CHAPTER 2

REVIEW OF LITERATURE

2.1 Introduction:

Systematic planning of various dairy development programs in the country, have resulted in highest level of milk production of 100-09 M.T year (2009-10). The higher ever all over the work. The dairy Co-operatives in Maharashtra in general and Satara district in particular have succeeded in bringing “ The White Revolution” at the doorstep of the farmers. From the point of view of the farmer members, of the dairy co-operatives, the present scenario prevailing in the dairy industry is for more encouraging and conducive than what is was in the nineteenth century.

Of the eleven dairy co-operatives unions in the district the 5 unions are already closed. Whereas six unions are working. The gap between requirement and the availability of milk underlined the need of increase in the production, procurement, processing and marketing of the milk. The number of dairy co-operatives unions in the district showing the declining trend, which is certainly not a healthy sign this therefore require a probe into problem of dairy co-operative along with their performance. So as to know why the number of dairy co-operative is decreasing. The present study undertaken by the researcher or is in view of the above consideration and therefore the study has been undertaken to know the problems of such co-operative unions.

This chapter throws light on the literature available on dairy co-operatives in the form of resource articles, published books, Journals etc. and so on. The review of the literature consist of

1. Research articles published in the various periodicals published at various libraries.
2. Book on dairy co-operative industries.
3. The Ph.D. Theses and M.Phil. dissertations and UGC sponsored project reports unpublished.
2.2 Research Articles

Many scholars, institutions and researchers have undertaken studies in this direction. Here is an attempt to take review of those studies.

2.2.1 Dinesh Kumar Bharati, Chandra Sen. have studied state wise details of primary milk supplying societies in India. They found phenomenal progress in those societies. They conclude, the consistent efforts are needed to achieve the sustainable growth in milk production. The farmer started milk production on commercial base as a result of efforts taken by the dairy co-operatives. They found that there is a greater scope to develop dairy industry as second important enterprise of our country.

2.2.2 H.S.K. Tangirala brought out the importance of co-operatives in providing opportunities to women particularly in rural area and their socio-economic improvement. However he found that women are not bereft of several benefits. Prominent among them are gender discrimination in the volume of workload, wage gap, participation and power sharing. Therefore, the author suggested improvement in women access to resources and leadership, saving and credit facilities and encouraging more women to participate in the functioning of co-operatives.

2.2.3 D. Narayana - pointed out that large number of households belonging to the backward castes, being less educated and small holding are not able to participate in dairying on the basis of recent study of two dairy co-operatives in Gujarat, he argued that inequality in land ownership caste, Illiteracy and undemocratic functioning of dairy co-operatives are barriers to entry, illiteracy might not be the factor in Kerala but land ownership could be one of the factors influencing the entry of the farmer in dairying. He revealed that women have devoted considerable time on dairying irrespective of whether they are reported as working or non-working. It shows great role of women in keeping cattle.

The initiatives undertaken such as Malbar Rural Development Foundation for improving the dairy farm are welcome as they go beyond taking care of dairy animals but they cannot address the problems of poor and landless
as their participation in dairying is considerably low. This needs to be kept in mind while planning welfare interventions.

2.2.4 L. Mahalingaiah, B.V. Venkate Shaiah, H. Arun kumar, K. Jayraj Rao has studied the “Environmental Management in Dairy Industry”. They conclude in this article that waste presentation has been an active concern of dairy sector, The incentive for dealing with waste reduction in dairy plants can be achieved in “economic gains in term of milk solids conservation, easier compliance with legislation and good marketing advantages”.

The ESM is an ongoing interactive process, The structure, responsibilities, practices, procedures, resources for implementation of environmental policies, objective and target can be co-ordinated, with development of an environmental management programme, The EMS emphasized review of its objectives for continual improvement.

2.2.5 N. Periyansami he has written article on “Co-operative Dairy - A boon to Indian farmers” This paper aims to give a picture of co-operative dairying in India. India has become number one milk producer in the world. The increase in the quantity of milk production over the period is mainly due to the operation flood program (white revolution) which comes under co-operative ambit, the number of co-operative milk societies, number of members and milk production have increased with the implementation of this program.

He concluded performance of milk producers, co-operatives, their role in co-operative development of rural economy and the benefits, analysis of these societies at micro level has become matter of a considerable interest, dairy co-operatives have multiple linkages in development of agriculture, employment, income, health and sanitary conditions, nutrition and education level in the rural India. The main objective of rural producer co-operative societies is to safeguard and protect the interest of milk producers, organize marketing facilities for members and fetch them remunerative prices for milk. Now each village in India probably has milk producers co-operative society.
Therefore dairy co-operative are more suitable for rural development in developing countries like India.

2.2.6 M.S. Ramananda, S Mahendra Kumar have undertaken study of Karnataka Co-operative Milk Producers Federation Ltd. (KMF). He stated KMF is an Apex dairy in Karnataka representing dairy farmers co-operative. It is third largest diary co-operative in the country. In south India it stands first in terms of procurement as well as sales. The brand “Nandini” is a household name for pure and fresh milk and milk products.

Author studied the growth of dairy co-operatives in Karnataka. Emphasis of the paper is on working of women dairy co-operative societies located in southern Karnataka, selected society recorded good result during the study period.

2.2.7 Dr. A.M. Gurav, highlights the “Challenges Before Dairy Co-operative”. He points out the challenges about cost of milk procurement, process cost, Labor cost, Lack of professional management etc. He found delay in decision, not giving much attention towards gross route level PDCS. He suggested that dairy co-operative should keep aside political interference and professional management should be adopted, all cost should be reduced and the loyalty of members to dairy co-operatives should be developed.

2.2.8 Narendra Singh, D. S. Sohi, Samar Singh- write in their article “E-extension in dairy farming- An approach towards its Revitalizations” Dairy farmers need to be supported with the interactive information, knowledge and skill to adopt improved technologies that resulted in profit oriented dairying. Characteristics that are productivity enhancing, for that Radio, Television, computer and Internet, Telephone and mobile, call centers are very useful.

They concluded that across the globe, countries have recognized information technology (IT) as an effective tool in catalyzing the economic activities in efficient management in developing human resources. The dairy extension system will provide a powerful tool to the extension functionaries and dairy farmers for exact, fast, accurate, cost effective, and efficient two-way
communication necessary for the overall improvement in dairy farming business. The proposed e-dairy extension model has lateral integration of new and old technologies; therefore it is expected to deliver better results.

2.2.9 **Harish Damodaran** says in his article “Pure Dairy farming: An idea whose time has come”. Milk is number one form of commodity in India other than wheat, rice, sugarcane, cotton or oilseeds. Milk excites neither policymaker nor corporate. The planner sees dairying as basically subsidiary activity to agriculture but milk producer do not get reasonable price for their product. In India small producers procure milk and sell it in market but there is not pure dairying farm just like Saudi Arabia, Denmark, Switzerland etc. so he suggests to open pure dairy farming but nobody can be successful unless he loves his work.

2.2.10 **Dr.P.A.Koli** says in his article “Dairy Development in India and Challenges” about challenges in the nature of entry of private dairies. Low qualities of milk, more passive membership in societies in villages, low investment in Research and Development, undesirable politics etc. He suggested amalgamation of dairy societies in village; develop a self financial model, brand development and quality control etc. He concludes that the dairy co-operatives in India are facing several challenges. However the united efforts will help them to service in future. They need to apply scientific and professional management.

2.2.11 **Shri. U.R.Gotkhindikar** - He writes in his article on “Milk and Milk Products and Prevention of food adulteration Act.” As per his information number of food manufacturer or milk and milk product operator were found not aware of basic prevention of food laws, so he provide basic information about prevention of food adulteration act. If any food article is manufactured and sold in contravention of the provisions of section 7. It is an offence punishable by court of low, paralytics depend upon the extent of adulteration and nature of offense. Therefore it is necessary to know what is meant by an adulterated food, so that the food industry and trade will be fulfilling
obligations toward the consumers by giving them wholesome pure food as well as taking care of their own safety, and lastly he advises to dairy to keep in mind compliance of provisions in carrying out all the operations concerning milk and milk products.

2.2.12 Dr. B.S. Benni writes in his article “Resources use efficiency and members of MPCSs in Karnataka” The researcher selected 20 MPCSs and 160 members of MPCSs in Dharwad and Uttar Kanada district. He consider some important resources in relation with MPCSs i.e. milk animal resources land resources labor resources, human resources utilization etc. He observed that overall, per family milk animal owned in Dharwad district are higher (4.25 animals). The land resources are highly asymmetrically distributed among different categories of sample members. The education level of farmers is high in big farmers in the Dharwad district (up to high school and above). Enrollment of male and female in dairying is high. It shows that comparatively female members are more involved in dairying activities. He concluded that, the members of MPCSs of Dharwad district are ahead in all the resources and its utilization than the member of Uttar Kanada district.

2.2.13 Dr. Vivek Kshirsagar he pointed out in his article “Problems of Dairy Co-operative Societies and Unions” some problems i.e. number of dairies in one village, milk and milk business order 1992, difficulties in investment, planning, marketing of milk and milk products, milk rate etc. He also suggested remedies to solve the problems, those are one village one dairy, planning of investment, Co-operation among co-operatives, marketing system of milk and milk product and Clean milk program etc.

2.2.14 K. R. Rao, K. Swaroopa Rani As per their article, The unemployment problem increases year by year. It is big challenge faced by the nation. The rate of employment growth fell from 2.70 percent to 1.07 percent per annum between 1993-94 and 1999-2000, the main reasons are frequent draughts and variations in agriculture, growth, migration of agricultural cultivators to urban areas, slow down in investment in agriculture and allied activities but dairying
is playing an important role in farmers life by providing supplementary income. Dairying can solve the problems of unemployment to some extent. Livestock sector provides employment to 18 million people (1993-1994) and nearly 70 percent of them are women. The dairy sector supports around 1.23 crore members/ farmers through 1.13 lack co-operative societies existing in the country. Apart from employment generated by rearing of animal, the procurement of milk and its processing also provides substantial employment.

The Indian dairy industry is facing challenges from consumers who have awareness about the quality and safety of the product consumed by them. The consumers are also willing to pay premium for the quality. India is lagging behind due to lack of quality measures resulting in the product with presence of high bacteria count and hazardous effects of residual pesticides. To overcome the present situation the following areas require immediate remedial action on the part of dairy entrepreneurs.

1. Management of animals and surrounding
2. Personnel Management
3. Hygienic milking and animal care.
4. Collection, cooling and storage at collection point and transportation.

2.2.15 R.D.Biradar has studied the impact of dairy development on the rural households regarding income, employment, assets improvement and milk consumption and it was found that dairy co-operative have made positive impact on the member of farmers as well as non members farmers also, therefore the nonmember formers should adopt dairy occupations.

2.2.16 Deepak Shah writes in his article the different price structure of milk. The offer prices of marketing agencies both for cow and buffalo milk were high in extension area as compared to control areas in all seasons. It is clear in market survey. It was commercial outlook of producers that help them to practice dairy profession on efficient line.
The price offered by the middleman in control area was lowest, even through the milk producer continue selling milk to middleman, It is because of advance money they pay and milk is collected at the doorstep of producers.

It is found that price fluctuation is related with the seasons. In the organized sector milk prices fluctuation was not so wide. Milk co-operative had a positive impact on production as well as on market surplus. This is more manifested in the rainy and the winter season than that in the summer.

2.2.17 Rolly Kanchan and Pawan Shukla: He write in his article. The development is the progress of man, as a social being and therefore socio economic progress of rural areas is of crucial importance in developing country like India which is predominantly rural. It depends on people’s participation in economic activity by increasing the output, equity in sharing, benefit of growth and self reliance. An unified approach at village level need not be multi dimensional complex affair but can be very simple activity. This article interest around to scrutinize the impact of annual dairy on the socio economic development of the villagers in Anand taluka.

Amul dairy come into existence on December 14, 1946 under the banner of Kaira Co-operative Milk Producers Union Limited. Dairy has done the task of organizing the villages economically resulting even to social integration, Prior to coming of Amul dairy, farmers of the district depended on the seasonal crops, and villagers supplied milk to private milk traders but after establishment of this dairy, it made integral developments in the rural areas. The success of Amul, which inspired the “Operation flood” and heralded the “White Revolution” not only in the district but also in the country. Amul provided number of facilities to the milk producers.

Lastly he concluded dairy lays lot of emphasis on live stock, quality milk production, but less on education and health of villagers. It has been suggested by the villagers that free primary education facilities should be provided by these Societies and National Dairy Development Board. The cooperative society, which look into the education and welfare and the villagers,
should take care in this connection and female literacy rate should definitely improved. The health care delivery system for the villagers should also be promoted, finally we can say Amul dairy has acted as a growth center in the taluka and has provided the villagers with facilities like veterinary dispensaries, credit and banking facilities and physical infrastructure.

2.2.18 Kurien V. In this convocation address at Dharam singh Derat Institute of Technology; Nadiad, laid more emphasis on the use of advanced technology for the betterment of mankind, along with the development of infrastructure. Use and advancement of technology in the cities are found on every walk, However, our farmer produce daily necessary items to our lives, using tool and technology that are centuries old. He further stresses the need of making rural people aware of the modern technology in order to gain its benefits to them and bring the real development in reality. This can be done through rural co-operative where, he expresses, this technology can be afforded and used for all concerned.

2.2.19 Dr.U.M.Shah: said in his key note address in the two day national seminar on “Challenges Before Dairy Co-operative in India”. Organized by the Department of Economics; Shivaji University, Kolhapur.

Under Anand co-operative pattern, an integrated approach linking production, procurement, processing and marketing of milk through co-operative channels have not only speeded white revolution but has significantly generated income and employment opportunities for rural families. Dairy co-operatives have given opportunity to weaker sections and women to associate with dairy farming. The dairy co-operative structure helps to increase per animal and per thousand productivity. Now co-operative are making their brands in the world milk market.

He stated, the future for dairy co-operative is very bright only when the scientist, technologists and professionals work together. Indian farmers and government should concentrate to equip new generation best human resources.
The task before Indian dairy industry is not only to remain the biggest but also to the best.

2.2.20 N. K. Kole, B. G. Bourude: have undertaken study of dairy co-operatives to examine the financial position and the operational efficiency. They found that the dairy co-operative have less number of member producing milk. Therefore, collection of milk remained very low. The dairy co-operatives in the region have made progress in respect of membership, share capital, reserve fund, borrowing, turnover and net profit during the early eighties. Therefore they recommended that more emphasis should be given on milk collection and milk processing. This will provide additional employment and income to the rural population and facilitate upliftment of rural economy.

2.2.21 Dipak B. Bhamare: revealed that the dairy development activity show increasing trend throughout Maharashtra state. However, he found imbalance in the region in dairy development. Therefore, he suggested the implementation of some special package in the region in which dairy development activity is at lower level (eg. Amaravati, Nagpur and Mumbai regions) that will help to balance development through dairy co-operative.

2.2.22 Ranjit Kumar and A. K. Sharma have studied “Dairy Co-operative as an Instrument of Social and Economical Change in rural areas in India- A Case study”. This study was undertaken in Nalanda district of Bihar, India. The study revealed that level of investment in dairy enterprise per household was 1.34 times higher in beneficiary (Rs.28908) than non beneficiary (Rs.21566) households. Better quality milk animal maintained by landless cattle owners and marginal farmers. Higher productivity of milk animal was recorded for beneficiary households to non beneficiary households. Moreover, dairy co-operative have resulted in introduction and dissemination of improved technologies in area. Milk production was almost double in beneficiary household (7.80 liter) compare to non beneficiary households (3.91liter) and marketed surplus was 3.66 times higher in beneficiary households (567 liter) than non beneficiary households (1.57 liter).
Lastly they concluded that co-operative stimulated self employment and assured income throughout the year by provision of critical input and marketing facilities. They have been successful in improving socio-economic status of rural poor, comprising of landless households, marginal and small farmers there by satisfying the social objectives of equity at the same time, dairy co-operative have resulted into introduction and dissemination of improved technologies in the area. Thus dairying through co-operative network has been successful in increasing milk production, providing rural employment, alleviating poverty and insuring equitable distribution in income. Moreover the rural people have provided their capability to generate self employment and income through co-operatives. The need of the hour is to increase them to perpetuate and develop network of dairy co-operative in such areas which are not so far covered.

2.3 Book Review:

2.3.1 Dr. Dipak Bhamare: has undertaken the study on “Co-operative Dairy Development in Maharashtra”. An analytical study of achievement in Dhule District, for Ph.D. degree Then he wrote a book named “Economical and Social Development through dairy co-operatives” for that opinion poll taken by the researcher about socio-economic and political awareness created among the members through their dairy co-operative, It shows that the socio-economical and political impact has been very strong. The impact has been assessed for different categories of members such as female, backward class and non backward farmers. The findings are, members become aware of new plans and programmes of their development, their desire to make higher yield and earn more money has gone up. Socio-political impact of dairy co-operative on their members is also significant; almost all the categories of members, decision making ability of the members are improved. Responsible citizenship and group of leadership has developed and dairy co-operative has improved the socio-economic status of their membership.
The Government of Maharashtra has introduced number of schemes relating to dairy development. Including implementation of operation flood. It is only through the support of Union and State Government that dairy development could take place in state, but offer that non support of government policy number of societies joining into guidance not only in Dhule district but also all over in the state. The department of co-operative societies is very negligent in registering the co-operative societies. There is lack of co-operation between the agencies raging audit objection and those seeking complaint of audit report is one of the greatest lacuna in the government policy which lead to repetitions of the same audit objection year after year. This does not allow the quality of audit report to improve.

Lastly he concluded that co-operative dairy societies in economically, industrially and socially backward district of Dhule have been performing an important role in obtaining permanent source of income in the rural area. The geographical constitution, the available of natural resources, human power and rich cattle health indicate that dairy forming was carried on since ancient time in Dhule district for development of dairy farming, Maharashtra government has set up a special port folio under minister and has passed several legislations, giving several subsidies to the dairy co-operative societies and it also setup government milk scheme as a result Maharashtra is third in India in the field of milk collection.

2.3.2 V. M. Rao - has undertaken Comparative Study of Entrepreneurial Development of Male and Female in Karwar District. It is found that women are equally capable and in some cases have performed better than men managed domestic organizations like milk societies. These organizations succeeded to great extent in providing social and economical empowerment and income; thereby the women have got economic independence. They boosted self-confidence among them and they are participating in decision making process. Necessary training should be given to women and
disadvantaged women should be given opportunities to work in PDCSs as secretaries and testers.

2.3.3 Deepak Shah has undertaken study on the “Problems and Prospects of Dairy Co-operatives in Maharashtra”. He found that the progress of Operation Flood Program all over the state has been quite commendable. Apart from the increase in production, per capita consumption of milk is increased to a great extent due to increased number of village co-operatives. However, performance of many of the milk co-operatives in the state is tardy and dismal. This is evident from the fact that only two regions in the state are contributing about 80% of the state total production and procurement of milk through the organized structure. This reflects inefficiency of large number of dairy co-operatives in other region of the state. Poor procurement of milk in majority regions of the state is due to differential price structure and mismanagement of co-operatives.

He has stressed the need of professional management in dairy co-operatives, timely provision of veterinary services to the beneficiaries, higher price of milk, provision of technical services to the milk producers and producer-friendly approach in order to succeed the ‘Operation Flood Programme’ in the state as well as in the nation which will strengthen the rural economy.

2.3.4 Mohan Pd.Shrivastava, Jaishankar Singh: They wrote a book on “Dairy Development in the New Millennium”. The second white revolution. They explain that the Indian dairy sector, with an annual production of 96 million metric tons, is the largest in the world. Currently dairy is the India’s second largest food expenditure category, after cereals, according to 18 percent of the total food expenditure during the last three decades. Indian agriculture has undergone a huge transformation. Mainly through technological innovation, resulting in green, white, blue, yellow rather rainbow revolution in different aspect of food production.
It is known fact that in India “White Revolution” become a reality greatly due to the dairy Co-operative movement pioneered initially by AMUL (Anand milk union limited) Amul pattern now become famous in some other part of the country. This ultimately led to the setting up of National Dairy Development Board (NDDB) with its headquarters at Anand, Gujrat. It is not just a coincident that free India’s two great personalities viz. the first union home minister late Sardar Vallabhbhai Patel and second prime minister, shri. Lal Bahadur Shashtri, Provided the original concept of Amul and the NDDB.

Dairying should be helpful in removing poverty and unemployment. There is an urgent need for organized dairy marketing from stage of production to marketing and profitable utilization of dairy products, modern management and technical process in relation to production, processing, transportation, promotion and distribution, cost benefit analysis, price incentives, technical inputs etc. need fresh evaluation and in depth micro explanation.

They also wrote detailed information about, white revolution, need, objectives and significance, role of dairy farming in economic development, dairy development in five year plan, Dairy co-operative education / training and dairy technology development, package program for dairy development and operation flood and white revaluation in the 21st century and lastly they made suggestions as follows.

1. The 21st century belong to customers, Internet, revolution, e-commerce and obtain of trade barriers through WTO, has reduced the world global village in true sense. The consumer has plenty of options now. Therefore only the best is in terms of quality, service and cost is going to last in the competition.
2. Standardization and quality management system play a major role in technology effecting economy in production and competitiveness.
3. Consumer must be contacted for their comment about the milk product quality to locate deficiencies, if any, for further improvement. All cases must be attended with proper care.
4. Under this changed situation, positive scientific distribution management system is required to the exercise for safe distribution, stocking and sale of dairy product. Accordingly, adequate facilities must be insured at every level of marketing network.

5. With the beginning of new millennium, the role of marketing in the milk business assumes greater significance.

6. Government of India must try to simplify the procedure for recessing funds. They should also insist on conduction of concurrent evaluation while the projects are in progress.

2.3.5 **Dr. H. C. Gupta wrote a book on ‘dairying in India’**: As a specialist-cum-generalist in the field of dairying, the author has critically reviewed and examined the wide spectrum of varied problematic situations in the field to sort out the commonly encountered, bottlenecks to be removed, shortcomings to be overcome, gaps to be filled up and lacuna to be rectified, through well coordinate integrated and operational frame work of action plans, in order to revamp and optimize the multi-level dairy development progress on all fronts in India on sound commercial principles. The book suggests feasible approaches to effective solutions of many a problem facing the Indian dairy industry to-day, which threaten to retard or even reverse the rate of progress individually and/or severally throughout the length and breadth of the country.

The material of this book has been organized around important major and minor themes, covering comprehensively and cohesively not only the basic constituents disciplines of dairy husbandry viz. breeds and breeding, feeds and feeding, veterinary health cover, scientific management of dairy herds inclusive of calf rearing etc, but also several specific topics of crucial importance bearing all time vital and integrated link with the dairy industry as a whole have been comprehensively dealt with.

2.4 **Unpublished Dissertations and Theses**

2.4.1 **Dr. Katkar B.K.** he has submitted on “A Study of Performance Evaluation of Dairy Co-operative Societies in Kolhapur District” performance
of dairy co-operative societies has wider meaning but reference to this study the term ‘performance evaluation’ has been restricted to some important aspect i.e. general, financial resources, human resources. He has taken 05 year period (2000-01 to 2004-05) for detailed study. In Kolhapur district there are 12 talukas and 3102 dairy co-operative societies registered under co-operatives act 1960 up to 31\textsuperscript{st} March 2002. The universe is large so researcher has selected 170 dairy co-operative societies for detailed study which are affiliated to Kolhapur Zilha Sahakari Doodh Utpadak Sangh Ltd. Kolhpur (Gokul) for that he has collected primary and secondary data through comprehensive questionnaire and other book and journals etc.

He found that there is regional imbalance in the establishment primary dairy co-operative societies. Near about 50% PDCSs are collecting milk more than 4001pd and remaining milk societies collect less than 400 lpd out of 170 societies majority PDCS have secured audit class A and only 55 PDCSs have secured B class, there is no linkage between year of establishment and dairy milk collection capacity, 40-60 percent members attend the AGM. It means PDCS members are not much aware of their rights, duties and responsibilities. It is specially noted that 37% directors are educated below SSC, 29% are SSC and only 14% directors are graduate. It is also observed that majority of directors in the age group of 41-50 years, on an average there are 4 employees working in dairy, number of PDCs providing various facilities to the employees i.e. Bonus, Loan and advances, uniform, cattle feed etc. It is also observed that profit margin across the district is very low, because majority of the PDCSs attempt to give maximum benefits to the milk producers in order to increase the production and procurement of milk.

He also suggested that government should support the PDCSs in hilly and backward area in order to generate employment opportunities to the rural people, district union try to increase the collection of milk and provide loan facilities to milk producer to enable them to purchase milk animal, special efforts should be taken to increase the membership and participation of women,
for effective day to day operation, well qualified person should be recruited scientifically, dairy should appoint a internal auditor in order to improve the working, in order to generate more income value addition activities like milk processing and production of by product should be under taken, training to employees and fodder and other facilities should be provided regularly.

Lastly he concluded that the number of PDCSs in Kolhapur district is increasing steadily. However there is regional imbalance, qualitative and quantitative development of PDCS, depends upon the efficient and effective management and the employees and the active participation of members. The roll of co-operative dairy department and the district milk union have to play the role of controller and guide in working of the PDCSs.

2.4.2 V. K. Savant : “A Study of Wages and Salary Administration in Satara Sahakari Dudh Purvatha Sangh Ltd. Satara”. The present study limited to the wages and salary administration aspect of the personal management only for this purpose Satara Sahakari Dudh Purvatha Sangh Ltd. Satara has been selected for the study. Researcher concluded that in Satara Sahakari Dudh Purvatha Sangh all the employees are Male out of 178 employees, 90 employees are working in workers Cadre, sangh has not classified the workers into skilled, semi skilled and unskilled categories and not given any training to the employees. Majority of the employees prefer job security rather than unsecurity. It’s also found that Satara Sangh gives washing allowance to its certain cadre of employees and pay two incentives salary, reward and bonus, time wage system of wage payment is followed by the sangh.

The researcher suggested that management should encourage the staff and should give increment and promotional benefits, if employee completes special training and classify various departments, adopt suitable policy regarding job security. Temporary workers wages are very low Rs.20 per day. It is not enough to meet the routine expenses of them, Washing allowance should increase from Rs.20 to Rs.30, adopt any procedure for control of wage cost, increase the salary of workers, management should provide perquisites to
its employees such as medical facility, payment of school fees to employees children’s etc.

2.4.3 Shri. H. P. Shirke- (1988) M.Phil dissertation: has under taken study on the subject “A study of working of Koyana Sahakari Dudh Utpadak Prakriya Sangh Ltd. Karad”. He concluded that Koyana Dudh Utpadak Sahakari Sangh is a largest milk union in Satara District. The command area of the union is Patan and Karad taluka, share of Patan taluka in total milk procurement is very less than the share of Karad taluka. It is also observed that union was stopped for 21 days in flush season do to delay in acceptance of milk by government. There is some quantity of milk become sour every year of study period, because of delay in acceptance of milk by government and insufficient storage capacity of dairy plant. It is also observed that production of Ice factory decreased in 1981 to 1985 due to faulty machinery. It may be said that maintenance of ice-factory was not good. So union has purchase ice from private factory.

He suggested that improvement be made in increase the share of Patan taluka in total milk collection. Provide necessary services i.e. cattle feed, veterinary services, seminar, training camp etc. to milk producers, milk storage capacity should be increased, packing size of butter may be according to the need of customers. Presently union sold only whole milk, economically weak person cannot purchase it due to higher price so varieties of milk such as standard milk, toned milk, double toned milk should be prepared and sold at reasonable price, ice factory should run efficiently etc.

2.4.4 Shri R. M. Yallatti (1993) submitted M.Phil dissertation on “A study of the financial policies in Krishna Khore Co-operative Dudh Utpadak and Purvatha Sangh Ltd. The study analyses the performance co-operative Dudh Sangh based on its annual report. He found that sangh was established on 5th April 1965 for collection and supply of milk. There was monopoly of sangh in the first 20 years of its establishment, the milk procurement and the sale has increasing trend in the study period but sangh was in loss Rs.12.97 lack in
1986-87. He concluded that sangh has been effective in the earlier 20 year of its Establishment, milk collection of the sangh has reduced year by year but sangh has not made any attempt to increase the milk collection, operation of ice-factory has been also unsatisfactory, sangh has never achieved full capacity of utilization ice-factory. Annual report shows gross profit during the last decade but net profit was shown only in three years there is maximum loss was Rs. 12.97 lack in 1986-87. Number of primary dairy co-operative societies in command area sell milk privately to other dairies or local customers, sangh has stopped giving loan to milk producers for purchase of milk animals. It is also seen sangh gives partial treatment to some members for purchased of cattle feed.

To solve the above problems he suggested that the management should recruit an experienced person who would look after the sales and promotional aspects and formulate clear cut policies on production marketing and financial matter, sangh has to give more thrust on procurement of milk because its 90% business depend on milk procurement. The ideal capacity of the ice factory should be increased. Necessary facilities to the producer should be provided Active participation of the member should be increased.


He observed that most of the producer of milk is small farmer, milk produced by them is marketed through both direct and indirect channels. Out of the total milk produced 10% of milk produced is marketed through the direct channel and 39% through indirect channel and remaining milk distributed through co-operative channel, but milk producer do not get reasonable price for milk. To get reasonable price of milk, he suggested that producer should increase the quantities of milk and sell it directly to the consumers. To tap the potential market they should follow the policy of competitive pricing producer should improve the condition of cattle sheds in addition to using fodder, green
grass, sugarcane top from their own farms, they should used balanced feed to increase both the yield of milk and its fat.

2.4.6 Shri. Vasant M. Chavan (1986) make M.Phil Dissertation “Performance of Co-operative Dairy Unit- A case study of Warna Dudh Utpadak Sangh Ltd. Amrutnagar. He has concluded that Warana dairy project working on the Anand pattern exactly, it has its own unique style of functioning so it increased the milk production more than four and half time within the span of 5 year covering 1977 to 1980. This plant was not utilizing its full capacity, it utilized only 45% capacity in 1986 this shows there is tremendous scope for increasing its capacity utilization, veterinary services rendered by union to its dairy farm are not adequate, union accepted deposits from the members and pay attractive rate of interest to the dairy farmer. This deposit accepting policy develops the habits of saving income among the dairy farmer.

On the basis of the above observation he suggested the following steps for improvement. Increase the membership, improve veterinary services and extension services, undertake green fodder development program, adopt workers and officers training program to create awareness among them, government should direct its officers to attend the board meeting and communicate its opinion without delay regarding required changes in present milk policies.

2.4.7 Baburao B. Mangarulkar (1986) M.Phil dissertation on “A study of organizational climate and job satisfaction with reference to Kolhapur Zilla Sahakari Dudh Utpadak Sangh Ltd. Kolhapur.-Gokul-Shirgaon-B-1 MIDC. Kolhapur. He found that the employees of the organization wanted to have desired organization climate in their organization. Only managers are satisfied with their job. The white collar employees and supervisors are not satisfied. There is no correlation between the actual organizational climate and job satisfaction as for as white collar employees and supervisors are concerned.

He also make suggestions for improvement of organizational climate, management should consider the change in the organizational climate slowly,
for the betterment of the organization. The leadership style should be changed into more acceptable one to the supervisor and white collar employees. Communication barriers must be eliminated and upward communication system must be encouraged etc.

2.4.8 Shri. G. A. Bhakare (1992): M.Phil dissertation on “Productivity Measurement of Dairy Co-operatives”. A case study of Shri. Warana Sahakari Dudh Utpadak Prakriy Sangh Ltd. Warnanagar. He found that material productivity fluctuated from year to year overall productivity of the organization varied between 87.43% and 99.97% showing low profit margin in the year 1986-87, labour last ratio inducting labour productivity varied between 3.02% to 3.52% and overhead productivity ratio varied between 16.2% to 18.37% of revenue. In short, he says there is no system of productivity measurement. The productivity of organization is good and can be made better if concrete efforts are made, for that he suggested wages increase should be linked with productivity, contributions, use computer system, work force should be motivated, research and development program should be introduced, healthy competition should be promoted among group and between organization.

2.4.9 Shri V. S. Idate (1988): has studied on “Working of Primary Dairy Co-operative Societies in Walwa Taluka”. He found some problems of primary dairy co-operative societies i.e. societies not working purely as per co-operative principles. Majority of dairy co-operative societies are weak and always face capital difficulty problem, unhealthy competition, more political influence, lack of trained persons, absence of proper milk collection method, absence of regular milk testing, monopoly of big farmers, inefficient milk federation, insufficient veterinary services, only quantitative development, lack of co-operative spirit etc.

He suggest some remedies to solve the above problem i.e. weak co-operative dairy societies should be dissolved, amalgamated / reconstructed, one dairy co-operative society for one village, use time schedule, Implementation
of fodder development program, efficient working of chilling centers. Check on malpractices in transporting milk, regular guidance and control arrangement. More management charges by the government, cadet of dairy society employees at taluka level etc.

2.4.10 Shri. J. B. Salokhe (1988): has undertaken study on “Performance Evaluation of Co-operative societies in Karveer Taluka. He concluded that Karveer Taluka is top ranking taluka in dairy business because all dairies are run on Anand pattern. All the dairies are successful in increasing milk collection, membership, capital etc. credit facilities are given to former for buying cattle feed, 42% of total financing has been done by co-operative bank, all the dairy farmer repaid loan of bank sought for milk animal, but due to political spirit in some of the villages there are more than one dairy which result in unnecessary overhead to solve the some problem, researcher has suggested that veterinary services should increased, encourage the former to form co-operative societies in villages, arrange special training to employees, maintain quality milk, start milk centre in urban area etc.

2.4.11 Shri. A.D. Navalgund (1987) Has studied on “Marketing of Milk Products of Karnataka Co-operative Milk Producers Federation Limited Dharwad”. He concluded that this federation started its commercial operation plant from January 1984. The peoples of north Karnataka are economically backward class and income earning class of urban areas aspire many great miracles from it. The rural peoples wants to have remunerative source of income either to support their agricultural operations. Middle class and higher income earning class of urban area expect not only distribution of milk products but their facilitations. K.M.F has dare to shoulder the responsibility of fulfilling these dual purpose. Till recently, economy of milk producers of this region was in the hand of middleman but now all that has changed with the establishment K.M.F.S product plant at Dharwad. This federation collects milk up to unlimited quantities and providing regular and remunerative market to the milk producer of the region.
Researcher recommended some suggestions i.e. Top level management should be marketing oriented, Authority to be decentralized. The quantity of milk procurement is to be increased. It can collect surplus milk from district milk union. It should stop supplying milk to other daries, marketing department is to be equipped with more number of marketing professional, advertising and sales promotional be undertaken, member of channel are to be properly motivated. Resale price-fixing policy is to be controlled strictly etc.

2.4:12 Dr. Hanchinal S.S (1999) Ph.D. thesis on “Financial Management in Dairy Industry. A case study conducted in Gulbarga district of Karnataka State. Year to year milk procurement of GMUL is decreasing because of delay in milk procurement payment. The command area of this milk industry is two district GMUL has short of funds and borrowings are increasing year to year and long term debt in majority of the study period remained high. This dairy industry depends on NDDB, KMF, State Government and local authorities for its development. It is noted that return on capital employ and return on total assets remain nil throughout the study period etc.

Researcher suggested some recommendation i.e. To increase the number of milk societies, to increase the capital and dairy milk collection, Prompt payment be made after the procurement is over, adopt consumer oriented marketing policy, Control transportation charges, Home delivery of milk be arranged in thickly populated location, Increase veterinary services and develop cost control system etc.

Conclusion of review of Literature:
The review of the above literature in the field points out that the most of the studies pertaining to the problems of Dairy Co-operative unions have covered one or two aspects of Dairy Co-operative unions. In the literature referred above either one Dairy Co-operative union or one aspect of one Dairy Co-operative union is analyzed by the researchers but this represents lack of in-depth analysis and study of other related problems of Dairy Co-operative unions.
The study undertaken by the researcher is of a unique nature and only of its kind because it covers not just on Dairy Co-operative union but the six working Dairy Co-operative unions in Satara district. The researcher has covered not just one but more than one aspects viz. The performance evaluation of six Dairy Co-operative unions, Ratio analysis of six Dairy Co-operative unions, Wages and salary Administration as six Dairy Co-operative unions, Working of six Dairy Co-operative unions, Marketing of milk and milk products of six Dairy Co-operative unions and Productivity Measurement of six Dairy Co-operative unions in Satara district.

In order to bridge gap the researcher has tried to cover all these aspects in the present study.
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35. Shri V. S. Idate (1988) : has studied on “Working of primary dairy co-operative societies in Walwa taluka”

37. Shri. A. D. Navalgund (1987) has studied on “marketing of milk products of Karnataka co-operative milk producers federation limited Dharwad”.


39. A case study conducted in Gulbarga district of Karnataka state.