



# The factors accountable for professionalism in administration of sugar co-operative sector of South Gujarat

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**Abstract :** Professionalism is essentially a function of modernization in which co-operatives have to emerge as strong business enterprises so as to emerge triumphant amidst the winds of change in the economy. As they have matured as organizations, there is a corresponding need to infuse adequate doses of professionalism in their functioning. They will have to manage change through scientific behavioural tools and innovations. They will have to discard their old norms of functioning, imbibe a new culture and sharpen their powers of resilience so as to march ahead in this tumultuous era. In this pursuit, professionalism competence of co-operatives should come to the force. In order to assess the amount of contribution (influence) of each independent variable to the dependent variable; the effect of other was held constant. Efroymsons (1962) stated that stepwise regression is one such method which has been widely adopted in multiple regression analysis. Out of all independent variables, the professionalism in management of sugar co-operative sector was affected and predicted by four independent variables, namely, knowledge about principles of co-operation, group motivation, family size and perceived benefits of co-operatives and which had together contributed to 63.58 per cent of the total variation in the perception of professionalism. The findings are suggestive of the fact that the farmers having more knowledge about principles of co-operation, higher group motivation, family size and more perception regarding benefits of co-operatives were found to have more perception of professionalism in management of sugar co-operative sector.

**Key Words :** Professionalism, Management, Administration, Co-operative

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## INTRODUCTION

Professionalism is essentially a function of modernization in which co-operatives have to emerge as strong business enterprises so as to emerge triumphant amidst the winds of change in the economy. As they have matured as organizations, there is a corresponding need to infuse adequate doses of professionalism in their functioning. They will have to manage change through scientific behavioural tools and innovations. They will have to discard their old norms of functioning, imbibe a new culture and sharpen their powers of resilience so as to march ahead in this tumultuous era. In this pursuit, professionalism competence of co-operatives should come to the fore. This can only materialize if attempts are made to follow the dictates of professionalism

in demonstrating certain proficiency and excellence in practices, based on a systematic body of knowledge, aiming at inculcating among its members a sense of responsibility towards each other, and at establishing norms of behaviour, and clearly defined qualifications for membership. Some may consider it as an idealistic assumption, but closely following its spirit would portray a serious endeavor towards fulfillment of the objective of professionalism in a sharp break from the past.

The co-operatives in the present times represent myriad socio-economic activities with a wide range and depth. Their management has become a complex phenomenon requiring a high degree of innovation, skills and ability to experiment with new ideas. The problems of management have become manifold requiring specialized attention in the spheres of

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