ABSTRACT

Non-governmental organizations (NGO) are a legally constituted organization created by private organizations or people with no participation or representation of any government. In the cases in which NGOs are funded totally or partially by governments, the NGO maintains its non-governmental status excludes government representatives Allocation of funds is very important for the successful operation of any NGO which includes the Proportion of annual budget spent on training each year, Number of people trained, In which field the NGO needs to spend for training and the amount is utilized in the right direction. This paper is based on primary data analysis that there was adequate fund for all needs but it was not focused properly towards training. Even inadequate management trainees were present in an organization and their training duration was inadequate. NGO’s needs officials and training to ensure the social welfare of our society to be taken care off. Hence Careful steps needs to take to ensure that NGO’s get trained in field projects as well as financial matters.

Keywords: NGO; Annual Budget; Training

INTRODUCTION

Today the world had become very global. In recent times rapid industrialization in India has taken place. All this would translate into great opportunities, which are expected to grow at faster rate over the years to come. As a result the future should see immense opportunities in various area of management for the under graduates and graduate management candidates. Many Big Businesses have their own NGO’s just to have tax benefits. NGO Management mainly focuses on management of the organization, setting up of the goals and objectives of NGO activities, through understanding of the organizational framework of NGO’s and distribution of portfolios among its members. NGO are responsible for analyzing the various problems prevailing in the society. NGO Management also involves making strategies and operational pathways, supervision and planning of financial and other policies. Now days there are various private organization, government organization and non-governmental organization also. Most of all the organizations are working for the intention of profit and least bothered about the people living in society, people suffering from poverty etc. Here non-governmental organizations are established for the purpose of Social welfare, Education, Environment, Health, Human Rights, Rural development, Training and women issues etc.

Functions of Ngo

Partner Mobilisation - The process of catalyzing or identifying, mobilizing, assessing and selecting NGOs that have the potential to both work with communities and to effectively manage their organization and its activities. It is a two-way process that centers on building a relationship of mutual respect and trust.
Technical Support - The process of increasing and improving the knowledge, skills and attitudes of NGOs. It can cover a wide range of themes and be carried out through many different methods such as training workshops, exchange visits and one-to-one mentoring.

Grant-Making - The process of providing financial resources and ensuring that they are managed effectively and accountably. It often involves a package of support that, alongside money, can include skills building in areas such as book keeping and financial reporting. The grants provided can vary considerably in terms of their size, duration, restrictions and requirements.

Resource Mobilisation - The process of identifying, encouraging and gathering the wide range of local, national and international resources that are needed by both NGOs. These resources include money, skills, will, interest, influence, time and equipment.

Documentation And Research - The process of finding practical ways to record, learn from, re-package and share experiences, results and lessons. Research is the more scientific and structured process of asking and answering questions in order to confirm or disprove something. Combined, documentation and research is a range of complementary learning activities that aim to benefit the organisation in question, its partners, peers and others.

Policy And Advocacy - The process of changing the context - including attitudes, actions, policies and laws - in which people and organizations work. It can be carried out at different levels (such as local, national and international), involve a variety of strategies (such as meetings, briefing papers and events) and target a wide range of influential people and institutions (such as governments, businesses, donors, religious groups, NGOs and the media).

Monitoring And Evaluation - The process of collecting information and measuring it against agreed criteria. It can be carried out to different degrees (from using simple, practical indicators to developing complex frameworks) and at different levels such as community. It usually involves the collection of both quantitative and qualitative.

So the research paper predominantly surveys NGOs working in Chandigarh, Panchkula and Mohali and tries to find out the issues handled by NGOs and different kind of activities performed by NGOs for the development and welfare of the society. The aim of this study was to find kinds of training NGOs are providing to their employees are as per the training needs and the budget allocated is properly unitized or not. The main purpose in these activist-organizations is just how much of their money they spent into training their paid/full time employees. So by personal interaction employees of NGOs were consulted who should be trained properly by optimally utilizing their funds. The employees truly gave a picture that they work for a certain cause and not for glory to make any contribution that drives them away from work. But the encountered problems were dealt with about the allocation of funds provided to them and training of its employees.

OBJECTIVES

1. To explore out the training provided by NGO’s as per the budget allocated and training needs of NGO’s
2. To identify the areas where the management trainees fit into NGO’s

HYPOTHESIS OF THE PROBLEM

To verify the optimum utilization of funds by NGO’s.

Null Hypotheses: There is no significant difference in between allocation and disbursement of funds by NGO’s or

Alternate Hypotheses: There is significant difference in between allocation and disbursement of funds by NGO’s
RESEARCH DESIGN

Exploratory research was used to identify relevant courses of action and or gain additional insights before an approach can be developed. It explored how an NGO uses the annual budget on the training deficiencies in organizations. The main focus was on training areas and training duration provided to the management trainees. Primary data was used to analyze the research problem. 28 NGO’s over the tricity (Chandigarh, Mohali and Panchkula) were randomly selected from the sampling frame of list of working NGO’s by an instrument (Questionnaire). The data has been collected by individually visiting and getting the questionnaire filled from the concerned authority. The list of NGO’s is attached at the end. Survey method using personal interview was adopted for collection of the data. Pre-tested, structured and non-disguised questionnaires were used as instruments for this purpose. For the purpose of data collection from the NGO employees, the offices of various NGOS have been personally visited in order to contact. All the employees have been approached personally and through contacts by the researchers to administer questionnaires.

Fieldwork

Interaction with the people associated with the working NGO, had given maximum information possible on the research work. The information gathered was only possible due to the interactions done for which we visited them frequently.

RESEARCH FINDINGS

It has been revealed that there is no significant training in all the NGO’s selected for the study. In general, most of the organizations are having 10 to 30 full time employees i.e. 46.4% of the total Tricity NGO’s have 10-30 full time employees. On the basis of chi-square test for the independence of attributes we have found that there is no relationship between the percentage of annual budget spent on training and the number of people trained.

H0: The amount of annual budget of NGOs spent on training and the number of people trained in the organization is insignificant

H1: The amount of annual budget of NGOs spent on training and the number of people trained in the organization is significant

Table 1. Dependency between the employees trained and budget sanctioned

<table>
<thead>
<tr>
<th></th>
<th>Value</th>
<th>df</th>
<th>Asymp. Sig. (2-sided)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson Chi-Square</td>
<td>11.026(a)</td>
<td>9</td>
<td>0.274</td>
</tr>
<tr>
<td>Likelihood Ratio</td>
<td>10.487</td>
<td>9</td>
<td>0.313</td>
</tr>
</tbody>
</table>

As found in the table above, the value of the Chi Square is only 0.274 which is MORE than 0.05. As the null hypothesis was accepted so it can be concluded the amount of annual budget of NGOs spent on training and the number of people trained in the organization is insignificant. The maximum amount spent by the company is least. So here the Ngo should try to increase the amount spent on training process, so as to meet organizational needs, better efficiency and the development of the NGO.

Also, the number of employees being trained by the company is only between 4% to 7%. So with more amount of hand on training, should be provided for improving the work efficiency.

Association between annual budget of organization and amount spent on training last year.

H0: there is insignificant association between annual budget of organization and amount spent on training last year

H1: there is significant association between annual budget of organization and amount spent on training last year
From above output as in table 2 it can be observed that there is negative correlation between annual budget of organization and amount spent on training last year. It was -0.223 i.e. Low degree of negative correlation exists between the annual budget and the percentage of annual budget spent on training. In other words, if the annual budget increases then the percentage of annual budget spent on training decreases but this decrease is relatively lower than the increase in budget. Budget is not showing any association with the amount spent on training and budget; this means that there is not proper allocation of funds of budget. As per the training needs funds are not utilized in that particular area. This implies that there is mismanagement of allocated budget. The amount that is required on training is actually not spent for the prescribed purpose. Hence Training needs should be identified and Budget should be allocated according to training importance of a particular area. Budget should be allocated in such a way that maximum needs of training get fulfilled. If budget is high then proportionate amount should be spent on training. Most of the NGOs feel that they do not require training but training is an ongoing process it should be identified properly.

28 organizations participated in the survey. From there the concern was to know that their focus is towards which different areas. The major areas were education, healthcare, livelihood environment, sanitation and waste management. Out of these the results were examined. Sixteen organizations carry on Education activity in their organization, Twenty organizations are working for health care, Nine organizations are working for livelihood, Five organizations are engaged in improvement of environment, Three for sanitation, No one for waste management, Five organizations are also engaged in miscellaneous. Hence it can be concluded that 38.6% of the total NGO’s the major focus area is Healthcare. Management trainees were identified by working out their percentages. After investigation it was worked out percentage of MBA’s working with NGO’s on the lower side. 67.9% of the total NGO’s have no MBA graduates with them and the remaining 32.1% have only 1-3 MBA graduates. 50% of the NGO’s have annual budget of 10-30 lakhs and 32% are having an annual budget of less than 10 lakhs. Out of the annual budget, 2 to 5% was spent to train people. There are only 3 NGO’s i.e. 10.7% of the total NGO’s spend over 5% of their total annual budget for training. 13 of the 28 NGO’s we have studied had trained more than 7 employees last year. 50% of the NGO’s have trained 1 to 7 employees last year. NGO’s i.e. 50% of the total 28 gave 10-30 man hours of training (both internal and external training) where as 21.4% of the NGO’s gave around 30-70 hours of training. A major chunk of the organizations i.e. 78.6% of the total NGO’s do not provide for online donation facilities. 27.3% of the organizations feel that they need specialized training in “management of field project” where as 18.2% of the organizations need training in “Financial management of NGO’s” and “management of NGO”. 46.4% of the NGO’s deputed around 2-5 people for their courses like CRMC, Management of NGO’s etc. There is no organization which is not hiring any staff. Most of the organizations think that fee charged for training by them i.e.1000/- per day is quite high. Only 32.1% of the organizations feel that is just right to charge this amount. Half of the organizations feel that the duration of the courses offered are just right where as 46.4% of them feel that the duration must be increased and only one of total 28 organizations believe that the time duration of the courses should be decreased. 2/3rd of the organizations lack in resource persons who can train participants of the courses like Financial management of NGO’s, Marketing, branding and promotion for NGO’s etc.
CONCLUSIONS AND RECOMMENDATIONS

NGO’s needs to manage their funds properly for which they require MBA people and also they need training for the purpose to manage their field projects. NGO’s need to spend more on their training programs for which they need proper guidance and management. They also need the training for the purpose of financial management of their funds. Initially free training needs to be provided to NGO’s as they will not readily accept to pay the fees. Even seminars can be organized to impart knowledge to their officials regarding the need for the proper training. Even Govt. can be involved as their major fund comes from them, so convincing govt. officials will also ensure that we ultimately end up making the NGO’s function more efficiently. NGO should recruit skilled human resources so that the working can be carried out more efficiently. Auditing should be made compulsory for the NGOs so that corruptions can be curbed.

REFERENCES


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APPENDIX

List of NGOs

- State Aids Control Society
- Hitkari Welfare Society
- Voluntary Health Association Of Punjab
• Rural Health Care Society
• Haryana State Council for Child Welfare
• National Rural Health Mission
• Institute for blind
• Family Planning Association Of India
• UMEED(GO for Mentally Retarded)
• Family Planning Association Of India
• State AIDS Control Society
• SOSVA
• SEVA BHARTI
• VHAP
• Society for education health and applied training
• SWACH
• Child welfare association

Old Age Home
• Indian National Portage Association
• Servants Of The People Society
• Old age home, Chandigarh
• All India Women Conference
• Bal Niketan
• Bal Niketan
• All India Women Conference
• Servants Of The People Society