INDEX

CHAPTER - I

INTRODUCTION

- Development of Cooperatives 1
- Economy of Uttar Pradesh and Jhansi District 6
- Natural Resources and Minerals 11
- Need of Cooperatives in the Economic Development 13
- Cooperation in India 18
- Role of the Government 26
- Present Position in U.P. & Jhansi District 27

CHAPTER - II

GROWTH OF MANAGEMENT IN COOPERATIVES

- Phases of Development 36
- Features of Cooperative Management 39
- Formative Factors 41
  - Official Administration and Management 42
  - Non-Official Administration and Management 43
- National Level Organisations 53
- State Level Organisations 66
- District Level 69

CHAPTER - III

CONCEPT AND EXISTING MANAGERIAL STRUCTURE

- Genesis 71
- Scope and Financial Planning 73
- Financial Management 75
  - Assets and Liabilities Management 78
  - Budgetary Control 83
- Personnel Management 84
  - Growth 87
  - Man Power Planning 89
  - Staffing 90
  - Recruitment, Selection and Induction 92
  - Training 95
  - Promotions and Incentives 104
  - Wage and Salary Management 105
  - Motivation of Employees 107
  - Employees Welfare Programme 108
  - Grievance and Redressal System 108
  - Union Management Relation 109
CHAPTER – IV
PROBLEMS IN THE DEVELOPMENT OF COOPERATIVE MANAGEMENT

• Low Level of Literacy 111
• Lack of Self-inspired Leadership 115
• Challenges before Cooperative Leaders 119
  - Social Value 119
  - Organisational Effectiveness 120
  - Government Intervention 120
• Paucity of Trained Personnel 125
• Educational Arrangement in India 131
• National Cooperative Union of India 134
  - Activities of N.C.U.I. 136
  - Cooperative Education 136
  - N.C.C.T. 137
  - State Level Training Institution 139
• Lack of Awareness about the New Managerial Trends 146
• Financial Stringency 149
• Absence of Incentives 154
• Excessive State Interference and Control 158

CHAPTER – V
MANAGEMENT OF COOPERATIVES IN JHANSI DISTRICT

• General 162
• Natural Resources 163
• Working of Cooperatives in Jhansi District 164
  - Weaver's Cooperative Societies
  - Fisheries Cooperative Societies 174
  - Housing Cooperative Societies 176
  - District Cooperative Bank 179
  - Credit and Other Societies 181
  - Primary Stores 188
• Finance and its Management in Cooperatives 191
  - Need 193
  - Sources of Funds 193
• Critical Evaluation 207

CHAPTER – VI
CONCLUSION 209
QUESTIONNAIRE 235