

CHAPTER NO. II

PROFILE OF THE ORGANISATION

"A Study of Manpower Managements."

- I) INTRODUCTION
- II) ORGANISATION CHART
- III) WORKING PERFORMANCE
- IV) EMPLOYMENT IN THE KARKHANA



HISTORY & DEVELOPMENT OF RAJARAMBAPU PATIL SAHAKARI SAKHAR
KARKHANA LIMITED, RAJARAMNAGAR.

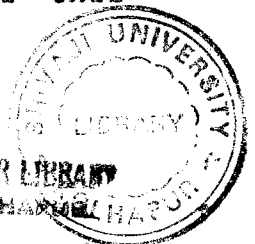
It gives the great pleasure to researcher to put the remarkable progress made by the small unit during the period of 23 years from the date of inaguration of the same on 5.6.1970.

INITIAL HURDLES :

At the time of inception, this unit was surrounded by gaint sugar factories such as Krishna, Panchaganga, Shetakari, Warna which were well set up, established and with a standing of 20 to 22 years. The very birth of this unit was opposed vehemently. However, under the inspired leadership of Rajarambapu Patil, the then Minister for Industries (Maharashtra State), and the Minister of Mahara-shtra for the Rural Development, Justice and publication, the management of this factory over came all the obstacles and could serve a registration from the Registrar of Co-operative Societies on 17.8.1968 and Industrial Licence from the Central Govt. on 10.3.1969.

DETAILS ABOUT AREA OF OPERATION :

Major portion of the area of operation of this unit lies in between Warna and Krishna Rivers.



No. of Villages in the area operation

Walwa Taluka	85
Tasagaon Taluka	8
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	93
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2. Villages common to Krishna factory and Walwa factories.	35
3. Villages common to Shetakari and R.B.P.factories.	11
4. Villages common to Warana and R.B.P. factories.	21
5. Villages exclusively attached to Walwa factory.	26
6. Total Area under cultivation.	61,918 Hectares.
7. Area under sugar-cane.	6,220 Hectares.
a) Getting river water.	3,620 Hectares.
b) Getting Well water.	2,600 Hectares.
8. Total Rain fall.	500 to 750m.m./annum approx.

Thus this factory is left with a very small portion of the area of operation. And in order to develop sufficient cane, this factory had to depend on lift irrigation schemes.

I) INFORMATION ABOUT FACTORY :

1.	Date of start of share collection.	17.3.1968
2.	Date of application	17.3.1968
3.	Letter of Indent	5.7.1968
4.	Date of start of erection	1.4.1969
5.	Date of start of crushing on 1250 T.C.D. capacity	5.6.1970
6.	Total taxes paid to state and central Govt.	94.090 Millions**

(** Which is equivalent to 200% of the total assets.)

OBJECTS OF THIS UNIT :

1. Implementation of the modern process of farming.
2. To increase in the production of cereals and sugarcane.
3. To supply of water to the farms through various irrigation schemes.
4. To increase the standard of living of farmers in the rural areas.
5. To increase the production of sugarcane by providing them all types of facilities.
6. To create more and more employment.
7. Providing all types of facilities to the employees of the factory in order to increase the standard of living.
8. To provide subsidiary and ancillary side businesses like Poultry Farming and Dairy Farming with their regular Farming business etc.

9. To try for maximum production of the byproducts.

1250 T.C.D. PLANT

After getting the necessary licence for the establishment of 1250 T.C.D. Plant. Its erection was completed in record time and commercial production established in June, 1970 (i.e. within a short span of about 16 Month from the date of issue of the Industrial Licence) As mentioned above staff competition from adjoining well established factors during the first season itself, a crushing output of more than 0.15 Million tonnes was achieved. Through out the year. The neighbouring factories have expanded their capacities to 5000 T.C.D. (Krishna, Pancha-ganga, Sahyadri 1250 vishwas - 1250) have come up this reducing the chances of getting sufficient cane.

WORKING PERFORMANCE :

From a measure 740-975 tonnes of cane crushing in trial season, through 0.15 million tonnes of cane crushing during first season, a maximum cane crushing of 0.276 million tonnes has been achieved, thus signifying a rise.

INTRODUCTION :

The functions of manpower management has two aspects manpower planning and manpower recruitment.

Those countries are under developing as like India, we have far more people than can be productively employed. But there are far less productive human beings. Than the other things the first responsibility cannot be achieved without its key resource, human-beings. It is not a resource. The human-beings become a resource only if they are trained, developed, experienced and allocated to productive work. This is the central task before the management and it has the responsibility for the development. The recruitment of man involves the matching of the personal characteristics of prospective employes with the job requirements; that is to determine the number of people required and to find the supply sources to fill the requirements.

Those are the workers and employers cannot depend upon locating qualified skilled manpower whenever they require it, but there must be constant efforts to maintain qualified manpower to fill the vacancies when they occur. For a manpower the basic responsibility of the management to relate manpower needs to the aggregate working of

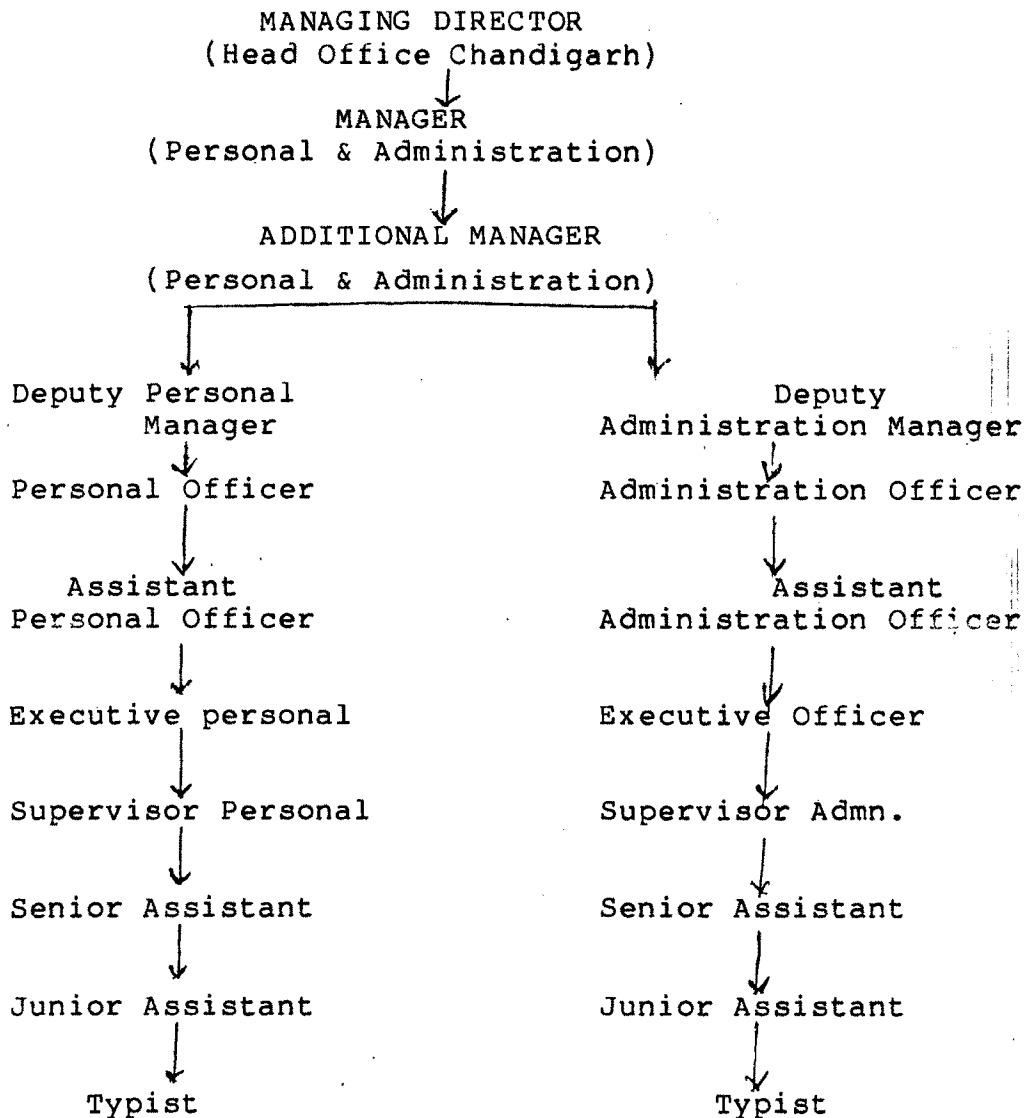


the enterprise. The estimation of manpower needs will enable the enterprise to have a regular supply of qualified to carry on the organisation.

Qualitative job aspect and quantitative requirement are two aspects. The two aspects involves determination of job specification. The quantitative manpower requirements will help the manager to estimate how many individuals are to be recruited in different skill groups and job categories at the given point. But the qualitative job aspects relate to the subjective features. Both are working together. This consists of various factors such as the business cycle, the stage of growth of the individual and the enterprise the rate of turnover etc. The job specification involves the training time, aptitudes, temperments, interest, physical capacities and working conditions. This will help the persons to do this job effectively.

ORGANISATION:

Interest in manpower planning is increased because the size of the organisation is constantly increasing. There are associated increase in manpower requirements and in the complicity of the tasks managing human resources efficiently.

ORGANISATION CHART

The organisation helps the Karkhana to have the required manpower needs. The basic motivation of manpower planning like other activities of the organisation would be its contribution to profitability.

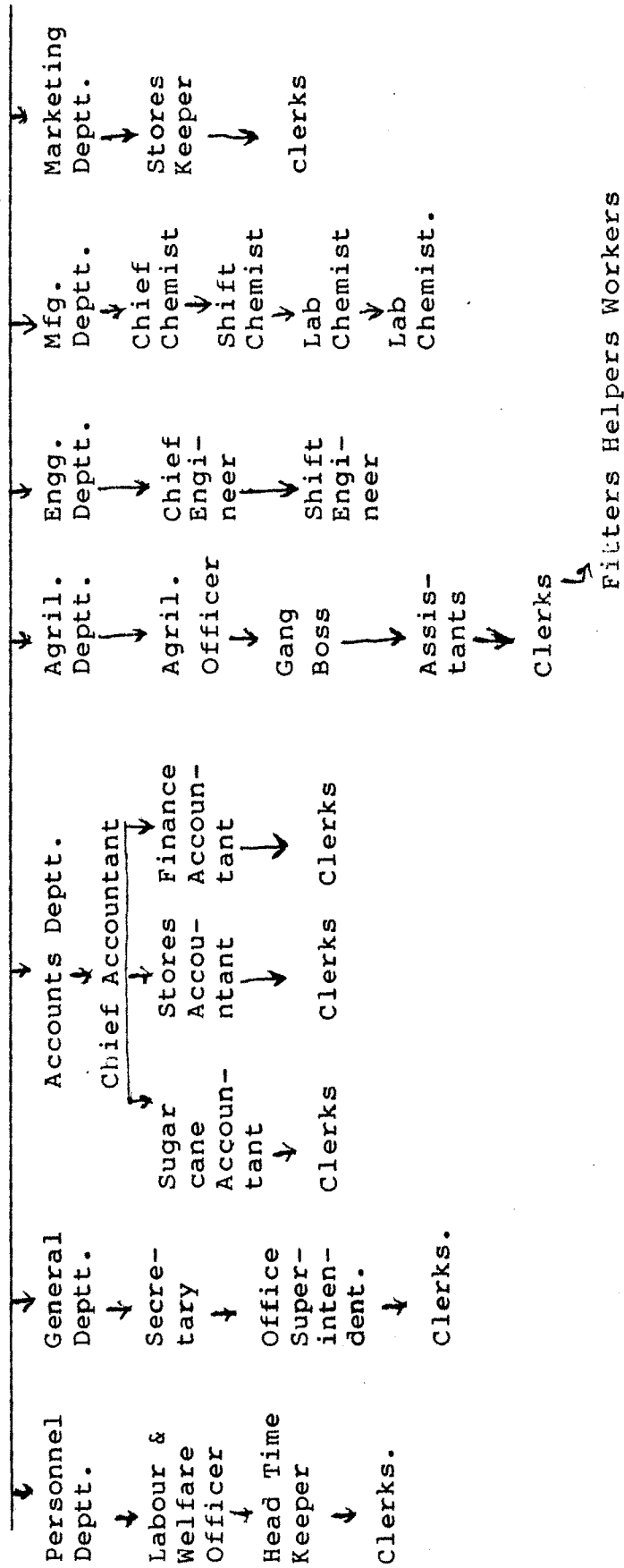
APPENDIX NO. 2

ORGANISATION SET-UP RAJARAM BAPU PATIL SAHAKARI SAKHAR KARKHANA LTD. RAJARAMNAGAR.

SHARE HOLDERS

BOARD OF DIRECTORS

MANAGING DIRECTOR



Filters Helpers Workers

That of about 183.52% on first season in figures

WORKING PERFORMANCE

Season	Cane crushed	Sugar bagged	Recovery	cane price paid
1969-70	740.975	85	-	-
70-71	1,50,645.810	1,75,658	11.00	100
71-72	1,65,610.170	1,88,115	12.00	135
72-73	2,14,280.315	2,33,917	11.70	141
73-74	1,78,485.505	2,10,766	11.10	175
74-75	2,31,485.630	2,76,416	12.10	174
75-76	2,51,389.878	2,10,858	13.20	157
76-77	2,35,399.237	2,69,595	14.45	152
77-78	2,76,461.529	3,34,400	11.65	155
78-79	2,44,445.512	3,35,900	12.55	156
80-81	2,31,280.412	2,30,250	11.50	150
81-82	2,35,310.310	2,35,200	1.50	154
82-83	3,38,310.310	2,40,502	11.65	166
83-84	2,36,135.309	2,40,600	12.35	167
84-85	4,31,240.105	5,70,507	11.40	169
85-86	3,56,370.620	4,68,570	12.65	170
86-87	2,76,275.320	4,09,507	11.30	152
87-88	3,78,162.412	3,05,006	11.35	144
88-89	3,90,152.602	3,06,07	11.50	140
89-90	3,95,106.502	3,40,407	12.40	152
90-91	3,67,107.504	2,40,509	13.15	164
91-92	4,05,106.606	3,45,107	13.20	170
92-93	5,08,215.607	4,07,508	13.25	162

EFFICIENCY FIGURES

Season	Hour cost % available	Capacity utiliza- tion	Reduced Mill	Total cost of sug.
1970-71	21.94	95.53	94.39	2.19
1971-72	13.69	105.14	94.04	2.11
1972-73	9.08	114.22	93.95	2.11
1973-74	17.30	101.80	93.80	2.30
1974-75	7.55	118.07	94.11	2.07
1975-76	8.43	118.98	93.08	2.22
1976-77	8.92	121.56	94.10	2.19
1977-78	10.13	121.92	95.30	1.19
1978-79	9.35	150.06	99.30	2.60
1979-80	8.45	132.67	98.35	3.00
1980-81	9.50	134.60	97.40	2.60
1981-82	9.55	133.33	107.40	2.61
1982-83	8.65	130.36	108.42	2.46
1983-84	10.50	139.38	104.41	2.43
1984-85	11.35	135.52	105.30	2.41
1985-86	12.50	138.54	103.35	2.40
1986-87	13.60	137.06	94.45	2.15
1987-88	14.35	136.07	105.46	3.12
1988-89	9.50	136.09	108.48	3.12
1989-90	15.50	139.10	109.40	2.35
1990-91	10.40	140.11	107.30	1.50
1991-92	11.20	148.13	110.35	2.12
1992-93	15.20	147.12	111.05	2.15



Employment in the factory and its classification

A) Factory Yard

1) Labour Welfare Officer	-	5
2) Time Officer	-	15
3) Sugar Godown	-	6
4) Caneyard	-	64
5) Watch & Ward	-	52
6) Manufacturing	-	305
7) Engineering	-	250
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		697
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B) Out of Factory Yard

1) Managing Director	-	1
2) General Department	-	28
3) Accounts Department	-	60
4) Medical Department	-	4
5) Agricultural Department	-	100
6) Civil Department	-	42
7) Vehicle Department	-	30
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		265
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C) Distillary

1) Office	-	18
2) Workers	-	52
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		70
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Total employments inside and outside of this factory.

Regular Department

a) Factory Yard	-	280
b) Outside factory yard	-	180
c) Distillary	-	50
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		510
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Seasonal Workers

a) Cane cutters	-	1500
b) Employed on bullock carts	-	900
c) Employed on Trucks	-	200
d) Employed on Tractors	-	210
e) Factory Seasonal Employment	-	410
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Total		3220
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