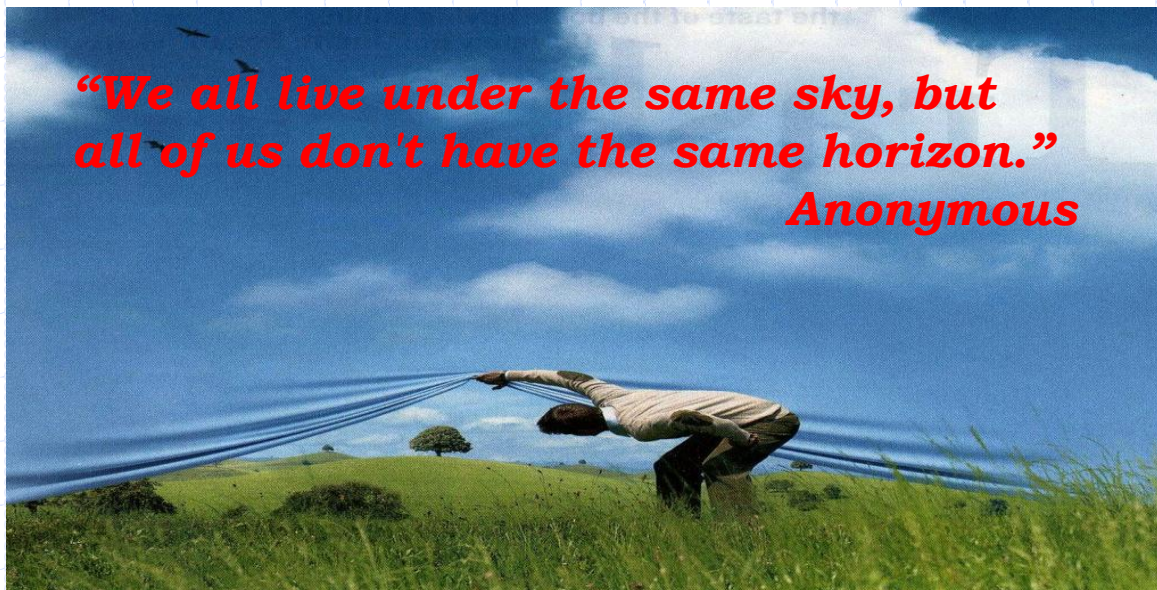


# Human Resource in Dairy Cooperatives



16 May 2017

National Dairy Development Board

# Issues of Dairy Cooperatives

- ◆ Growth in some of the Dairy Cooperatives have been impressive, while others have lagged behind due to lack of :
  - Effective governance
  - Professional management
  - Autonomy in business decisions

# Concerns related to HRD

1. Inability to attract and/or retain professionals in key positions
2. Recruitments in some of the milk unions haven't taken place for over a decade
3. Lack of technically qualified manpower in key positions- affects the ability to meet the challenges in changing market scenario
4. Frequent transfer of personnel in key positions affects performance of institutions in the long run
5. Lack of training & development
6. Lack of succession planning
7. Absence of HRD systems and processes

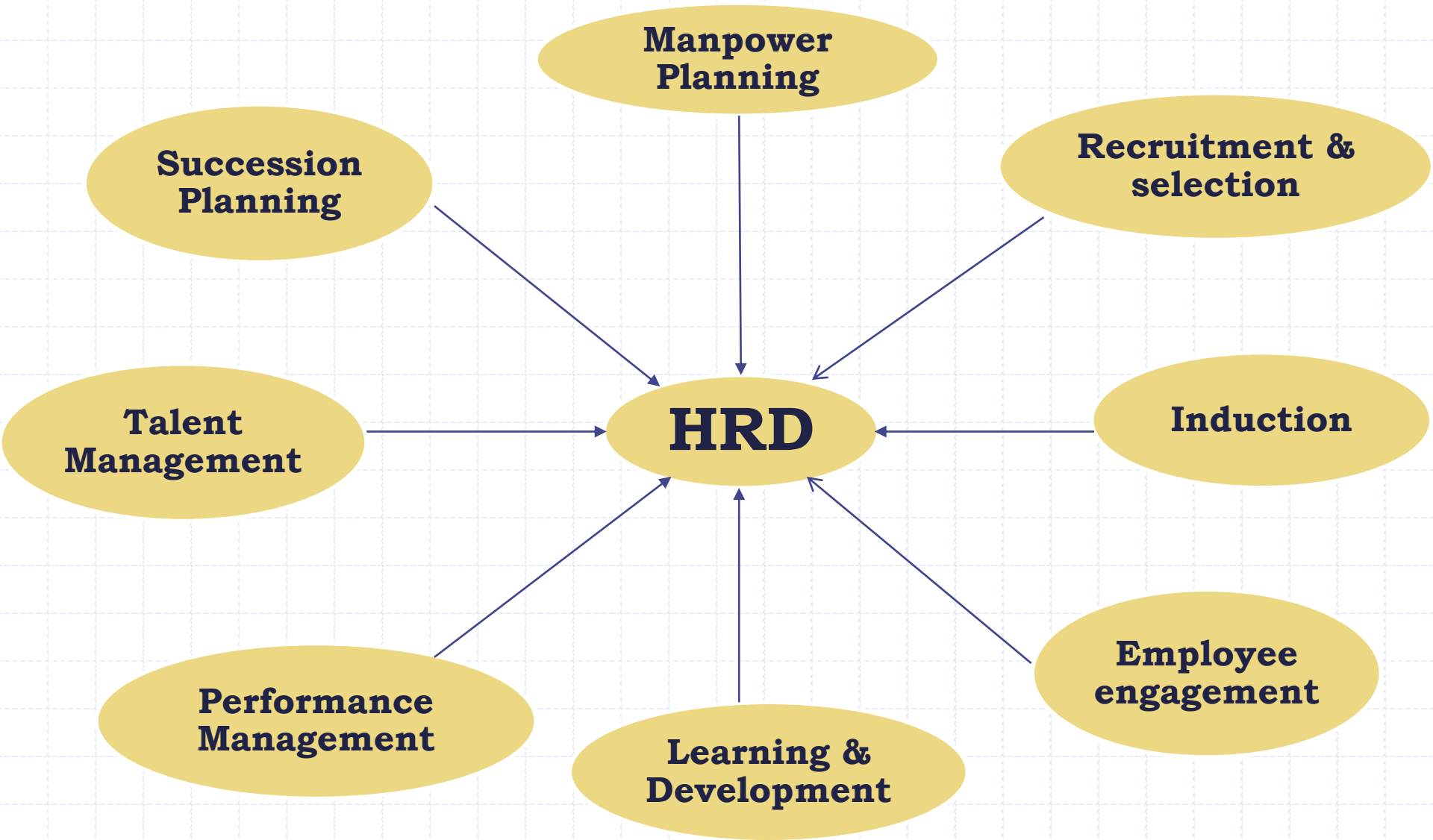
# Way Forward

- ◆ Competent Human Resources are critical for effective/ efficient use of available resources
- ◆ Focus on institution building at all three tiers of cooperative structure
- ◆ Creating training infrastructure, placement of suitable manpower in training centres
- ◆ Development of need based training modules for meeting training requirement of the institution
- ◆ Autonomy in recruitment & compensation policies
- ◆ MDs of State Federations/ Milk unions and key positions should have minimum tenure of 3-5 yrs

## ... contd

- ◆ Introduction of HRD systems & processes
- ◆ Provide motivational and conducive environment with role clarity to retain qualified professionals
- ◆ Encourage interactions among cross functional teams to effectively meet the objectives of the organisation
- ◆ Build learning environment and knowledge updation of employees
- ◆ Establish an active industry academia interface

# HRD Systems & Processes



**Thank You**