



ANALYSIS OF MEMBERS HUMAN RESOURCE ASPECTS OF NACC SOCIETIES IN SOLAPUR DISTRICT

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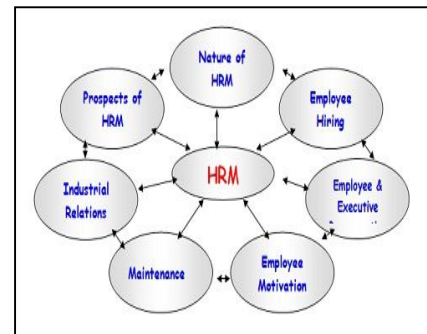
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INTRODUCTION

The co-operative movement in Maharashtra has played a significant role in the social and economic development of the state. We have seen that the development of non agricultural co-operative credit societies from last 50 years. There were 22847 NACC societies in Maharashtra in the year 2011-12. Human resource is the real and indispensable asset 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 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 evaluate the Members human resource aspects of selected NACC societies in Solapur District.
- 2) On the basis of members human resource aspects analysis, make some observations to strengthen the performance of NACC societies.

METHODOLOGY :

The paper is related to evaluation of members human resource aspects of NACC societies in Solapur District. There are so many NACC Societies are registered in Solapur district. Out of these only 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 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 members 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 human resource Aspects of NACC societies. A person residing within the area of operation can become as member of the non-agricultural co-operative credit society. Members are truly the owner of the NACC society. There is a need to fulfill the requirement of the members situate the NACC society. The members of the NACC society will get all the rights as per the 'co-operative Law'. Because of the large number of members they cannot participate in day to day working of NACC society. As such they take part in the administration through the medium of directors elected by them in Annual General Meeting. The economic backward class, small traders, service men are the members of these societies. For the purpose of evaluation of members human resource aspects five variables or key factors are identified and data is tabulated and analyzed. These five variables are as under.

MEMBERS ACCORDING TO SEX

Table 1 shows the number of members of NACC societies according to sex in the year 2011-12.

Table 1
Number of Members According to Sex in the year 2011-12

Sr. No.	Category of Member.	Number of Member	percentage
1	Male	1,41,389	69.77
2	Female	61,273	30.23
	Total	2,02,662	100.00

(Source – Primary Data Compiled)

Table 1 reveals that 69.77 percent are the male members and 30.23 percent are the female members. The average number of males and females per society in Solapur District are 707 and 306 respectively. It means the female members participation in NACC Societies is less, due to lack of awareness and less number of women's co-operative credit societies.

MEMBERS ACCORDING TO TYPE OF SOCIETY.

Table 2 shows the number of members of NACC Societies according to type of Society in the year 2011-12.

Table 2
Number of Members in NACC Societies According to Type of Society in the year 2011-12.

Sr.No.	Type of society	No. of Member	Percentage
1	Employees co-operative cr. Societies	9736	04.80
2	Urban Co-operative cr. Societies	94377	46.57
3	Rural Co-operative cr. Societies	98549	48.63
	Total	2,02,662	100.00

(Source – Primary Data Compiled)

Table 2 shows that, the number of member in employees co- operative credit societies are 4.80 percent, while in urban co-operative credit societies are 46.57 percent and rural co-operative credit societies are 48.63 percent. The average number of members in employees co-operative credit societies are 487, while in urban co-operative credit societies 1388 and in rural co-operative credit societies are 880.

It is observed that the number of rural co-operative credit societies are more as compare to urban co-operative credit societies, but the average number of member are less as compare to urban co-operative credit societies, because of the limited area of operation .In urban co-operative credit societies the number of societies are less but the average number of members per societies is more, because of the wider area of operation. In employees co-operative credit societies the average number of members per societies is less, because these societies are established for the particular institution.

MEMBERS ACCORDING TO TYPE OF SOCIETIES AS RELATED TO SEX

Table 3 shows the No. of members in NACC Societies according to type of society as related to sex in the year 2011-12

Table 3

Number of Members in NACC Societies According to Type of Society as Related to Sex in the Year 2011-12.

Sr. No	Type of society	Male Members	Female Members	Total
1	Employees co-op. cr. Societies	8192 (84.14) [5.79]	1544 (15.86) [2.52]	9736 (100.00) [4.80]
2	Urban co-op. cr. societies	59698 (63.25) [42.22]	34679 (36.75) [56.60]	94377 (100.00) [46.57]
3	Rural co-op. cr. societies	73499 (74.58) [51.99]	25050 (25.42) [40.88]	98549 (100.00) [48.63]
	Total	141389 (69.77) [100.00]	61273 (30.23) [100.00]	202662 (100.00) [100.00]

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 male members in employee's co-operation credit societies is the highest that is 84.14, because in general the male employees are more than the female employees. On the other hand Urban co-operative credit societies is the lowest male members that is 63.25 percent while in rural co-operative credit societies the average numbers of male members is 74.58 percent.

The percentage of female members in urban co-operative Credit societies is the highest i.e. 36.75 percent, because of the awareness of urban female. (i.e. Education Qualification, Participation etc) It is followed by rural co-operative credit societies i.e. 25.42 percent and employee's co-operative credit societies 15.86 percent.

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

MEMBERS ACCORDING TO TYPE OF SOCIETY AS RELATED TO RESERVATION CATEGORY

Table 4 shows the No. of members in NACC Societies according to type of society as related to reservation category in the year 2011-12

Table 4
Number of Members in NACC Societies According to Type of Society as Related to Reservation Category in the Year 2011-12.

Sr. no	Type of Society	General	SC	ST	NT	OBC	EBC	Total
1	Employees co-op. cr. Societies	5894 (60.54)	1302 (13.37)	494 (5.07)	056 (0.58)	1840 (18.90)	150 (1.54)	9736 (100.00)
2	Urban co-op. cr. Societies	63287 (67.06)	7498 (7.94)	5226 (5.54)	2798 (2.96)	9836 (10.42)	5732 (6.08)	94377 (100.00)
3	Rural co-op. cr. Societies	51003 (51.75)	7780 (7.89)	6480 (6.58)	3502 (3.55)	24180 (24.54)	5604 (5.69)	98549 (100.00)
	Total	120184 (59.30)	16580 (8.18)	12200 (6.02)	6356 (3.14)	35856 (17.69)	11486 (5.67)	202662 (100.00)

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

(Source-Primary Data compiled)

Table 4 indicates that – the general members in all type of societies are more. The number of general members in urban co-operative credit societies are highest i.e. 67.06 percent. It is followed by employee's co-operative credit societies and rural co-operative credit societies i.e. 60.54 and 51.75 percent respectively. The average numbers of general members in all types of societies are 59.30 percent.

The percentage of SC category members is more in employee's co-operative credit societies i.e. 13.37 percent. It is followed by urban and rural co-operative credit societies i.e. 7.94 and 7.89 percent respectively. The average number of SC members in all types of societies is 8.18 percent.

The percentage of OBC category members are more in rural co-operative credit societies i.e. 24.54 percent. It is following by employee's co-operative credit societies, i.e. 18.90 percent and urban co-operative credit societies, i.e. 10.42 percent.

In all types of societies the number of NT category members is very less and in employees co-operative credit societies the number of EBC category members is also very less i.e. 1.54 percent.

It is observed that the distribution of members according to type of society and category is uneven in NACC societies in Solapur District.

ATTENDANCE OF MEMBERS IN ANNUAL GENERAL MEETING ACCORDING TO TYPE OF SOCIETY.

Annual general meeting is one of the most important and unique meeting of any co-operative organization because this meeting is called to discuss the performance of the organization in the last year and plan function to be completed in the next year .In this meeting the directors decisions and function has been sanctioned by the members. The annual general meeting is held at a once in the financial year. It is held within three months after the completion of the financial year of society .The registrar of the co-operative societies has the right to extend this limit by three months. The proceeding of such meeting is recorded in a binding book, which is called 'Minute Book', and it is also the statutory book.

Table 5 shows the percentage of members was attended the annual general meeting according to the type of societies.

Table 5
Percentage of Members Attended the Annual General Meeting According to Type of Society in the Year 2011-2012.

Sr. No.	Type of Society	Total No. of Members	Attended AGM Members	Percentage
1.	Employees co-op. cr. Societies	9736	6324	64.95
2.	Urban co-op. cr. Societies	94377	45298	47.99
3.	Rural co-op. cr. Societies	98549	38430	38.99

(Source – Primary Data compiled)

Table 5 shows that the attendance of members in employees co-operative credit societies are highest i.e. 64.95 percent, it is followed by urban and rural co-operative credit societies i.e. 47.99 and 38.99 percent respectively. In rural co-operative credit societies the percentage of attendance of members is lowest. So it is concluded that the attendance of members in rural co-operative credit societies is not good & it shows that the negative attitude & lack of awareness in the members about the working of their society.

If we want to see the average percentage of members were attended the annual general meeting. The average percentage of attendance of annual general meeting is 50.64 percent. It means near about 50.00 percent members have the negative attitude about working of the societies.

CONCLUSIONS :

1. All the NACC Societies have been shows as increasing trend in membership. The number of members of NACC Societies is increased by 54851 during the study period, but there is no uniform trend of increase of members in all talukas mainly due to variation in number of societies established and changing financial requirement of the members.
2. The distribution of male of female members of NACC Societies is uneven. There are 69.77 percent male members and 30.23 percent female members. The average number of male and female members in NACC Society is 707 and 306 respectively.
3. The size of members in urban co-operative credit society is more as compare to rural and employee's co-operative credit Societies. The average number of members per urban co-operative credit Society is 1388 and that of rural and employees co-operative credit Societies, i.e. 880 and 487 respectively.
4. The number of members of employee's co-operative credit Societies is comparatively very less. The number of members of urban co-operative credit Societies is comparatively large.
5. The average attendance of members to the Annual General Meeting is not satisfactory. The percentage of attendance of members is more in employee's co-operative credit societies then urban and rural co-operative credit societies. So it shows that the lack of awareness in members about working of their NACC Society.

REFERENCES:

- 1) Co-operative movement at a glance in Maharashtra 2012
- 2) Annual reports of selected NACC societies in Solapur District.
- 3) The Maharashtra Co-operative quarterly.
- 4) Solapur District Socio economic survey report 2011-12.

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