



PERFORMANCE EVALUATION OF DIRECTORS HUMAN RESOURCE ASPECTS OF NACC SOCIETIES IN SOLAPUR DISTRICT

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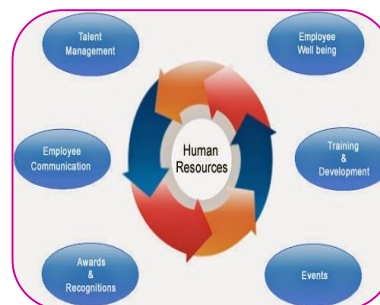
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ABSTRACT

The co-operative sector has played an important role in the state as well as Indian economy. The state of Maharashtra has been the foremost ranking state in the country in respect of organizing the co-operative movement. Co-operative movement has been approach making event in the social as well as economical life in Maharashtra. Human resource is the real and indispensable assets which should be nourished with real transparency. So it is important of the development of human resource in view of the progress of any kind of instruction.



KEY WORD: co-operative sector , economical life.

INTRODUCTION

All the resources like money, materials, machinery, men needs and markets to be gathered and managed in the 21st Century's modern organization. None of this resource is not potentially as productive as human resource. The success of organization is mostly depends upon quality, character and Caliber of the Human being which are working in it.

OBJECTIVES OF THE PAPER :

- 1) To analyze the Directors human resource aspects of selected NACC societies in Solapur District.
- 2) To insure that these NACC societies elected the Directors of right quality and experience and maximum utilization of their human resource.
- 3) On the basis of Directors human resource aspects analysis make some observations to strengthen the performance of NACC societies.

METHODOLOGY :

The paper is related to analysis of Directors human resource aspects of NACC societies in Solapur District. 200 NACC societies are selected for the sample. The Stratified random sample method was applied for the selection of NACC societies and lottery method was applied for the selection of individual NACC societies in Solapur District.

LIMITATIONS OF THE PAPER :

- 1) The paper is limited to Solapur district only.
- 2) The paper covers only study of 200 NACC societies.
- 3) The paper covers only Directors human resource aspects of the NACC societies.

ANALYSIS AND FINDINGS :

In Solapur District most of the selected NACC societies are formed in Taluka & District place. For the purpose of evaluation of Directors human resource Aspects of NACC societies. I have taken the 200 NACC societies.

Due to the large number of members of the NACC societies, there is not possible to see the day-to-day transactions of society & not feasible to organizations too. To look after the business of society, the regular members elected their representative as a "Directors". Directors are the policy makers, so they have ultimate responsibility & accountability towards the members because members of the society are true owners & directors are the trustee of the society. The term of the directors of the NACC society is generally five years.

The directors of the societies enjoyed the authorities as given 'Bye-Laws' and as desired from the 'Maharashtra State Co-operation Societies Act' and its rules. The Directors of the societies has to be following power and duties.

- To appoint the staff and fix their remuneration.
- To examine and check the accounts.
- To sanction loans to members.
- To take action in case of loan arrears or other legal proceeding on behalf of society.
- To give the approval to financial matters, books of accounts and statements of society.
- To open new branch of the society.
- To frame future policies of the society.
- To protect the interests of members and depositors.

For the above purpose of these activities, they can delegate their power to two or more or any one of them as a 'Chairman' from among themselves. In this way the management of the societies is in the hands of directors. For the purpose of evaluation of Directors human resource aspects five variables or key factors are identified and data is tabulated and analyzed. These five variables are as under:

Directors According to Type of Society and Sex.

Table 1 shows the number of directors in NACC societies according to type of society and sex.

Table 1
Directors in NACC Societies According to Type of Society as Related to Sex.

| Sr. No | Type of Society | Male Directors | Female Directors | Total |
|--------|--------------------------------|--|---|---|
| 1 | Employees co-op. cr. Societies | 175 (84.13) [9.71] | 33 (15.87) [6.71] | 208 (100.00) [9.07] |
| 2 | Urban co-op. cr. societies | 585 (67.55) [32.46] | 281 (32.45) [57.11] | 866 (100.00) [37.75] |
| 3 | Rural co-op. cr. societies | 1042 (85.41) [57.83] | 178 (14.59) [36.18] | 1220 (100.00) [53.18] |
| | Total | 1802 (78.55) [100.00] | 492 (21.45) [100.00] | 2294 (100.00) [100.00] |

Note : Figures in round brackets indicate percentages to horizontal total and in square brackets percentages to vertical total.

(Source: - Primary Data compiled)

Table 1 shows that, the percentage of male directors are more in rural co. op. credit societies i.e. 85.41 percent, it is followed by employee and urban co-operative credit societies i.e. 84.13 and 67.55 percent respectively.

The percentage of female directors is more in urban co-operative credit societies i.e. 32.45 percent it is followed by employee and rural co-operative credit societies i.e. 15.87 and 14.59 percent respectively.

The average number of directors is more in urban co-operative credit societies i.e. 12.73, it is followed by rural and employees co-operative credit societies i.e. 10.89 and 10.40 respectively.

It is concluded that the distribution of male and female director according to type of society is not proportionate to the total male and female directors in Solapur District.

Directors According to Type of Society and Reservation Category.

Table 2 indicates the directors in NACC societies according to type of society and reservation category. The reservation category is grouped into four groups.

Table 2
Classification of directors in NACC Societies According to Type of Society as Related to Reservation Category .

| Sr. No. | Type of society | General | SC | ST | EBC | Total |
|---------|--------------------------------------|-------------------------------|------------------------------|-----------------------------|-----------------------------|--------------------------------|
| 1 | Employees co-operative cr. societies | 148 (71.16) | 27 (12.98) | 21 (10.09) | 12 (5.77) | 208 (100.00) |
| 2 | Urban co-operative cr. societies | 629 (72.63) | 89 (10.28) | 75 (8.66) | 73 (8.43) | 866 (100.00) |
| 3 | Rural co-operative cr. societies | 947 (77.62) | 114 (9.34) | 49 (4.02) | 110 (9.02) | 1220 (100.00) |
| | Total | 1724 (75.15) | 230 (10.03) | 145 (6.32) | 195 (8.50) | 2294 (100.00) |

Note: – figures in brackets indicate percentage.

(Source: - primary data compiled.)

Table 2 indicates that the number of general category directors is more than the other categories of all the NACC societies. Reservation on directors is given to backward class in all the NACC societies for the purpose of to protect the interest of the class and this is according to the provisions of, 'The Maharashtra Co-Operative Societies Act 1960.' While in all types of NACC societies the number of ST category directors is very less. The numbers of SC and EBC categories of directors are according to the provision of Act. The average numbers of general category of directors are 75.15 percent.

Directors According to Type of Society and Occupation.

Table 3 indicates the number of directors in NACC societies according to type of society and occupation. The occupation is grouped into five groups.

Table 3
Classification of Directors in NACC Societies According to Type of Society as Related to Occupation.

| Sr. No. | Type of society | Farmers | Employees | Traders | Political Leaders | Others | Total |
|---------|---|------------------------|------------------------|------------------------|-----------------------|------------------------|--------------------------|
| 1. | Employees co-operative credit societies | - | 182 (87.50) | - | 10 (4.81) | 16 (7.69) | 208 (100.00) |
| 2. | Urban co-operative credit societies | 189 (21.82) | 172 (19.86) | 344 (39.72) | 62 (7.16) | 99 (11.44) | 866 (100.00) |
| 3. | Rural co-operative credit societies | 549 (45.00) | 241 (19.75) | 192 (15.74) | 108 (8.85) | 130 (10.66) | 1220 (100.00) |
| | Total | 738 (32.17) | 595 (25.94) | 536 (23.37) | 180 (7.84) | 245 (10.68) | 2294 (100.00) |

Note: - Figures in brackets indicates percentages.
(Source- primary Data compiled)

Table 3 discloses that, out of total directors, highest numbers of directors are farmers i.e. 32.17 percent, followed by employees, traders and other i.e. 25.94, 23.37, and 10.68 percent respectively and lowest number of directors i.e. 7.48 percent are political leaders.

In employees co-operative credit societies 87.50 percent directors are employees because the employee's societies are the servants in various type of institutions. In urban co-operative credit societies 39.72 percent directors are traders while 45.00 percent directors are farmers in rural co-operative credit societies.

Political leaders & other category of directors in urban & rural NACC societies is more or less same percentage. Other category includes Lawyer's, Doctors and Retired Employees etc.

Directors According to Type of Society and Educational + Qualification.

Table 4 indicates the directors in NACC society and qualification. The qualification is grouped in to five groups.

Table 4
Classification of Directors in NACC Societies According to Type of Society as Related to Educational Qualification.

| Sr. No. | Type of Society | Educational Qualification | | | | | Total |
|---------|---------------------------------|---------------------------|------------------------|------------------------|------------------------|------------------------|--------------------------|
| | | Up to S.S.C. | H.S.C | Graduate | Post Graduate | Other Qualification | |
| 1. | Employees co. op .cr. societies | 42 (20.19) | 57 (27.40) | 34 (16.35) | 59 (28.37) | 16 (7.69) | 208 (100.00) |
| 2. | Urban co. op .cr. societies | 87 (10.05) | 284 (32.79) | 309 (35.68) | 87 (10.05) | 99 (11.43) | 866 (100.00) |
| 3. | Rural co. op .cr. societies | 421 (34.51) | 317 (25.98) | 267 (21.89) | 85 (6.97) | 130 (10.65) | 1220 (100.00) |
| | Total | 550 (23.98) | 658 (28.68) | 610 (26.59) | 231 (10.07) | 245 (10.68) | 2294 (100.00) |

Note :- Figures in brackets indicates percentages.
(Source – Primary Data Compiled)

Table 4 displays that the number of post graduates directors are more in employee's co-operative credit societies i.e. 28.37 percent, and then it is followed by urban & rural cooperative credit societies i.e. 10.05 & 6.97 percent respectively.

The directors having other qualification are more in urban societies i.e. 11.43 percent it is followed by rural and employee's co-operative credit societies i.e. 10.65 & 7.69 percent respectively.

The directors having graduates qualification are more in urban co-operative credit societies i.e. 35.68 percent it is followed by rural & employee's co-operative credit societies i.e. 21.89 & 16.35 percent respectively.

The percentage of non graduates directors (i.e. up to SSC and HSC) in all type of co-operative credit societies are 52.66 percent.

It is observed that out of total director's majority numbers of directors are under graduates i.e. 52.66 percent it is followed by graduates, other qualification (Lawyers, Doctors, and Retired employees) and post graduates directors i.e. 26.59, 10.68 & 10.07 percent respectively.

CONCLUSIONS :

The distribution of directors according to sex is uneven. Majority number of directors is male directors i.e. 78.55 percent and only 21.45 percent are female directors. The number of general category directors i.e. 1724 is more than all other categories i.e. 575 in all NACC Societies. It means SC, ST and EBC categories directors are very less. The distribution of directors according to occupation is uneven. Majority number of directors are farmers i.e. 32.17 percent, it is followed by Employees, Traders, Other and Political Leaders i.e. 25.94, 23.37, 10.68 and 7.84 percent respectively. In all the NACC Societies, the majority of director's educational qualification is only S.S.C. and H.S.C. i.e. 23.98 and 28.68 percent respectively. The percentage of graduate, post graduate and other qualifications is 26.59, 10.07 and 10.68 percent respectively. Most of the directors i.e. 75.02 percent of NACC Societies are experienced directors. They have more than five years experience, it means they have elected more than 1 times on the Board and very less number of directors have elected first time, i.e. 24.98 percent. They have less than five years experience

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***Note: NACC = Non Agricultural Co-Operative Credit**