



## EMPLOYEES HUMAN RESOURCE EVALUATION OF NACC SOCIETIES IN SOLAPUR DISTRICT

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### ABSTRACT:

The co-operative movement in Maharashtra started after the passing of co-operative societies Act 1904. Initially, this movement was confined mainly to the field of agricultural credit. Later it is rapidly spread to other fields like agro processing agro marketing, rural industries, consumers stores, social services etc. The co-operative movement in Maharashtra has played a significant role in the social and economic development of the state.

**KEYWORDS:** co-operative movement , rural industries, consumers stores, social services.

### INTRODUCTION

We have see that the development of non agricultural co-operative credit societies from last 50 years. 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. All the resources like money, materials, machinery, men needs and markets to be gathered and managed in the 21<sup>st</sup> 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.

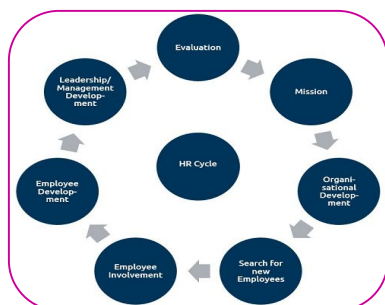
### OBJECTIVES OF THE PAPER :

- 1) To evaluate the employees human resource aspects of selected NACC societies in Solapur District.
- 2) To insure that these NACC societies employ the person of right quality & category reservation and maximum utilization of human resources available in these societies.
- 3) On the basis of human resource aspects analysis, suggest some remedial measures and conclusions.

### METHODOLOGY :

The paper is related to critical evaluation of employees & pigmy agents human resource aspects of NACC societies in Solapur District. There are so many NACC Societies Solapur District out these 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.

The papers cover the period of five years i.e. 2007-08 to 2011-12.



### Limitations of the paper :

- 1) The paper is limited to Solapur district only.

- 2) The paper has been undertaken on the primary and secondary data for the period from 2007-08 to 2011-12.
- 3) The paper covers only study of 200 NACC societies.
- 4) The paper covers only employees & pigmy agents 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. The employees of any organization are carried out the actual working. The growth & development of NACC societies are depend on the hard work and efficient working of the employees. It is this group that put the plans and policies of directors about the society into effective action. Hence, in NACC society the employees are playing an important role for providing the banking services to customers and growth of societies.

1. Manager
2. Assistant Manager
3. Accountant
4. Cashier
5. Clerk
6. Peons
7. Others.

The directors and chairman cannot participate in the day-to-day work of NACC societies. Therefore they appoint the employees for the day-to-day working. In these employees the manager is the key person in the society. He has to keep watch on the daily working of NACC societies and to take effective steps to carry out the plans and policies laid down by the directors. The powers and duties of managers are as under.

1. To supervise and control over the employees of NACC Society.
2. To maintain office records and handle the correspondence of the NACC society.
3. To accept all types of application forms, i.e. deposits, shares, loans and others.
4. To obtain sanction for giving loans from the directors.
5. To report regularly to the directors about all kinds of business operations.
6. To prepare a final account of NACC society.
7. To attend the directors meetings and annual general meeting.
8. To prepare all type of functions of the society under the guidance of chairman and directors.

All these powers and duties are laid down by the manager with the help of all other employees of the NACC societies.

For the purpose of evaluation of human resource aspects five variables or key factors are identified and data is tabulated and analyzed. These five variables are as under:

### Employees According to Type of Society.

Table 1 indicates the number of employees in NACC societies according to the type of society.

**Table 1**

### Number of Employees in NACC Societies According to Type of Society in the year 2008-09.

Sr. No.	Type of society	Number of Employees	Percentage
	Employee co-op cr. Societies	89	07.00
	Urban co-op cr. Societies	643	50.59
	Rural co-op cr. Societies	539	42.41
	<b>Total</b>	<b>1271</b>	<b>100.00</b>

(Source:-primary data compiled)

Table 1 shows that the urban co-operative credit societies have the highest number of employees i.e. 50.59 percent, it is followed by rural and employees co-operative credit societies i.e. 42.41 and 07.00 percent respectively.

The average number of employees per NACC society is higher i.e. 9.46 in urban co-operative credit society it is followed by rural and employees co-operative credit societies i.e. 4.81 and 4.45 respectively.

### Employees According to Type of Society and Sex.

Table 2 discloses the number of employees in NACC societies according to type of society and sex.

**Table 2**  
**Number of Employees in NACC Societies According to Type of Society as Related to Sex.**

Sr. No.	Type of society	Male	Female	Total
	Employee co-op cr. societies	73 (82.02) [06.92]	16 (17.98) [07.41]	89 (100.00) [07.00]
	Urban co-op cr. Societies	490 (76.21) [46.45]	153 (23.79) [70.83]	643 (100.00) [50.59]
	Rural co-op cr. Societies	492 (91.28) [46.63]	47 (08.72) [21.76]	539 (100.00) [42.41]
	<b>Total</b>	<b>1055</b> <b>(83.01)</b> <b>[100.00]</b>	<b>216</b> <b>(16.99)</b> <b>[100.00]</b>	<b>1271</b> <b>(100.00)</b> <b>[100.00]</b>

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

(Source:-primary data compiled)

Table 2 reveals that the classification of male and female employees is uneven in the NACC societies according to the type of society.

The highest numbers of male employees are working in rural co-op credit societies i.e. 91.28 percent; it is followed by employees and urban co-op credit societies i.e. 82.02 and 76.21 percent respectively.

In urban co- operative cr. societies the number of female members are 23.79 percent it is followed by employees and rural cp- operative cr. societies i.e. 17.98 and 08.72 percent respectively.

It is observed that there is no uniform policy and proportion as related to male and female employees in NACC society according to the type of society.

### Employees According to Type of Society and Reservation Category.

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

**Table 3**  
**Classification Employees in NACC Societies According to Type of Society as Related to Reservation Category.**

Sr. No	Type of Society	Reservation Category					Total
		general	SC	ST	NT	OBC	
1.	Employee co-op cr. Societies	37 (41.57) [05.88]	14 (15.73) [06.42]	10 (11.24) [07.46]	04 (04.49) [04.17]	24 (26.97) [12.37]	89 (100.00) [07.00]
2.	Urban co-op cr. Societies	355 (55.21) [56.44]	123 (19.13) [56.42]	56 (08.71) [41.79]	53 (08.24) [55.20]	56 (08.71) [28.87]	643 (100.00) [50.59]
3.	Rural co-op cr. Societies	237 (43.97) [37.68]	81 (15.02) [37.16]	68 (12.62) [50.75]	39 (07.24) [40.63]	114 (21.15) [58.76]	539 (100.00) [42.41]
	<b>Total</b>	<b>629</b> <b>(49.49)</b> <b>[100.00]</b>	<b>218</b> <b>(17.15)</b> <b>[100.00]</b>	<b>134</b> <b>(10.54)</b> <b>[100.00]</b>	<b>96</b> <b>(07.55)</b> <b>[100.00]</b>	<b>194</b> <b>(15.26)</b> <b>[100.00]</b>	<b>1271</b> <b>(100.00)</b> <b>[100.00]</b>

Note: - Figures in round brackets indicate percentage to horizontal totals and in square brackets percentage to vertical totals.

(Source:-Primary Data compiled)

Table 3 reveals that the percentage of 'General' category employees is the highest i.e. 55.21 percent in the urban co-operative credit societies, it is followed by rural and employees co-operative credit societies i.e. 43.97 percent 41.57 percent respectively.

On the other hand the percentages of 'NT' category employees are very less in all types of co-operative credit societies.

The percentages of 'SC' category employees are low in employee's co-op. credit societies, while that of ST category employees are low in urban co-op. credit societies.

The percentages of 'SC' category employees are highest in urban co-operative credit societies, while the percentage of OBC category employees is highest in employee's co-operative credit societies.

It is observed that, out of total employees 49.49 percent employees are appointed from 'General' category and 50.51 percent employees are of reservation category. It means the NACC societies have been implemented the reservation policy regarding the recruitment of employees at satisfactory level.

#### **Employees According to Educational Qualification.**

Table 4 discloses the number of employees in NACC societies according to educational qualification. Educational qualification is grouped into four group

**Table 4**  
**Number of Employees in NACC Societies According to Educational Qualification.**

Sr. No.	Position	Educational Qualification				Total
		Up to SSC	HSC	Graduate	Post Graduate	
1.	Manager	16 (15.18)	22 (11.64)	104 (55.02)	47 (24.86)	189 (100.00)
2.	Assistant Manager	06 (07.69)	08 (10.26)	38 (48.72)	26 (33.33)	78 (100.00)
3.	Accountant	00	00	52	19	71

				(73.24)	(26.76)	(100.00)
4.	Cashier	09 (05.88)	24 (15.69)	108 (70.59)	12 (07.84)	153 (100.00)
5.	Clerk	37 (06.73)	49 (08.91)	392 (71.27)	72 (13.09)	550 (100.00)
6.	Peons	112 (56.57)	80 (40.40)	06 (03.03)	00	198 (100.00)
7.	Others	27 (84.37)	05 (15.63)	00	00	32 (100.00)
	<b>Total</b>	<b>207 (16.29)</b>	<b>188 (14.79)</b>	<b>700 (55.07)</b>	<b>176 (13.85)</b>	<b>1271 (100.00)</b>

Note: - Figures in round brackets indicate percentages.

(Source-primary data compiled)

Table 4 shows that the most of the employees in NACC societies are graduates i.e. 55.07 percent. It is followed by up to SSC, HSC and Post Graduate i.e. 16.29, 14.79 and 13.85 percent respectively.

In clerical position most of the employees are graduates i.e. 71.27 percent and in other position most of the employees are below the SSC. The Educational qualification required for the other employees (sweeper, watchman and driver) is upto SSC. Therefore it is natural that most of employees in this position are below the SSC.

#### CONCLUSIONS :

1. According to type of Society, the number of employees is highest in urban co-operative credit Societies i.e. 50.59 percent, the main reason is high volume of transactions.
2. Out of total number of employees in NACC Societies 83.01 percent employees are male employees and 16.99 percent employees are female employees. Hence the distribution of employees according to sex is uneven.
3. According to educational qualification 55.07 percent employees are graduates, while 16.29 percent employees have education upto S.S.C. and 14.79 percent employees have passed H.S.C. examination. Only 13.85 percent employees have getting post graduate degree.
4. Out of total number of employees in NACC Societies 49.49 percent employees are appointed from the general category and 50.51 percent employees are appointed from the backward class.
5. Out of total selected NACC Societies only 130 NACC Societies are given training facilities to employees. Not even a single NACC Society has its own training centre. All over NACC Societies are deputing their employees for training which are arranged by other training institutions.
6. Out of total pigmy agent in NACC Societies 78.99 percent pigmy agents are male pigmy agent and 21.61 percent pigmy agents are female pigmy agent.
7. According to type of Society not even a single pigmy agent has been appointed by employee's co-operative credit Society.

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