Co-operative is regarded as one of the most powerful instruments for reconstructing and remodelling the economic structure of the underdeveloped countries. The world co-operative movement is essentially an economic movement with great moral background. Employees’ Credit Co-operative Society is one of the types of Non-agricultural Credit Co-operative Societies. ECCS is working for the benefit of employees who get regular monthly salary. The employee has no other source of income other than salary. Out of the reasonable monthly salary the employee has to meet his/her basic requirements. There is no sufficient balance left to fulfil the causal expenditure i.e. marriage, Education, Medical Expenditure, etc. For the fulfilment of such expenditure they require loan. Banks cannot sanction loan to employee without any mortgage. 'Salary' is the basic source of income and is also considered as the mortgage for loan. ECCS is registered to provide the loan facility to employee with reasonable rate of interest. Quite often emergency loans are advanced very promptly besides the ECCS motivate and many a time compels them to save from their monthly salary with a view to increase their credit-worthiness and have reasonable saving at the time of retirement. Most of the employees join the society as a member to borrow loan till their retirement.

The present study is most significant because it throws light on many important aspects related to ECCS functioning in Ahmednagar District. The topic is chosen with a view to study the financial efficiency of the ECCS and suggesting the measures to improve the same. The conclusions of this study will be useful to improve the financial performance of the ECCS in the District, State and Country. Considering the importance of ECCS in Ahmednagar District, the researcher has selected this research topic for the purpose of the study.

The major objectives of the study are to study the organizational structure, working system, the source of funds and their disbursement, the recovery position, position of capital structure of ECCS in Ahmednagar District and measures adopted by them to minimize the overdues. Besides the researcher has analyzed and interpreted of financial statement and operational performance of ECCS in Ahmednagar District with the help of statistical tests and financial performing parameters. The financial ratios have been analyzed and they are compared with the standard prescribed by the Maharashtra State Co-operative Department through MSC Act and various circulars.

Primary data was collected through discussions, personal interviews, and observations by attending Annual General Meetings (AGM) and separate structured questionnaires for the office of ECCS and the members of the ECCS. Secondary data was collected through various public sources for the review of literature.
The study is organized into nine chapters as the first chapter deals with a brief introduction, background of the study, research methodology and review of the literature. The second chapter deals with the history and theory of co-operative movement in Maharashtra and India. It gives information about origin, feature, significance and working of ECCS. The third chapter is devoted to the presentation of general profile of the area under study. Chapter four is devoted to the co-operative credit structure. In the fifth chapter the researcher has presented an analytical outline of the system of control with special reference to the financial aspects of the working of ECCS. The sixth chapter is devoted to the detailed analysis and interpretation of financial structure and operational performance of ECCS in Ahmednagar District. The seventh chapter is devoted to the financial performance of ECCS. The researcher has carried out analysis of data of the ECCS using various management techniques and tools of financial analysis on the basis of accepted parameters. The chapters eighth and ninth contain the findings, conclusions and recommendations.

The ECCS in Ahmednagar District have made the noteworthy contribution by catering the needs of member employees. It was found that majority of members were happy and satisfied about it. The success of ECCS can alternatively be judged by the satisfaction of members. The researcher felt the degree of satisfaction expressed by majority members. The researcher found that the members are very warmed, healthy and happy with the performance of ECCS and unworthy of quantification. On the basis of interpretation and analyses of data, the results that came from increasing trends and progress of ECCS considering various parameters and financial performance in terms of liquidity, solvency, profitability, and operational efficiency is satisfactory to some extent according to nature and type of ECCS.

Very few ratios are applicable to ECCS. The norms of ratios should be changed according to the nature of society and new ratios should be applied if necessary ratio is not suitable for ECCS hence separate and suitable norm should be prepared according to the capital structure of ECCS.

It is suggested to the sponsoring Bank that cash credit to salary earners societies should be treated as a priority sector advance and the rate of interest should also be concessional and there should be one director in DCC Bank to represent the ECCS’ problem. The directors of the ECCS must be given training at periodical intervals in professional management, financial management and of co-operative principles. The ECCS should maintain their books of accounts as per the requirement of co-operative Act and the director should check books of accounts frequently.