A Study of Human Resources in Industries of Chandgad Taluka

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Abstract
Under this title researcher has studied the pattern of human resources in industries of Chandgad taluka (Kolhapur district, Maharashtra, India) i.e. family background of the employees in the working industries of Chandgad taluka, difficulties faced at the time of recruiting the employees in the industry, mode of wage/salary fixation by the industry mode of payment made by the industries, It helps to know the human resources in the industries of the Chandgad taluka.

Key Words- Human Resources, Resources, Wage pattern Industries, Industrial Development, Infrastructure, Micro level Study
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1. Introduction

Human resource is very important factor of production in industries. Industrial development is completely depends on availability of skilled human resources. It is also observed that industries are located in those places where the sufficient amount of resources available. Human resources, Industrial development and economic growth are interlinked. By taking the case of Chandgad Taluka (Kolhapur district, Maharashtra, India) the researcher wants to understand the Human resources in industries of Chandgad taluka.

The process of development is multifaceted. Its economic, social, cultural and educational aspects are required to be taken in to account. The economic development provides the basic foundation of further social, cultural and educational development. This is true both at macro and micro level development. The studies so far undertaken put more emphasis on macro level. Very few attempt have been made to undertake the study at micro level development. The present study focuses on the human resource for industrialisation at micro level, i.e. at taluka level. For this purpose the single taluka namely Chandgad Taluka is taken for the study.

This being a micro level study is expected to reveal valuable facts about availability of skilled human resources in industrial development. These facts are certainly to become valuable inputs for formulating the development plan of the taluka.

2. Review of Literature

Naik R N (2009) in his research entitled `*Industrial Development Pace, Pattern and Gaps- A Case Study of Chandgad Taluka*` studied the Micro, Small and Medium industries and found how the resources impacts on the industrial development in taluka. It was a micro level study and covered only Chandgad taluka. Researcher suggested to the government and politician that the Chandgad taluka has abundant number of resources and the scope for further development is awaiting so it need to be considered in future for overall development.

3. Statement of the Problem

A Study of Human Resources in Industries of Chandgad Taluka is basically a case study in which human resources for industrial development is studied.

4. Objectives of the Study

Researcher has the following objectives to study.

1. To study the difficulties faced for recruitment of employees in the industries.
2. To understand the family background of recruited employees in the industries.
3. To study the mode of wage/salary payment in the industries.

5. Scope of the study

The study is conducted to know the human resources in the Industrial development of Chandgad taluka (Chandgad taluka is located in Kolhapur district of Maharashtra state). The study only focuses on the human resources in the selected industries in the taluka. To study the human resources researcher covered Total 110 industries in the taluka. To make micro study the industries are further classified in five circles of chandgad taluka. These circles are Chandgad (12), Date(17) Here(10), Turkewadi(60), and Kowad(11)

6. Sampling technique and Sample Design

Convenient sampling method is used to study the human resources for industrial development. To make more convenient the study, industries are classified in to Micro, Small, Medium and Large industries according to the criteria laid by the MSME Government of India. It is summarized in the below table.

Samples

Industry	Total	Micro	Small	Medium	Large
Cashew	16	6	8	2	0
dairies	3	0	1	2	0
Oil and Rice	15	8	7	0	0
Poultry	23	22	1	0	0
Sugar	2	0	0	0	2
Textile	7	2	5	0	0
Engineering	28	24	4	0	0
Foundry and Metal	6	0	0	4	2
Other	10	0	5	5	0
Total	110	62	31	13	4
%In Total Industries	100	56.36	28.18	11.81	3.64

Further these industries are classified in five circles of chandgad taluka. Namely Chandgad (12), Date(17) Here(10), Turkewadi(60), and Kowad(11)

7. Sources of data

Both the primary and secondary data is used for the study. Government reports are used as source of secondary data. Where as the primary data is collected by the researcher by conducting interview, personal visit and own observations. Separate questionnaire is used to collect the data from respondents. Personal observation, site visit and discussion with the respondents helps researcher to know the resources pattern of industries in the taluka. Present study deals with the human resources in industrial development in the study area.

8. Data Analysis and Interpretation

Under this title researcher has studied the pattern of human resources in industries of Chandgad taluka (Kolhapur district, Maharashtra, India) i.e. family background of the employees in the working industries of Chandgad taluka, difficulties faced at the time of recruiting the employees in the industry, mode of wage/salary fixation by the industry mode of payment made by the industries, It helps to know the human resources in the industries of the Chandgad taluka.

### 8.1 Difficulties faced by the Industries at the time of Recruitment.

Under this title researcher has studied the difficulties faced by the industries at the time of recruitment. Difficulties in respect of availability skilled labour and educated labour of the study area is summerised in the table 8.1

Table 8.1 Difficulties faced by the Industries at the time of Recruitment.

Difficulties	Industries	Percent	Cumulative Percent
Skilled labour	83	75.50	75.50
Educated	16	14.50	90.00
Not Relevent	11	10.00	100.00
Total	110	100.00	

Source : Compilation of field data

Chart 8.1

**Difficulties faced by the industries at the
time of recruiting the employee**

Legend:
- Skilled labour
- Educated
- Not Relevent

10%

15%

75%
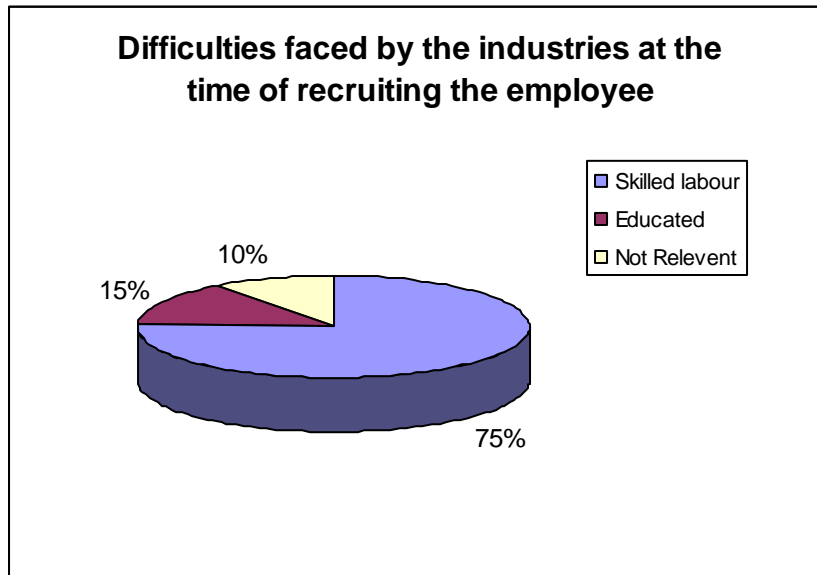
The above tabular and graphical presentation shows that most of industries (83) 75.50% were faced the problem of availability of skilled labour, 14.50% of industries (16) faced the problem of availability of educated labour. Only (11) 10% of industries were not experienced any problem.

The industries like foundry and metal, textile, dairy, sugar and cashew required skilled labour which they do not get at the time recruitment, where as the educated employees are required for clerical work in the same industries. They found skilled employees are in scares. Only 10% industries mostly of micro industries which are working with family member or proprietor have not faced any problem.

**8.2 Family background of the Employees.**

Under this table researcher has studied the family background of the industries employees in Chandgad taluka. It helps to know the economic position of the employees. The information about family background of the employee is stated in the table 8.2

Table 8.2 **Family background of the employee**

Particular	Percent	Cumulative Percent
Low Income	52.7	52.7
Medium Income	40.0	92.7
High income	7.2	100.00
Total	100.0	

Source : Compilation of field data

Chart 8.2

Famaily Income Background

Legend:
- Low Income
- Medium Income
- High Income
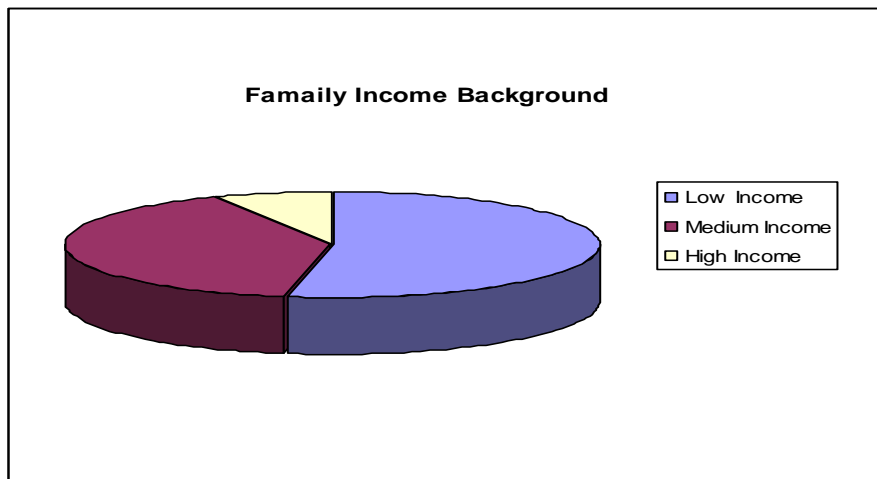
From the above tabular and graphical presentation it is observed that, the large number of employees (53%) belong to Low income (Below Poverty Line) families. Only 7% employees in total belong to well to do families. Where as 40% employees belongs to medium income group.

Cashew industries, oil and rice mills, poultries, sugar, engineering and other (i.e.stone crusher, saw mills) employed large number of low income and medium income group employees. Where as dairy industries and foundry and metal have employed well to do income families employees. It is also observed that the employee working at clerical post are mostly belongs to medium and well to do family background, where as the employees working at ground level are mostly belongs to low income family.

## 8.3 Mode of Wage / Salary Fixation by the Industry

Under this title researcher has studied how the industries have fixed the wage/salary of the employee. It may on the basis of piece rate, time rate or other. The information of the mode of wage / salary fixation is summarized in the table 8.3.

Table 8.3 Mode of Wage / Salary Fixation by the Industry

Mode of Wage/ Salary Fixation	Industries	Percentage	Cumulative Percentage
Time Rate System	59	53.60%	53.60%
Piece Rate System	23	20.90%	74.50%
Other (Consolidated)	28	25.50%	100%
Total	110	100%	

Source : Compilation of field data

Chart 8.3

Mode of Wage Salary Fixation
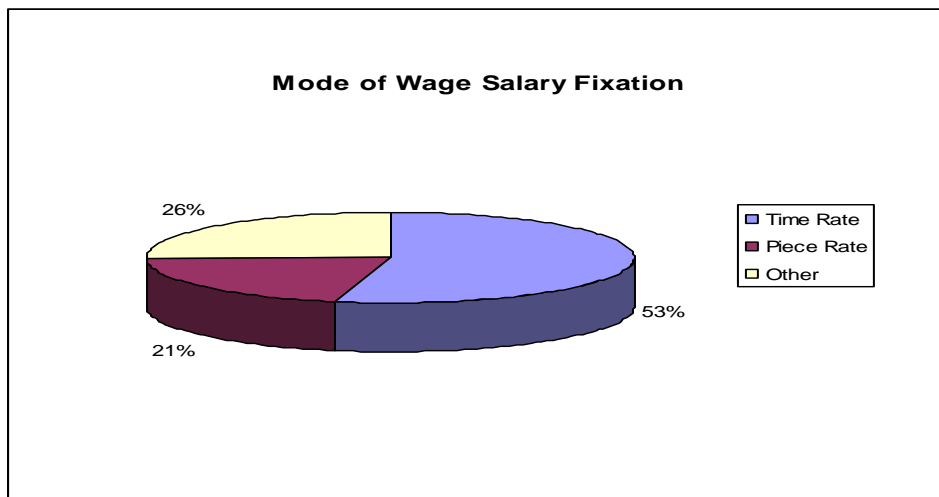
The above tabular and graphical presentation of the industries shows that, majority of the industries (59) 53.60% are paying their employees on the time rate system. 20.90% (23) industries are using piece rate system and 25.30% (28) industries used other mode of fixation.

It is found that the sugar industries, foundry and metal industries, engineering, dairies, other (fertilizer) are using time rate system. Textiles, cashew, engineering, other (stone crusher) using piece rate system and remaining industries mostly poultries, oil and rice mills are using other type.

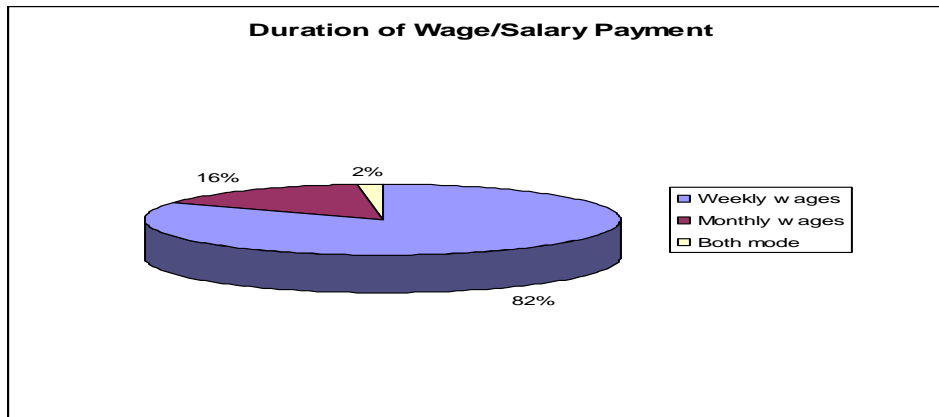## 8.4. Duration of wage / salary payment

Under this title researcher has studied the duration of wage/salary payment in the industries of the taluka. The duration of wage/salary payment is categorized in to weekly wages, monthly wages and both. The information of the wage /salary payment is summarized in the table 8.4

Table 8.4 **Duration of Wage / Salary Payment**

Duration	Industries	Percent	Cumulative Percent
Weekly wages	91	82.70	82.70
Monthly wages	17	15.50	98.20
Both mode	2	1.80	100.00
Total	110	100.00	

Source : Compilation of field data

Chart 8.4

Duration of Wage/Salary Payment

The above tabular and graphical presentation of the mode of wage/salary payment shows that the industries are using all these methods to made payment to the employees. Mostly (91) 82.70% industries are using monthly payment method, 15.50% (17) industries are using monthly payment method and only 1.80% (2) industries are using both method of payment.

The industries mostly cashew, engineering, oil and rice mills, poultries, other (stone crusher and saw mills) and textile are using mostly of weekly payment method. The industries, foundry and metal, sugar ,dairies fertilizers and some engineering industries are using monthly payment method. The only one cashew and one engineering industry using both method of payment.

9. Findings and Conclusions

The findings and conclusions of the study are as follows-
1. The industries in the chandgad taluka are facing difficulties while recruiting skilled labour(75.50%). Becouse skilled labour are not available in much amount in the taluka.
2. It is found that the majority(92.7%) of employees recruited among selected industries belongs to poor and middle class family
3. It is also found that majority (53.6%) of industries are fixing salary on time rate system.
4. The micro and small industries are preferring weekly salary/wages payment (82.7%).

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