

# GROWTH OF MANPOWER PRODUCTIVITY AND ITS COST IN MAHARASHTRA STATE ROAD TRANSPORT CORPORATION

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## **Abstract:**

MSRTC is the life line of Maharashtra and provides its various services to entire state of Maharashtra and maintain satisfaction level among the passenger. This research paper is focused on growth of manpower productivity and its cost of expenditure .Number of employees working in MSRTC different department and its cost every years is considered for calculation of research study..Required data is collected from last 5 years i.e. from 2012-13 to 2015-16. MSRTC is focused on various computerization programme and its implemented throughout the State .like Electronic Ticket Issuing Machine and Online Reservation System. The Corporation is preparing innovative plan for implementing bus schedules more efficiently, and trying to maintain more passenger friendly.

**Key words: MSRTC, Electronic ticket, Computerization, Manpower, Productivity.**

## **INTRODUCTION:**

The Maharashtra State Road Transport Corporation was established by State Government of Maharashtra as per the provision in Section 3 of Road Transport Corporation Act 1950. The entire area of Maharashtra is covered by Maharashtra State Road Transport Corporation (MSRTC) is entire area of the State of Maharashtra. It is called as “MSRTC”.It is life line of Maharashtra. The Corporation trying to expand its services in the villages and develop passenger services satisfactory.MSRTC is also focusing on various computerization programme and its implemented throughout the State .like Electronic Ticket Issuing Machine and Online Reservation System. The Corporation is preparing innovative plan for implementing bus schedules more efficiently, and trying to maintain more passenger friendly.

Manpower productivity of MSRTC provides information about different category of employees working in MSRTC. Understanding financial parameters of MSRTC about manpower productivity .For this research, number of employees increased from last five years .Total number of employees and its expenditure are also taking into consideration .This paper is focused on growth of manpower productivity in MSRTC and expenditure on manpower productivity from last 5 years i.e. from 2012-13 to 2015-16.

## **OBJECTIVES OF STUDY:**

- 1) To understand the growth of manpower productivity in MSRTC from last 5 years i.e. from 2012-13 to 2015-16.
- 2) To study the expenditure on manpower productivity from last 5 years i.e. from 2012-13 to 2015-16.

## **RESEARCH METHODOLOGY:**

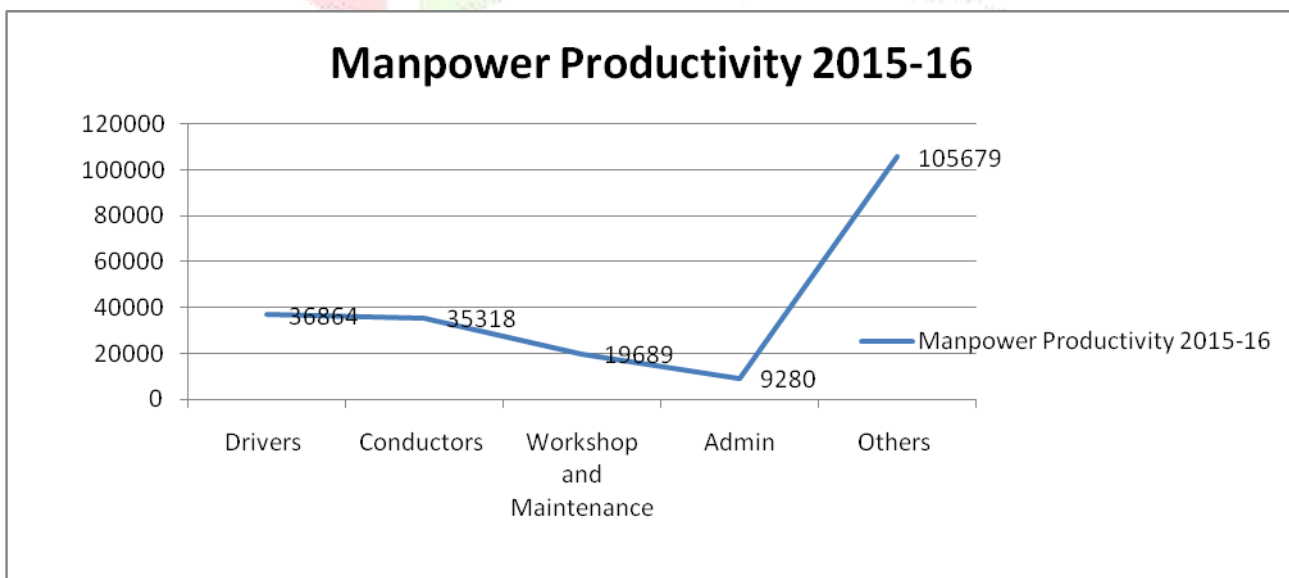
This research is based on various parameters of manpower productivity .All required information is collected from performance appraisal of MSRTC. The research is based on secondary data.

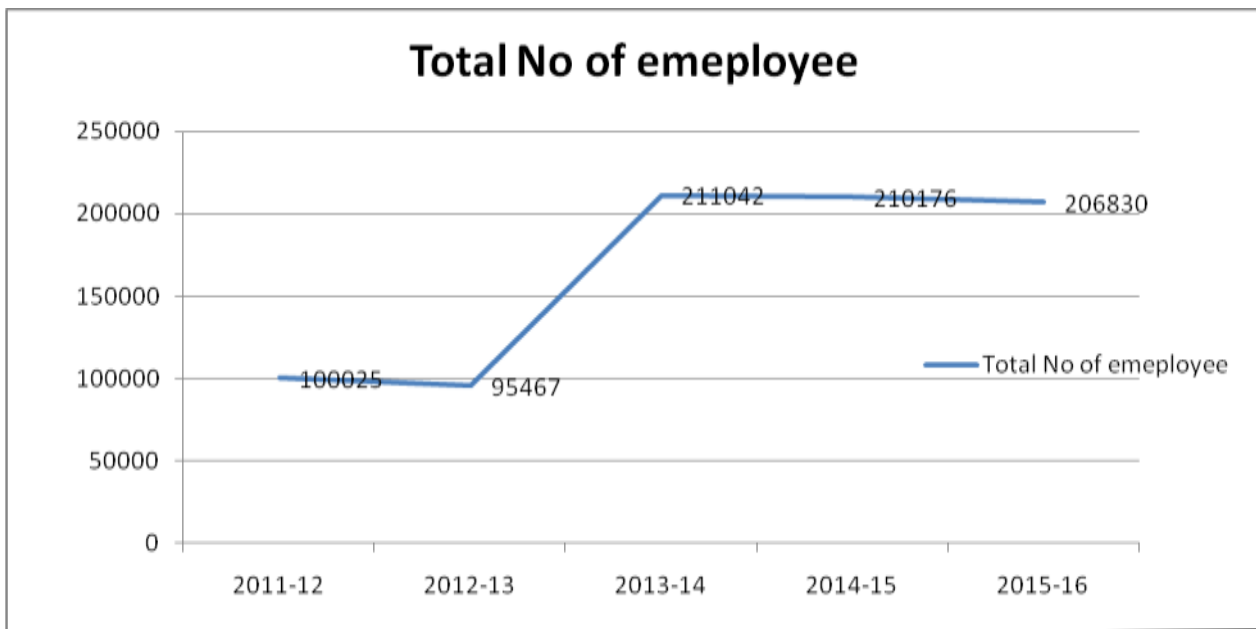
## **MANPOWER PRODUCTIVITY OF MSRTC FROM 2011-12 To 2015-16.**

**Table No:1**

Sr.No	No of Employees.	2011-12	2012-13	2013-14	2014-15	2015-16
1	Drivers	34495	32790	36979	36426	36864
2	Conductors	36447	34870	37125	36455	35318
3	Workshop and Maintenance	19420	18755	19372	19796	19689
4	Admin	9663	9052	9857	9999	9280
5	Others	NA	NA	107709	107500	105679
6	Total	100025	95467	211042	210176	206830

From above table it is found that manpower productivity of MSRTC is decreased by 4558 in the year 2011-12 to 2012-13. After 2013-14 to 2015-16, it is continuously increased by 115575, 866 and 3346. Total number of employees working in the year 2011-12 is 100025, 2012-13 is 95467, 2013-14 is 211042, 2014-15 is 210176, 2015-16 is 206830. Manpower productivity of drivers, conductors, workshop and maintenance, administrative and others is considered for study. Total number of drivers in the year 2015-16 is 36864. It is increased by 438. Total number of conductors in the year 2015-16 is increased by 1137 as compared to previous year 2014-15. As considering total number of employees in workshop and maintenance is 19989. It is increased by 107 previous year 2014-15. Total number of admin staff in the year 2015-16 is 9280 and as compared to previous year 2015-15, it is increased by 719. Total number of staff in others is 105679 in the year 2015-16. It is increased by 1821 as compared to previous year 2014-15.





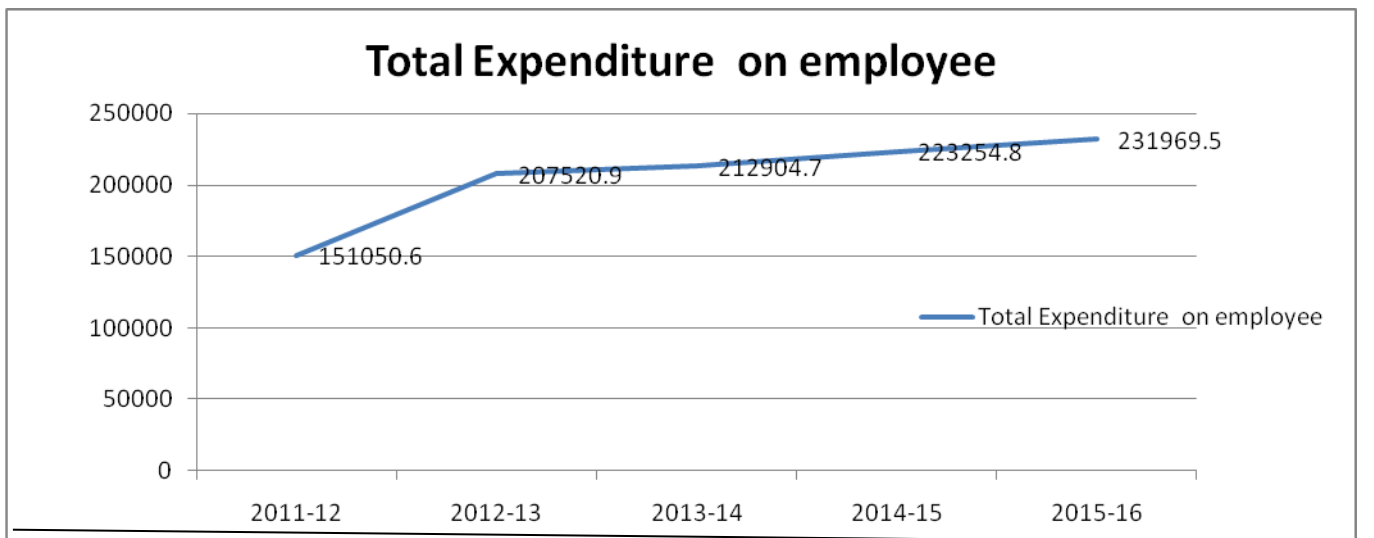
#### EXPENDITURE ON PERSONNEL COST (IN LAKHS):FROM 2011-12 To 2015-16.

Table No:2

Sr. No	Personnel Cost	Total Expenditure On Employee (All Amounts In Lakhs)				
		2011-12	2012-13	2013-14	2014-15	2015-16
1	Drivers and conductors	102761.68	113239.10	140651.22	157536.55	164203.35
2	Workshop and Maintenance	31925.73	34171.18	41345.95	45041.53	46989.81
3	Admin and others	16363.15	60110.57	30907.53	20676.74	20776.34
4	<b>Total</b>	151050.6	207520.9	212904.7	223254.8	231969.5

From above table it is found that manpower productivity and its expenditure is considered from last five years. It is seen that total expenditure on manpower productivity is increased from 2011 to-2012 to 2015-16. every year expenditure is increased i.e. manpower expenditure was increased by Rs.56470.3 in the year 2012-13. It is increased by Rs.5383.8 in the 2013-14 as compared to previous year 2012-13. Manpower productivity expenditure is increased by 10350.1 in the year 2014-15 and 8714.7 in the year 2015-16. Year wise expenditure in 2011-12 to 2015-16 is Rs.151050.6, Rs.207520.9, Rs.212904.7, Rs.223254.8 and Rs.231969.5 etc. For expenditure on manpower productivity, drivers, conductors, workshop and maintenance, admin and others are considered.

Amount of expenditure on drivers and conductors is Rs .164203.35 in the year 2015-16 .it is increased by Rs.6666.8 as compared to previous years 2014-15. As considering workshop and maintenance expenditure amount is Rs.46989.81 and as compared to previous year 2014-15 amounts is increased by Rs.1948.28.For admin and others staff expenditure is Rs.20776.34.It is increased by Rs.99.6 as compared to 2014-15.



#### FINDINGS:

- Total expenditure on drivers and conductors, Workshop and Maintenance, Admin and others are increased every year i.e. from 2011-12 to 2015-16.
- Manpower productivity of MSRTC is decreased by 4558 in the year 2011-12 to 2012-13 and is continuously increased by 115575, 866 and 3346 from 2013-14 to 2015-16.
- Total number of employees working in the year 2015-16 is 206830.
- Total number of drivers and conductors in the year 2015-16 is 36864. It is increased by 438 and 1137 as compared to previous year 2014-15.
- Amount of expenditure on drivers and conductors is Rs .164203.35 in the year 2015-16 .it is increased by Rs.6666.8 as compared to previous years 2014-15.
- Total amount of expenditure on manpower productivity is increased from 2011-12 to 2015-16.

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