

Role of Human Resources in Shri Shivaji Shikshan Prasarak Mandal, Barshi, Dist: Solapur, Maharashtra State

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Abstract-

Human Resource is the set of individuals who make up the workforce of an organization, business sector or economy. Human resources are the most important asset of an organization and their effective management is the key to its success. Shri Shivaji Shikshan Prasarak Mandal has opened branches from pre- primary to post graduate education. So there is more staff helps the institution for growing in quality of education, growth of students' admission in various faculty. A key challenge with the growth and expansion of institutions of education is in the development of new changing world with the technology. The study will helpful for this change. This study will enhance the skill of employees for emerging sectors in the field of education.

Keywords: AIDS, LMC, NGO DKT

I. INTRODUCTION

Shri Shivaji Shikshan Prasarak Mandal, Barshi was established in 1934 with the name of Shri Shivaji Boarding, Barshi by Karmaveer Dr. Mamasahab Jagdale with the objectives of bringing about intellectual awakening and transformation in educational economic, social and cultural field in India, more particularly in the rural area of Maharashtra. The emphasis has been on the all round development of weaker sections of society. Shri Shivaji Shikshan Prasarak Mandal has opened educational branches right from pre-primary to post graduate levels. It is just like a "Mini University" in Barshi.

Human resource refer to the individuals or personal or workforce within an organization responsible for performing to tasks given to them for the purpose of achievements of goals and objectives of the organization which is possible only through proper orientation an induction, training, skill development ,proper assessment of employees. The Human Resources department is responsible for many people related issues in an organization.

Under the HR department's remit are the following roles:

1. The process of recruiting suitable candidates for the organization.
2. Identifying and meeting the training needs of existing staff.
3. Ensuring employee welfare and employee relations are positive.
4. Ensure the working environment is safe for employees.
5. Raising awareness of current workplace legislation.

II. SIGNIFICANCE AND IMPORTANCE OF THE STUDY

1. Shri Shivaji Shikshan Prasarak Mandal has opened branches from pre- primary to post graduate education. So there is more staff helps the institution for growing in quality of education, growth of students admission in various faculty.
2. Human resource in various institutes works efficiently then it will helps for growing in social changes in weaker section and also all round development of rural areas in Barshi tahsil.
3. A key challenge with the growth and expansion of institutions of education is in the development of new changing world with the technology. The study will helpful for this change.
4. This study will enhance the skill of employees for emerging sectors in the field of education.
5. It will helpful for economic, cultural, social growth of human resources working under Shri Shivaji Shikshan Prasarak Mandal, Barshi.
6. Finally it will enhance quality and quantity of working staff; it reduces time for development of human resources and their management.

III. OBJECTIVES OF THE STUDY

Objectives of research study will be as follows –

1. To study Shri Shivaji Shikshan Prasarak Mandal, Barshi.
2. To study the human resource.
3. To study the human resource in Shri Shivaji Shikshan Prasarak Mandal, Barshi.
4. To study the human resource management in Shri Shivaji Shikshan Prasarak Mandal, Barshi.
5. To study the role of human resource in Shri Shivaji Shikshan Prasarak Mandal, Barshi.

IV. HYPOTHESIS

1. The human resource plays the important role in Shri Shivaji Shikshan Prasarak Mandal, Barshi.
2. The Shri Shivaji Shikshan Prasarak Mandal has skilled and unskilled staff.
3. The Shri Shivaji Shikshan Prasarak Mandal has trained and untrained staff.
4. The human resource under this institute is progressive.

V. PROFILE OF SHRI SHIVAJI SHIKSHAN PRASARAK MANDAL, BARSHI

The founder of our mother institution, Shri Shivaji Shikshan Prasarak Mandal Barshi, Dr. Karmaveer Mamasahab Jagdale was born on 4th Feb. 1904 at Bhikar Sarole Dist. Osmanabad (Maharashtra State). Due to dissatisfaction of his education, he was always pinching him to do something for the children deprived of education. So he established Shivaji Boarding in Barshi on 9th August 1934. For the education of girls, he also started Bhartiya Balikashram on 30th Nov. 1947. In this way he made the provision of hostels for the students. Then he urged to provide educational facilities to the children in rural areas. So he opened primary, secondary schools and colleges in Solapur and Osmanabad districts. Shivaji Boarding was changed into Shri Shivaji Shikshan Prasarak Mandal, Barshi on 28th Jan. 1947. Dr. Mamasahab Jagdale was conferred Hon. D.Litt. by Dr. Babasaheb Ambedkar Marathwada University, Aurangabad and Doctor of Science by Mahatma Phule Agriculture University, Rahuri, Dist-Ahmadnagar for his great work in social education and health service field after his death.

The Mandal is running –

SR. NO	INSTITUTE	NUMBERS
1.	HOSPITAL (300 Beds)	1
2.	ACADEMIC COLLEGES	3
3.	COLLEGE OF EDUCATION	1
4.	LAW COLLEGE	1
5.	POLYTECHNIC COLLEGE	1
6.	COLLEGE OF NURSING	1
7.	ADHYAPAK VIDYALAYA(D.Ed.)	1
8.	PRE-PRIMARY SCHOOLS	2
9.	PRIMARY SCHOOLS	4
10.	KRISHI VIDYALAYA	1
11.	SECONDARY SCHOOLS	14
12.	HIGHER SECONDARY SCHOOLS	6
13.	JOB ORIENTED SCHOOLS	3
14.	HOSTELS	10

Present combined strength of students is near about 23,866 and number of teaching and non-teaching staff is 1400. The Mandal's Accounts is audited every year. The total annual budget is of Rs. 21 Crores. The Mandal is felicitated by Karmveer Bhaurao Patil Shaikshanik Puraskar & Dalit Mitra Puraskar by Govt. of Maharashtra.

VI. RESEARCH DESIGN AND METHODOLOGY

Research methodology is a way to solve the problem systematically. It may be understood as a science of studying how research is done scientifically. The present research is concerned with qualitative research method. The method used for this research is Questionnaire method.

A research is an arrangement of the conditions for the collection and analysis of the data in a manner that aims to combine relevance to the research purpose with economy in procedure. In fact the research design is the conceptual structure within which research is conducted. It constitutes the blue print of the collection, measurement and analysis of the data. The questionnaire would be given to the employee from schools, Colleges, and their other institutes would be analyzed, interpreted and generated. These details would be used to prepare graphs, charts and tables.

VII. DATA ANALYSIS AND INTERPRETATION

The given research topic is mostly related to current condition of institution and also employees working under Shri Shivaji Shikshan Prasarak Mandal, Barshi, Tal-Barshi, Dist-Solapur. Due to this prominent reason researcher uses questionnaire method for data collection and analysis. These questionnaires were filled by employees who are working with this institute by random sampling method.

The questionnaire would be given to the employee from schools, colleges and their other branches of institute and from that data analysis, interpretation is generated. Data for research work was collected by means of questionnaire and interviews as well as direct visit to branches of institute.

A) Analysis from personal information of employees:-

1. Age of Employees:-

SR NO.	AGE	NUMBERS
1	Below 30	20 %
2	30-50	55 %

3	Above 50	25 %
	Total	100 %

2. Experience:-

Most of the employees working under this institute have grater experience. Employee having experience more than 10 is greater i.e. 90%.It indicate grater attitude towards work which was given by institute for they appoint.

B) Analysis from feeling of Employees towards job:-

1. Heavy workload for working day:-

It is clear that, 50% employees saying that no workload for working day .It means employees were feeling happy with their regular work. But 30 % employees were shown that have heavy workload; this cannot finish in ordinary working day.

2. Facilities for effective working in institution:-

Facilities are most important fact for better working condition. Therefore most employees (85%) saying that facilities provided to them are sufficient for daily working condition as like stationary, light and water, sanitation facilities , computers , internet for daily work and all other facilities required for daily works.

3. Continue in this job for longer time:-

SR NO.	Option	Numbers
1	Yes	90 %
2	No	10 %
3	Not sure	0 %
	Total	100

C) Analysis about working condition:-

1. Working and Machinery Condition:-

SR NO	Option	Excellent	Good	Fair
1	Working condition	80 %	20 %	0 %
2	Machinery condition	70 %	25 %	5 %

2. Promotional policy of institute:-

It is clear that most of employees are happy with institutional promotional policy i.e. 95%. Institute provide better opportunities to employees according to their qualification, experience, Service period with institute, extraordinary work for betterment of institute. So all employees have greater affinity towards their job and promotional policy as well as institute because they gives opportunities for promotion as per requirement.

3. Training programs for increase work efficiency:-



80 % employees provide training programmes for increase their work efficiency. At the time of visit to institute and branches, training is providing according to government policy. Training provides extra skill to employees for better and efficient working. Training programmes like “awareness about Right to Information Act 2005” is run by institute per year for selected employees. Many times workshops, conferences etc are arranged by institute for efficient working. This training programme will helpful for cooperation and coordination with each other as well as with institute.

4. Employees attitude towards institute:-

Institute provides better opportunities for all round development of employees as well as students. Therefore 60 % employees have friendly relation with institute. Employee coordination for work and to solve daily problem cooperation with institute. Dr. Mamasahab Jagdale founded this institute to provide better education to weaker section. Those employees work with Dr. Jagdale have friendly relation with institutional social, educational, cultural work for betterment of society as well as weaker section.

D) Analysis of extra qualification/achievements: -

I want to add here that, institute published a book “THE TALENTS” for employees which posses extra qualification. This book contains information about employees who had done their extra qualification after joining job and their abstract about research work. Interesting fact is that out of total 1400 employees 100 employees posses extra qualification. Out of 100 employees 64 employees done M. Phil and 36 employees PhD.

Thus institute provide better opportunities to employees for their growth as well as institute growth in the field of education. 258 research papers have been published, three international and 63 national levels. Ten teachers have published text books, reference books and literature. Six minor research projects are completed and 24 are ongoing and sanction for 10 is awaited.

E) Analysis of employees' contribution for institute:-

1. Economic contribution:-

The Mandal has grown into a cluster of Institutions at a fantastic speed in amazingly short period under the dynamic leadership of Dr. Karmaveer Mamasahab Jagdale. At the time of running institution some expenditure are collected from employees for development and expansion of institution. Some economic contribution is also useful for upliftment of society.

Dr. Mamasahab Jagdale also collected food grains and money from people for running institution. Food grains were useful Shri Shivaji Boarding running in Barshi city for weaker section students from Solapur and Osmanabad District and collected money is useful for growth and expansion of institution. This money was utilized for construction of building of many schools, colleges, training school and hospital.

As like this Shri Shivaji Shikshan Prasarak Mandal, Barshi collected contribution from employees for growth and expansion of institute as well as for increase fame of Dr. Mamasahab Jagdale's social work. This institute builds a **central library** for all students who educate under this institute. This central Library with 87 thousand books, 152 Journals and periodicals, Book bank facility is available for poor and needy students. Best example of economic contribution is all employees like teaching and non teaching staff working under this institute gave their whole one day payment for construction of "Dr. Mamasahab Jagdale's Smurthi Smarak". Many of employees who work with Dr. Mamasahab Jagdale gave their whole month payment for construction of smurthi smarak.

2. Educational contribution of employees:-

2.1) Seminar and Conferences Organized:-

1. UGC sponsored one day seminar on "Environmental Awareness and its social aspects".
2. Institute hosted 36th All India Marathi Vidnyan Parishad held on 23 to 25 November 2001.
3. Life science department organized National seminar on "Biotechnology for Sustainable development".
4. Marathi Arthshastra Parishad, State level vichar vedh samelan,
5. Exhibition of Fishery Science in collaboration with Fishery survey of India is organized by institute.
6. 31st National Marathi Economics Conference, 2007.
7. Late. Jammalal Bajaj National Seminar, 2010.
8. 6th Solapur University Economics Conference, February, 2011.

3. Social contribution of employees

1. Collected unused medicine from people and donated to Rural Hospital Barshi.
2. To inculcate dignity of labour among students, institute execute "Earn While Learn" Scheme (More than 600 students).
3. "AIDS and Population control week" is yearly organized during 15-22 December 2003 by Shri Shivaji Shikshan Prasarak Mandal Barshi, in collaboration with NGO DKT India, Mumbai. And yearly college is organizing AIDS & Population control week.
4. Active participation in Santh Gadgebaba Nagri Swachchata Abhiyan.
5. A survey of Socio - Economic condition of brick laboures in Barshi from 15 -02-2004 to 17-02-2004.
6. This institute is set up in a pollution free environment incampus. There are more than 20000 trees in the campus whose care are taken by the institute and more than that planted and cared by students.
7. On 1 Feb. every year we celebrate no vehicle day on account of Dr. Mamasahab Jagdale's Jayanti.
8. All campus of institute have installed solar street light.

4. Other contribution of employees:-

Most of employees are worked on various Committees as-

1. Chairman of Ad-voc Board, Solapur University, Solapur.
2. Members of Ad-voc Board, Solapur University, Solapur.
3. Chairman of Board of Studies, Solapur University, Solapur.
4. Members, Board of Studies in various branches, Solapur University, Solapur.
5. Members, Academic council.
6. Members of senate of university.
7. Resource Person on various subjects.
8. Recognized Guide for Ph.D. Research.
9. Members of Grievance Redressal Committee.
10. Members of 32/5 panels.

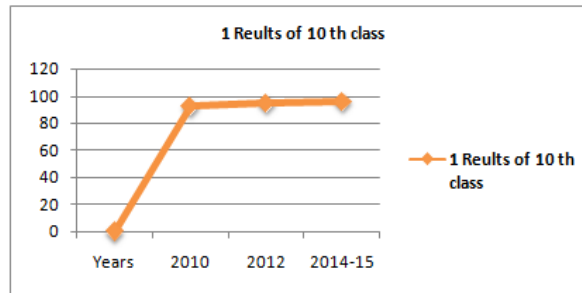
F) Analysis of Secondary Data :-

1. Strength of students and working staff:-

SR.NO.	Name	Years	2010	2012	2014-15
1.	Students		20456	22191	23866

2.	Working staff	1357	1389	1404
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2. Result of 10th class :-



3. Results of 12th class:-

SR NO	Names	Years	2010	2012	2014-15
1.	Arts		77.94	67.27	87.24
2.	Commerce		93.57	92.09	95.60
3.	Science		95.76	94.56	96.43

VIII. FINDINGS, SUGGESTIONS AND CONCLUSION

1. Findings:-

A) Findings from personal information:-

1. Most of the employees working under this institute having age between 30-50 i.e. 55 %.
2. 65% employees working under institute have extra qualification than required.
3. Most of the employees working under this institute have greater experience. Employee having experience more than 10 is greater i.e. 90%.

B) Findings from feeling of towards job :-

4. 50% employees responded that no extra workload for working day.
5. Most of the employees agree with that their job is better against their judgment.
6. Most employees (85%) satisfied with facilities provided to them are sufficient for daily working condition. From over all data collected from institute 88 % branches have their own building, 47 % branches have own library, 65 % branches have their own laboratory, 76 % branches have their own playground and playing materials.
7. 75 % employees shown greater cooperation within them and also work of any employee was liked by all employees.
8. Out of total 34 employees had achieved M. Phil degree and 60 employees had achieved PhD degree. Research work has been conducted by college teachers more in numbers than teachers from primary and secondary schools.
9. 70% Employees does not need any extra training for their daily job.
10. All employees working under this institute have greater affinity with their job and institute.
11. Machinery like computers, inverter and other instruments required for daily work are in excellent condition responded by 70% employees.

C) Finding from opportunities:-

12. 90 % Employees were promoted to higher grades by institute.
13. Most of employees are happy with institutional promotional policy i.e. 95 %. Institute provide better opportunities to employees according to their qualification, experience, Service period with institute, extraordinary work for betterment of institute.
14. 80 % employees provide training programmes for increase their work efficiency.

D) Findings from Attitudes towards institute:-

15. 60 % employees have friendly relation with institute. Those employees work with Dr. Mamasahab Jagdale have work culture and so they have 'work is worship' relation with institutional social, educational, cultural work for betterment of society as well as weaker section.
16. 65 % employees were happy with appreciation policies of institute. Institute appreciates employees as such like awards, rewards etc ways.
17. No political parties interference in the decision making process of the institute. Some suggestions were given by local management committee (LMC) for betterment of education and working condition of branches. This LMC meeting is conducted at branches office in every month.
18. 60 % employee's possess extra qualification after joining job. This will be helpful for betterment of employees as well as institution.

2. Suggestions:-

1. Institute should provide basic facilities like medical facilities, enumerative benefit to all employees especially to non aided colleges teaching and non teaching staff. The payment is the most important factor of job satisfaction but other important factors like healthy atmosphere is also essential for physical and mental satisfaction.
2. This is fact that the salary of employees in unaided colleges depend upon students fees. There is no enough collection of students' fees, so unaided colleges should check the accountability & increment time to time for increasing their payment. Govt. of Maharashtra should try to convert unaided colleges into aided.
3. Seminars, workshops, conferences should be compulsory for all employees. These facilities are essential for employees to get new technical knowledge.
4. The ratio of teacher - students should be balanced.
5. Training programs are essential for the employee for updating their knowledge. Therefore training should be compulsory for all teaching as well as non teaching staff.
6. Facilities provided for employees have to be increased time to time as like extra computers, extra equipments for research.
7. Employees are working for development of institute. So appreciation about their work should be necessary by any means of advantages from institution as well as from government.
8. Facilities like building, laboratory should be provided for over all developments of students as well as institute.
9. Launch many schemes for development of friendly relation within students – teachers as like arrangements of sport week, various other competitions.
10. Provide extra attention for students from secondary schools. Provide them all facilities like books, library, and any other materials for studies.
11. For quality and quantity developments of institute arrange frequent academic check up of all branches of institute.
12. Job satisfaction facilities like bonus, incentives, pension, medical facilities and tour packages are not provided to the employees. Provide above all facilities to employees.
13. Some employees have extra workload other than their original workload and no remuneration is given for that extra workload. Institute should provide extra employees for handling of all workload or extra remuneration should be provided to extra work.
14. Modernization plays important role in education field. Institute has not their own website also some branches has not their website. Provide information about institute, branches on website and link them to each other for better coordination.

3. Conclusions:-

The project based upon analyzing the impact of “Role of Human Resource in Shri Shivaji Shikshan Prasarak Mandal, Barshi, Tal –Barshi, Dist –Solapur”. Economical, physical, psychological, environmental factors in institute for all round development of employees should be provided by institute. These factors are affecting their role as human resource in institute.

Most of the employees working under this institute have greater experiences. These employees' uses there experience in the field of education as well betterment of students. Researcher want to add that all employees working in all branches of this institute were very close relation with each other; they cooperate for daily work with familiar relations with each other. From above it is concluded that all employees working under this institute work for growth and development of institute.

Many employees' have recognized as research guide. All researchers under their guidance make better future educationalist. Institutes take their decision about daily work as well as academic situation freely. So great work in the field of educational, social development, cultural awakening etc field are done by institution.

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