ABSTRACT

The title of the thesis is "A study of manpower resource management in coir industry." In recent times the small industrial sector has emerged as a vital segment of the Indian economy. Coir industry is an important agro-based, labour intensive, export oriented small scale industry in Kerala. Therefore, manpower management in coir industry is an important issue to be studied and analysed.

The major areas covered in this thesis include manpower planning, recruitment and selection, training, wage administration, welfare measures, workers' union, grievance redressal and employer-employee relations in coir industry. Another area covered in the thesis is job satisfaction among coir workers in relation to manpower management aspects and some personal characteristics.

The study was confined to Alapuzha District of Kerala because 80 percent of the coir industrial units are located in this district. For the present study the investigator selected two public sector, eight private sector and eight co-operative sector industrial units and the sample consisted of 288 workers and 54 managerial staff. Chi-square test was used to identify the possible association between the job satisfaction in relation to manpower management aspects and personal characteristics.

On the basis of the analysis it is found that manpower management policies are well practised in public sector coir industries when compared to
private and co-operative sector industries. For the effective functioning of any industry, manpower management polices are to be practiced well. Keeping this in view, the researcher has made various suggestions for proper framing and implementation of manpower management practices in private and co-operative sector coir industries.

Coir industry in Kerala needs a well-defined personnel policy and it should be effectively monitored by the Directorate of coir industry and the Coir Board. As per the recommendation of the Special Committee appointed by the Board, Minimum wages should be implemented in three sectors of coir industries.