

CHAPTER FIVE

OBSERVATIONS AND SUGGESTIONS

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5.1. Observations.

5.2. Suggestions & Conclusion.

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5.1. OBSERVATIONS OF THE STUDY

Based on data analysis presented in chapter no. five following observations are made in respect of human resource productivity of MPIL.

1. Categoriwise composition of employees : The total human force of the MPIL is classified in 8 categories and 24 different grades. Out of the total workforce, on an average 1.36 percent is occupied by managers; 6.80 by supervisory technical; 0.42 by non technical supervisors; 9.19 by clerical posts; 20.49 by skilled workers 21.04 by semiskilled workers; 5.38 by unskilled workers and 14.32 percent by non specified grades.

2. Categoriwise composition of different grades of the employees : Out of the 24 different grades five grades fall in managerial category 11 in supervisory category and the rest 8 grades belongs to workers and no specific grades employees. The proportion of managerial category to total workforce varied between 1.18 and 1.40 percent; the proportion of supervisory and clerical category to total workforce varied between 16.72 percent and 19.78 percent. As regards the workers the proportion varied between 78.82 percent and 81.88 percent of total human force employed in MPIL during study period.

3. Departmentwise composition of employees : More than one manager is positioned in Administration, Accounts, Technology, Assembly departments. Highest number of workers are employed in production department that is 454 next to which 220 workers in assembly department proportioning 35.84 percent and 17.36 percent respectively. Number of supervisors in the same departments are 25 and 24 respectively.

4. Turnover per employee : Turnover per employee is increased from Rs.1.09 lakhs to Rs.2.17 lakhs during the period under review.

5. Turnover to fix assets : The asset utilisation of the company indicated by fix assets turnover ratio varied from 2.20 to 3.22 times during the study period.

6. Percentage increase in turnover : This shows how company is able to maintain its performance in respect of turnover as compared to previous year. A steady increase in performance amounts to better control during the period under review.

7. Value added : The company has successfully manage to increase in value added without corresponding increase in salary expenses which is certainly an indication of efficient utilization of human force during the study period.

8. Disposition of value added : The value added by MPIL during the study period is disposed off for employees, government, financiers, depreciation and retained in the business. The percentage of value added disposed for employees varried between 34.56 percent and 37.91 percent. The percentage of the part of the value added paid to government varried between 16.24 percent and 20.83 percent of total value added. The same percentage for the interest and dividend paid remained between 20.62 percent and 24.60 percent. The proportion of the value added kept aside as depreciation varried between 9.00 and 14.76 percent. The rest of the value added retained as profit in the business proportioned to 5.45 percent and 11.75 percent of total value added.

9. Value added per employee : Value added per employee during the period under study has also increased from Rs.0.43 lakhs in the year 1986-87 to Rs.0.84 lakhs for the year 1990-91.

10. Emoluments per employee : During the period under review emoluments per employee from Rs.0.16 lakhs to Rs.0.29 lakhs is increased from Rs.0.13 lakhs per employee.

11. Value added to personnel payments : This ratio highlights to how the personnel payment has resulted into performance in the form of total value added. High ratio is the indication of efficiency on the part of the companies management.

5.2. SUGGESTIONS AND CONCLUSION

A) SUGGESTIONS :

As the company is dealing with a very sophisticated product which is accepted by international market, company should have its own training centre for the workers so that semiskilled and unskilled workers which put together constitute 47% of the total human force engaged in the company can be trained to improve the labour productivity. This can be done more appropriately through seminars; workshop sessions on job training etc., and the instructors may be trained in renowned training institutes.

B) CONCLUSION

MPIL is a top ranking company in Kolhapur MIDC having a professional management and modern out look. It pays to its employees adequately and the moral of the workers is high. In general the managerial staff is also happy. In share market companies shares are also quoted at reasonable rates. In general companies performance is satisfactory. But the company does not have a separate training unit for the employees despite having a good number of workers and this deficiency can be overcome on following the suggestions offered by the researcher.