

A contribution of cooperative society for Employee surrounding welfare development with special reference of Nirmal cooperative society. Nagpur

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Abstract:

Banking business is base of world economy; A cooperative bank is an institution which is owned by its members. They are the culmination of efforts of people of same professional or other community which have common and shared interests, problems and aspirations. They cater to services like loans, banking; deposits etc. like commercial banks but widely differ in their values and governance structures. They are usually democratic set-ups where the board of members are democratically elected with each member entitled to one vote each. In India, they are supervised and controlled by the official banking authorities and thus have to abide by the banking regulations prevalent in the country. The basic rules, regulations and values may differ amongst nations but they have certain common features, in certain feature this institution also play a major role for development of employee in financial help. This cooperative society also helps financial help to staff and member as compare of other bank.

Keyword: Function of bank, relation with staff and members development of cooperative society in social etc.

Introduction:

Foster financial inclusion by bringing banking to the doorstep of the lowest segment of society these banks are small financial institutions which are governed by regulations like Banking Regulations Act, 1949 and Banking Laws Cooperative Societies Act, 1965. They operate both in urban and rural areas under different structural organisations. Their functions are decided by the level at which they operate and the type of people they cater to. They greatly differ from the commercial banking entities. These are established under specific acts of cooperative societies operating in different states unlike mainstream commercial banks which are mainly joint-stock companies. They have a tiered network with a bank at each level of state, district and rural. The state-level bank forms the apex authority. Not all sections of banking regulation act are applicable to cooperative banks The ultimate motive is community participation, benefit and growth as against profit-maximisation for commercial Nirmal Urban Co-operative Bank Ltd. is more than a decade old bank based in Nagpur. The bank has 4 branches across Nagpur besides the head office. The banking system is completely computerized and offers various services such as deposits, multi-purpose loan, franking through stamps for registering various documents has started in the Nandanvan branch of the Bank..

Objective of study

- 1) To Known about Financial cooperatives such as credit unions offer sustainable finance for local people excluded from the traditional banking system. Because they are run by and for people at a community level, and they lend cautiously, credit unions offer a safe approach to savings and loads.
- 2) The Employed staff Association has created a cooperative bank, owned and run by its users, to provide affordable finance for workers who are otherwise unable to access credit

- 3) Because cooperatives are run by and for local people, they develop, and pass on, the business expertise. Profits generated stay local, and are invested in the cooperative, the local area or distributed to the local owners. Cooperatives are an effective tool for self-help.
- 4) As open and democratic organisations, cooperatives foster gender equality. many women have senior positions in cooperatives, a significant number of cooperatives have been established by women to enable them to secure an income, whilst in countries such as Kenya gender quotas are required for cooperatives Boards.

Review of literature

Various studies conducted and numerous suggestions were sought to bring effectiveness in the working and operations of financial institutions. Narsimham Committee (1991) emphasized on capital adequacy and liquidity, Padamanabhan Committee (1995) suggested CAMEL rating (in the form of ratios) to evaluate financial and operational efficiency, Tarapore Committee (1997) talked about Non-performing assets and asset quality, Kannan Committee (1998) opined about working capital and lending methods, Basel committee (1998 and revised in 2001) recommended capital adequacy norms and risk management measures. Kapoor Committee (1998) recommended for credit delivery system and credit guarantee and Verma Committee (1999) recommended seven parameters (ratios) to judge financial performance and several other committees constituted by Reserve Bank of India to bring reforms in the banking sector by emphasizing on the improvement in the financial health of the banks. Experts suggested various tools and techniques for effective analysis and interpretation of the financial and operational aspects of the financial institutions specifically banks. These have focus on the analysis of financial viability and credit worthiness of money lending institutions with a view to predict corporate failures and incipient incidence of bankruptcy among these institutions.

Bhaskaran and Josh (2000) concluded that the recovery performance of co-operative credit institutions continues to unsatisfactory which contributes to the growth of NPA even after the introduction of prudential regulations. They suggested legislative and policy prescriptions to make co-operative credit institutions more efficient, productive and profitable organization in tune with competitive commercial banking. **Jain (2001)** has done a comparative performance analysis of District Central Co-operative Banks (DCCBs) of Western India, namely Maharashtra, Gujarat and Rajasthan and found that DCCBs of Rajasthan have performed better in profitability and liquidity as compared to Gujarat and Maharashtra. **Singh and Singh (2006)** studied the funds management in the District Central Co-operative Banks (DCCBs) of Punjab with specific reference to the analysis of financial margin. It noted that a higher proportion of own funds and the recovery concerns have resulted in the increased margin of the Central Co-operative Banks and thus had a larger provision for non-performing assets. **Mavaluri, Boppana and Nagarjuna (2006)** suggested that performance of banking in terms of profitability, productivity, asset quality and financial management has become important to stable the economy. They found that public sector banks have been more efficient than other banks operating in India. **Pal and Malik (2007)** investigated the differences in the financial characteristics of 74 (public, private and foreign) banks in India based on factors, such as profitability, liquidity, risk and efficiency. It is suggested that foreign banks were better performers, as compared to other two categories of banks, in general and in terms of utilization of resources in particular. **Campbell (2007)** focused on the relationship between nonperforming loans (NPLs) and bank failure and argued for an effective bank insolvency law for the prevention and control of NPLs for developing and transitional economies as these have been suffering severe problems due to NPLs. **Singla(2008)** emphasized on financial management and examined the financial position of sixteen banks by considering profitability, capital adequacy, debt-equity and NPA. **Dutta and Basak (2008)**

suggested that Co-operative banks should improve their recovery performance, adopt new system of computerized monitoring of loans, implement proper prudential norms and organize regular workshops to sustain in the competitive banking environment. **Chander and Chandel (2010)** analyzed the financial efficiency and viability of HARCO Bank and found poor performance of the bank on capital adequacy, liquidity, earning quality and the management efficiency parameters.

About Nirmal cooperative society.

Nirmal Urban Co-operative Bank Ltd. is more than a decade old bank based in Nagpur. The bank has 4 branches across Nagpur besides the head office. The banking system is completely computerized and offers various services such as deposits, multi-purpose loan, franking through stamps for registering various documents has started in the Nandanvan branch of the Bank. The facilities of doing R.T.G.S. and NEFT have also been started for the customers in the Nandanvan Branch. There are approximate 7000 members. All branches are well furnished with air-condition and trained skill staff carrying out various operations. The bank also planned to come with additional branches and move towards core banking. Nirmal Urban Co-operative Bank Ltd will consistently add value to all our stakeholders and emerge as the 'best-in-class' in the chosen parameters amongst the comity of banks, by doubling our profits, clients and branches within the next three years Nirmal Urban Co-operative Bank Ltd will consistently add value to all our stakeholders and emerge as the 'best-in-class' in the chosen parameters amongst the comity of banks, by doubling our profits, clients and branches within the next three years.

Other beneficiary amenity provided for employee by the organisation

1. Organisation also charged a low interest rate for employee with respect of mortgage.
2. Nirmal bank is also provide the financial help for employee for financial emergence reason
3. Organisation also having a provision for employee children for higher education.
4. Organisation having a well infrastructure which creates a environment for Good work.
5. Organisation also having a co-operative store which employee get a goods in low prise than the market prise.
6. Organisation also start the provident fund scheme for the employee which having a financial security for the future.

Hypothesis & Research methodology

Hypothesis of Study:

Research methodology the present study is an empirical research based on survey method. Primary data were collected directly from the respondents by using Questionnaire. The researcher has made the convenient random sampling of 100 Respondents from respected institutions.

Hypothesis study

Null hypothesis:

HO). Employees are getting (aware) the services from respected institutions.

Alternate hypothesis:

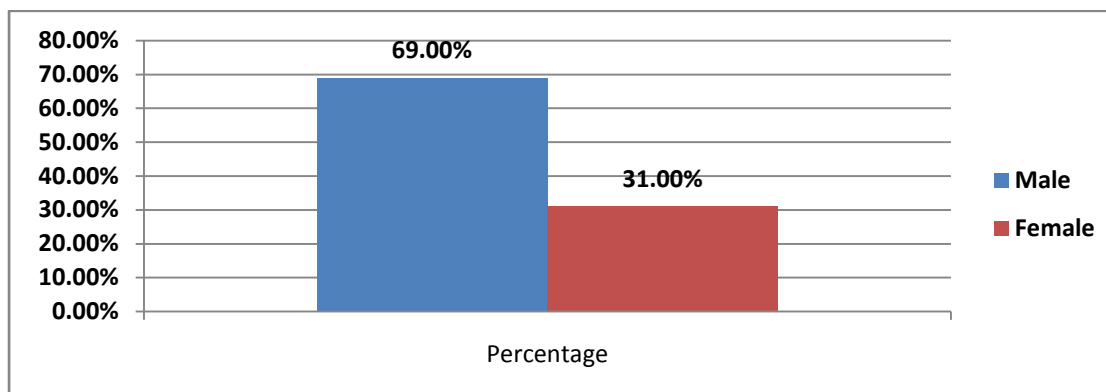
H1). Employees are not getting (aware) the services from respected institutions.

Research methodology

Table No 1.1) Following table show the category of staff differentiate as gender

Sr no	Sample size	Gender	Respondent	Percentage
1	100	Male	69	69.00%
2		Female	31	31.00%
		Total	100	100%

Table No 1.1

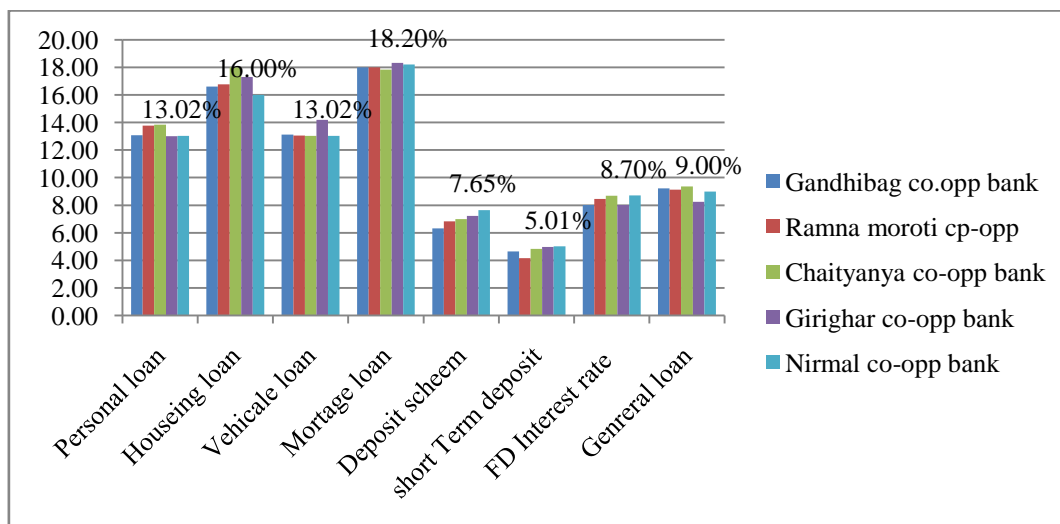


Interpretation: A male category is much respondent in above graph (Ref: table No 1.1)

Table No 1.2) Following table show the comparison of services between other banks

Sr no	Sample size	services	Gandhibag co.opp bank	Ramna moroti cp-opp	Chaityanya co-opp bank	Girighar co-opp bank	average	Nirmal co-opp bank
1		Personal loan	13.07%	13.78%	13.84%	13.01%	13.43%	13.02%
2		Housing loan	16.60%	16.78%	18.00%	17.31%	17.17%	16.00%
3		Vehicle loan	13.12%	13.05%	13.02%	14.20%	13.35%	13.02%
4		Mortgage loan	18.00%	18.00%	17.84%	18.32%	18.04%	18.20%
5	100	Deposit scheme	6.32%	6.84%	7.00%	7.23%	6.85%	7.65%
6		short Term deposit	4.65%	4.15%	4.84%	4.96%	4.65%	5.01%
7		FD Interest rate	8.02%	8.45%	8.69%	8.02%	8.30%	8.70%
8		General loan	9.23%	9.14%	9.35%	8.25%	8.99%	9.00%

Table No 1.2

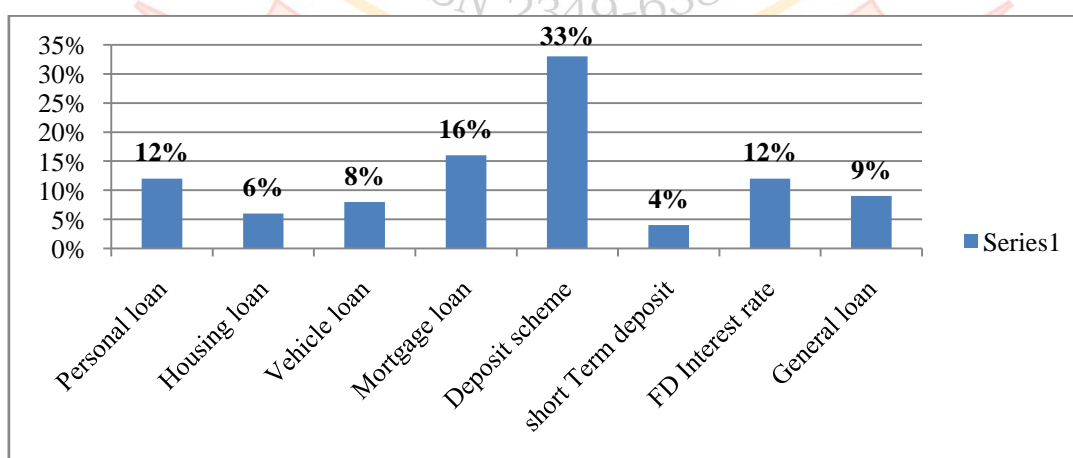


Interpretation: In above graph as compare with other cooperative bank employee give more weight age to Mortgage loan function (Ref: table No 1.2)

Table No 1.3) Following table show the employee preference of Nirmal cooperative society

Sr. no	Service offer by Nirmal bank	sample size	Respondent	Percentage
1	Personal loan	100	12	12%
2	Housing loan		6	6%
3	Vehicle loan		8	8%
4	Mortgage loan		16	16%
5	Deposit scheme		33	33%
6	short Term deposit		4	4%
7	FD Interest rate		12	12%
8	General loan		9	9%
		Total	100	100%

Table No 1.3



Interpretation: In above graph show as employee benefit employee Give much preference to of Nirmal cooperative society Deposit scheme it stand for 33% (Ref: table No 1.2)

Conclusion

- 1) The Nirmal cooperative society enhances their area in banking world as well as bank think about the employee beneficiary scheme.
- 2) As a time span Nirmal cooperative society expands the work beside that sum where the increasing employee ration is low.
- 3) Bank does not maintain the E-commerce function which gives the extra advantages for increasing the business.

Suggestion

- 1) Take fresh efforts which crate a good working environment .bank also thinking to start other beneficiary scheme for hardworking employee.
- 2) Now a day's success party create a more cheerful environment in employee. Bank also organised such an event that bank give awarded to those employee which giving a hard work and appropriate & consistence performance.
- 3) Investments scheme is a very important function to increase the bank business. So its is suggestive that bank should also en roll the various investment scheme for customer as well employee
- 4) The bank should be provided the technical as well as Non technical training to the employee for updating the knowledge in banking world.
- 5) Bank also maintain the HR department for the purpose to enhance the employee beneficiary scheme.

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