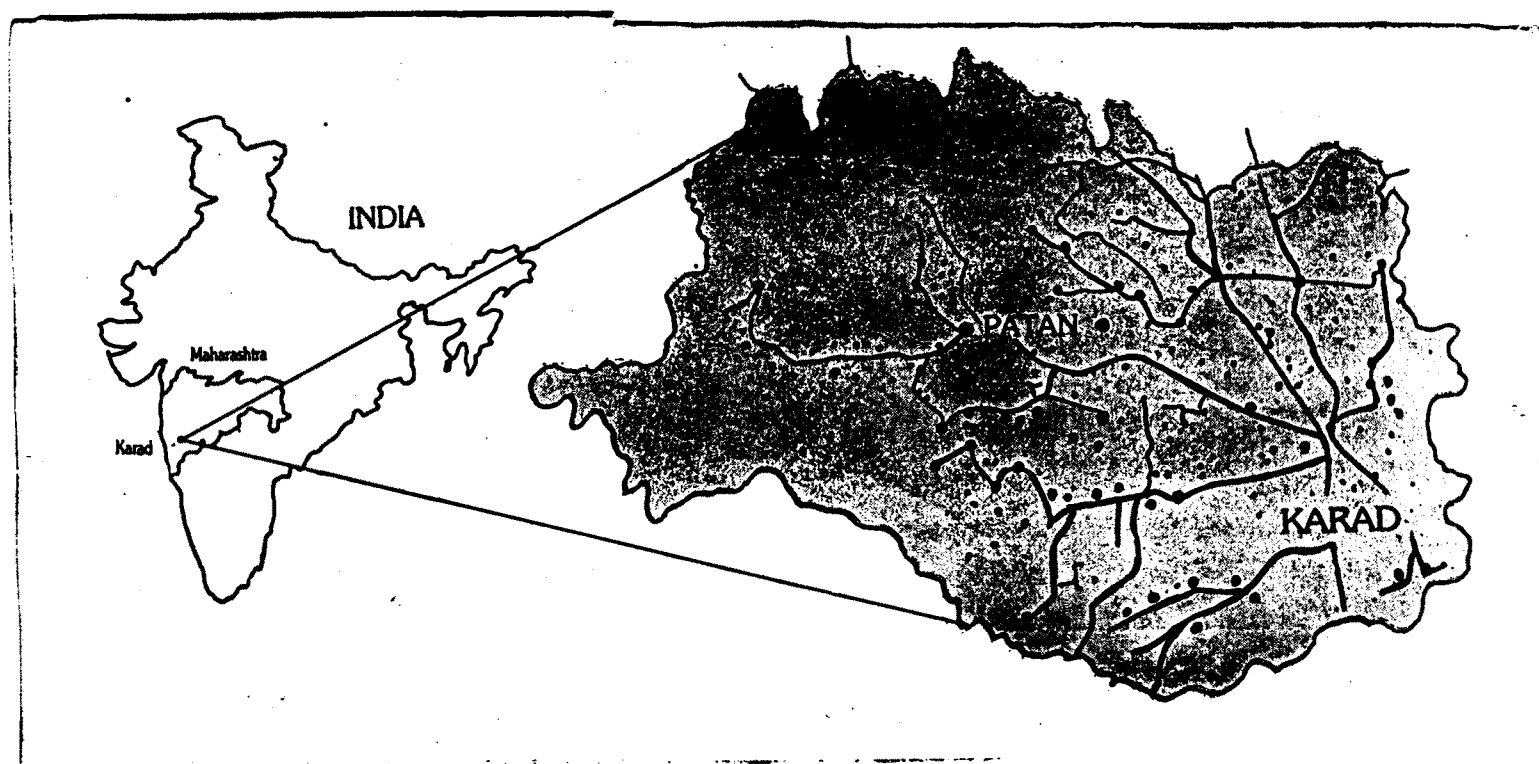
3.4 OPERATIONAL AREA OF THE KSDUPS:

The Koyna Sahakari Dudh Utpadak Prakriya Sangh Ltd., Karad works on the principle of co-operation. This co-operative dairy of farmers collects milk from its member farmers and processes it and arranges its marketing. This Sangh is the first rural co-operative dairy sangh in Maharashtra and the biggest in Satara District.

In the beginning, the area of the Sangh was about 5 miles away from Karad city. In this area Sangh has started the dairy co-operative societies by government assistance at Udgaon, Abhaichiwadi, Koparde, Wathar, Kapil and Kese. These co-operative dairy societies provide the milk to the Sangh and Sangh provides it to Karad city.

In 1963-64 the area of the Sangh was expanded. From that time the area of Patan taluka is also included in the area of Sangh. Today Sangh operates in Karad and Patan taluka areas in Satara district of Maharashtra. Today (1985-86) Sangh collects the milk from 205 villages through 234 primary dairy co-operative societies.

Map No. 3-1
Operational Area of the KSDups.



3.5

OBJECTIVES OF KSDUPS LTD. KARAD:

1. To safeguard the interest of milk producers by providing a regular and remunerative market to milk.
2. To safeguard the interest of the urban milk customers by providing qualitative milk and milk products.
3. To provide subsidiary occupation and to create directly or indirectly employment opportunity in rural area to small farmers, landless labourers, educated unemployed persons and other weaker sections through dairy industry, so as to improve their socio-economic conditions.
4. To help the members of the primary dairy co-operative societies in purchasing milch cattle, cows and buffaloes through Govt. schemes on grant basis or non-grant basis.
5. To arrange for food and medicines and all types of veterinary services for the cattle of members and producers.
6. To propagate improved techniques of feeding, breeding and management of milch animals so as to improve milch animals in order to improve milk production and procurement.

3.6 FUNCTIONS OF THE KSDUPS:

There are many functions to fulfil the objectives of the Sangh explained in the by-laws of the Sangh. Out of which the following are the major functions.

1. To purchase and collect the commodity goods from the members and others, processing it and production of its by products and arrange for its sale and distribution without harming the welfare of the members of the Sangh.
2. To possess the fixed and current assets on owner and rent basis and dispose of it.
3. To purchase or establish the building, plant and machinery and apparatus.
4. To organise the new primary co-operative dairy societies, to control the affiliated societies in order to remove its defects in its daily routine and in order to develop its working, the Sangh will counsel, guide and help them.
5. To increase milk production, cattle feed and fodder production and encourage them.
6. To make available medicines and all types of veterinary services and artificial insemination.
7. If necessary to take insurance policy on fixed and current assets and take insurance policy of cattles of the members on agency basis.
8. To arrange for transport of the goods of commodity.

9. To conduct research and development schemes in the field of dairy industry and raise funds for it.
10. To help to make available loans to the affiliated societies and the milk producers on short term and medium term basis for production and development of milch cattle.
11. To create and develop the co-operative attitude in the minds of the members. To propagate co-operative principles and utilize them in the management.
12. To purchase and sell cattle if necessary.
13. To arrange the training programmes for members and workers in order to fulfil the objectives of the Sangh.
14. To provide essential technical, economical and administrative aid to the primary dairy co-operative societies.
15. To open one or more offices in the operational area of the Sangh for the sake of better management.

3.7 ORGANISATIONAL SET-UP:

The success of an enterprise depends to a large extent on the nature and strength of its organisation. The term organisation is used in enterprise in two different senses:

- i) as a structure and ii) as a process.

In the first sense organisation is the structure of human relationships or the net work of horizontal and vertical dimensions designed to accomplish common objectives. It is a group of persons working together for a common purpose. It is a systematic combination of people, functions and facilities all working together to accomplish some desired purpose.

In the 2nd sense as a process, organisation is considered as a function of management. It is the dynamic process of creating harmonious authority responsibility relationships between different parts of an enterprise. It involves division of work into specialised units and creating co-operative relationships between them. In the words of Allen Organisation is " the process of identifying and grouping work to be performed, defining and delegating responsibility and authority and establishing relationships for the purpose or enabling people to work most effectively together in accomplishing objectives. " ¹

The above two senses of the term organisation are complementary to each other. The process of organising results in an organisation structure.

The organisation of the KSDUPS has been taken both as a structure and a process for the purpose of our study.

Members of the KSDUPS:

Any co-operative society basically depends upon the registration of its members and their co-operation in day-to-day working. These members are the actual owners of the

co-operative society hence they are said to be corner-stones of a co-operative institution.

Primary dairy co-operative societies, other co-operative societies, individuals and government are the members of the KSDUPS. The Table No. 3.4 shows the number of members from its inception.

TABLE NO. 3.4

Members of the KSDUPS Ltd.

Year	PDCS	Other C.S.	Indivi- duals	Govt.	Total	Nominal
1957-59	5	67	64	-	136	-
1980-81	115	161	1815	1	2092	3156
1981-82	136	161	1814	1	2112	3345
1982-83	168	161	1813	1	2143	3740
1983-84	183	161	1811	1	2156	3970
1984-85	193	162	1811	1	2167	4250
1985-86	200	162	1811	1	217	4422

P.D.C.S. : Primary Dairy Co-operative Society

Other C.S.: Other Co-operative Societies

Source : Annual reports of the Sangh (1981-86)

GENERAL BODY:

The General Body of the KSDUPS is composed of all the members of the Board of Directors, all the Chairman (representatives) of village level dairy co-operative societies, representatives of all other members institutions

and all member persons.

The General Body of the members is the supreme authority of the KSDUPS. The General Body of the KSDUPS has to meet at least once a year by giving 14 days notice to the members specifying the place, date, time and agenda to be discussed in the meeting. The quorum for meeting is one fifth (20 percent) of the number of members or at least one out of 25 each whichever is less. If within one hour from the time appointed for the general meeting, the quorum is not complete it can be postponed to a further date when the business can be transacted with the number of members present without insisting upon any fixed quorum. However, the extra-ordinary meeting can also be called by the Chairman if there is requisition for such a meeting signed by $\frac{2}{3}$ directors of the Board or by $\frac{1}{5}$ of the members of the general body. Every member of the General Body has one vote. Voting by proxy is not allowed. All the decisions are taken by majority votes of the members present and the Chairman enjoys a casting vote. The Chairman of the Board of Directors is the president of every General Meeting whether ordinary or special.

The General Body of the KSDUPS has various powers and duties - some of them are : considering the Annual Reports, the audited statements of receipts and disbursement, balance sheet and profit and loss account, approving the disposal of profits and the budget for the ensuing year, fixing the maximum borrowing limit of the Sangh consistent with the

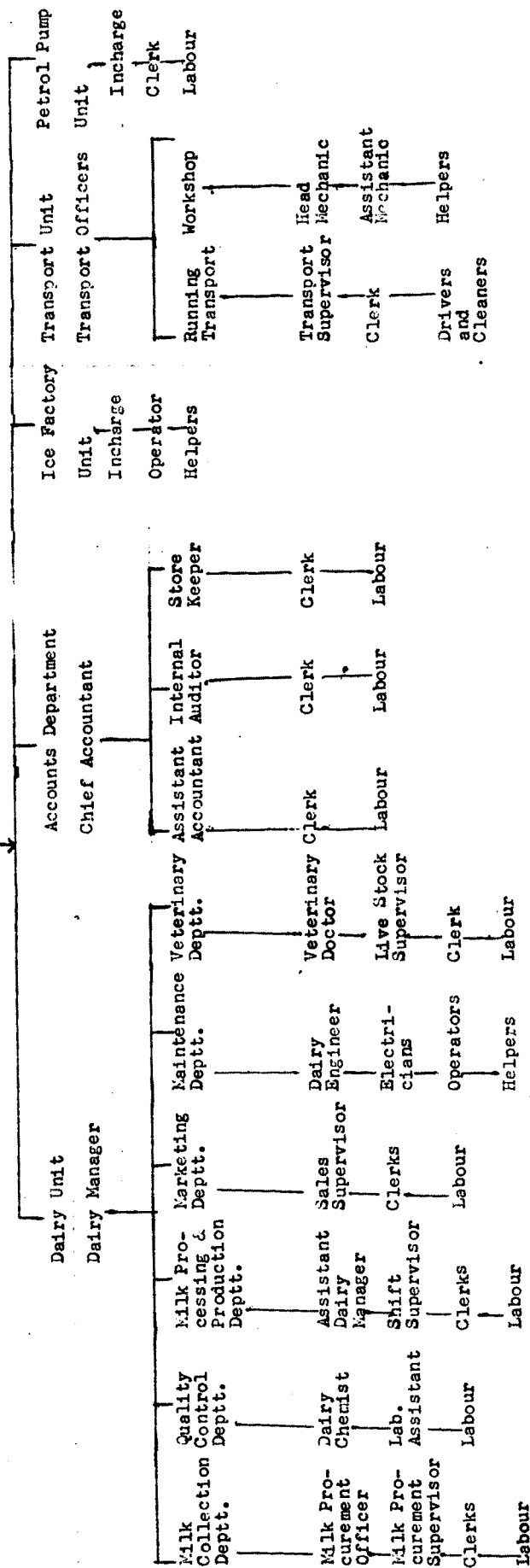
ORGANISATION OF THE KSDUPS LTD., KARAD

General Body

Board of Directors

Chairman

General Manager



bye-laws, making alteration, amendment, rescission or addition in the bye-laws of the KSDUPS consistent with the Co-operative Societies Act, fixing the remuneration and allowances of members of Board and other meetings and taking decision on other matters proposed in the general meeting etc.

From above we can say that the General Body of the members of the KSDUPS is the supreme authority of the KSDUPS. However, this power is limited as its policy making jurisdiction must conform to the Co-operative Societies Act, the rules and its own bye-laws. Therefore, it may be said that the General Body of the KSDUPS is making sub-policy and not the policy.

Board of Directors :

The business of the KSDUPS is carried out and managed by a Board of Directors. The Board of Directors plays an important role in the overall functioning of the Sangh. The Board of Directors consists of various members and nominees elected as well as nominated and co-opted. At present there are 19 Directors. They are as follows :

1. Primary Co-operative Societies	11
2. Other Co-operative Societies	1
3. Representative of Loan Sanctioning Bank	1
4. Director who is dairy expert adopted by Board of Directors	1
5. Individual Members	1
6. Regional Dairy Development Officer	1

7. District Veterinary Officer	1
8. Deputy Registrar of Co-operatives	1
9. Representative of labour of the KSDUPS	1

Total : 15

The period of these elected directors is of five years.

For the efficient management the KSDUPS has formed a Transport Committee, Labour Committee, Dairy Committee and Construction and Service Committee.

The bye-laws of the KSDUPS give a long list of powers and duties of a Board of Directors. Some of them are :

- a) Procuring capital for carrying out business of the KSDUPS
- b) Making arrangement for utilizing the financial assistance received from the various sources.
- c) Arranging to prepare annual reports, balance sheet and profit and loss account and budget for placing them before the General Body.
- d) Electing the Chairman of the Board of Directors
- e) Appoint new persons on vacant posts
- f) Purchasing and selling of fixed assets for carrying out the business of the KSDUPS

The Board exercises all such powers and enters into all such agreements, makes all such arrangement, takes

all such proceedings and does all such acts and things as may be necessary and proper for efficient management of the KSDUPS for carrying out its objectives and for securing and furthering its interest subjects to the provisions of the bye-laws of the KSDUPS.

Chairman and Vice Chairman :

Chairman is the top in administrative hierarchy of the KSDUPS. He is responsible for carrying on the business of the KSDUPS within the scope of policies and regulations framed by the KSDUPS and Government. The Chairman of the KSDUPS is elected from the Directors of Primary Dairy Co-operative Societies, Other Co-operative Societies and Individual Members. The Chairman is the President of every General Meeting whether ordinary or special. The Chairman enjoys a casting vote.

Like Chairman, Vice Chairman is also elected from Directors of Primary Dairy Co-operative Societies, Other Co-operative Societies and Individual Members. He has all the powers in the absence of Chairman.

Manager :

The manager of the KSDUPS is responsible for general administration of the KSDUPS under the direction and control of the Chairman and Board of Directors. The Manager of the KSDUPS is assisted by the following officers.

i) Dairy Manager :

He is the incharge of dairy section in which collection and processing of milk and production of by products is done. He is further assisted by Milk Procurement Officer, Assistant Dairy Manager, Dairy Engineers, Dairy Chemist, Sales Supervisors Veterinary doctor. The milk procurement officer is further assisted by Milk Procurement Supervisor, Assistant Dairy Manager is further assisted by shift supervisors and dairy supervisors, Dairy Engineer is further assisted by electricians and operators, Dairy Chemist is further assisted by Lab. assistant, Veterinary doctor is further assisted by livestock supervisor.

ii) Ice Factory Incharge :

He is the incharge of ice factory. He is further assisted by the operators and helpers.

iii) Transport Officer :

He is the incharge of transport and workshop section. He is assisted by the transport supervisor, head machanic, assistant mechanics and helpers.

iv) Petrol Pump Incharge :

He is the incharge of petrol pump section. He is further assisted by the clerk and other labourers.

v) Accounts Officer :

There is only one accounts office for all unit of the KSDUPS i.e. Dairy, ice factory, transport and petrol pump. Accounts Officer is the incharge of accounts office. He is further assisted by the Accountants, Internal Auditor and Store Keeper.

REFERENCES

1. Allen - Management and Organization

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