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RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

DEPT. OF BUSINESS ADMINISTRATION

BELAGAVI.

(Affiliated to Rani Channamma University, Belagavi)

A project report on

" RATIO ANALYSIS "

AT

ABHISHEK ALLOYS Pvt ltd

KARNATAKA.

Submitted by

MISS. GANGA DIGRAJ

Reg. No. B1811206

Submitted to

RANI CHANNAMMA UNIVERSITY, BELGAVI

In the partial fulfilment of the award of

BACHELOR'S DEGREE OF BUSINESS ADMINISTRATION

2020-2021

SKE SOCIETY'S
RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE DEPARTMENT OF BBA
BELAGAVI-590006

(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

Certificate

This is to certify that MISS.Ganga Digraj has satisfactorily completed the project at "ABHISHEK ALLOYS PVT LTD." In partial fulfilment of award of Bachelor's Degree in Business Administration by **Rani Channamma University, Belagavi** for the year 2020-2021

Institution Guide	**Director**
Prof. Poonam Kadapure.	**Prof. S. S. Shimangoudar**

Acknowledgement

I wish to express my heartfelt gratitude in all earnest to the following persons without whose support and guidance this study would not have been a success.

I would like to convey my grateful thank to **Mr Pramod Jalihal** for providing me an opportunity to learn under his able guidance and following to do my project in this company.

I would like to express my gratitude to the Director**S.S.Shimangoudar** for providing me an opportunity to undertake this project.

I sincerely thank **Mr Pramod Jalihal** my external guide who constantly guide me and inspired me in completion of this work and provided with all the information required.

I would like to express a special gratitude to thank to every department and employees for helping me and providing valuable information for my project.

I am also thankful to all the member of the staff from different departments who at various instances have been very helpful in furnishing information and making this study possible.

I express my thank to **Prof. Poonam Kadapure** my internal guide (my mentor) for her guidance and constant support.

Miss Ganga Digraj

DECLARATION

I hear by declare that project titled “Ratio Analysis” towards ABHISHEK ALLOYS industry original piece of research work carried out me under the guidance and supervision and manager and faculty guide Prof .Poonam Kadapure.

The information has been collected from genuine and authentic sources. The work has been submitted in partial fulfilment of BBA course of RCU University.

MISS.Ganga Digraj

Executive summary

This project work is undertaken as part of academic requirement for Graduation of Bachelor of Business Administration it is titled as “Ratio Analysis” at Abhishek Alloys Private Limited. This research work has been undertaken at Abhishek Alloys Private Limited, Machhe, Belagavi, where attempt has been made to understand the management of the organisation at Abhishek Alloys Private Limited. The research deals with Ratio Analysis of Abhishek Alloys Private Limited.

This study is for a period of1 month i.e. from 2nd August 2021 to 2nd september2021. This study has employed both primary and secondary data such has websites which helped me to analyse my topic that is “Ratio Analysis” at Abhishek Alloys Private Limited.

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Chapter-1

INTRODUCTION OF INDUSTRY

INDUSTRY PROFILE

FIGURE NO 1.1

Casting is a manufacturing process in which a liquid material is usually poured into a mould, which contains a hollow cavity of the desired shape, and allowed to solidify. The solidified part is also known as a casting, which is ejected or broken out of the mold to complete the process. Casting materials are usually metals or various cold setting materials that cure after mixing two or more components together; examples are epoxy, concrete, plaster and clay. Casting is most often used for making complex shapes that would be otherwise difficult or uneconomical to make by other methods. Casting is a 6000-year-old process. The oldest surviving casting is a copper frog from 3200 BC.

The Indian foundry industry manufacturers metal cast components for application in Auto, Tractor, Railways, Machine tools, Defense, Earth moving /Textile/ Cement / Electrical / Power machinery, Pumps/ Valves etc. Foundry Industry has a turnover of approx.USD 19 billion with exports approx. USD 2.5 billion. However, Grey iron castings have the major share i.e. approx. 68% of total castings produced. There are approx. 5000 units out of which 90% can be classified as MSMEs.

The Indian metal casting (Foundry Industry) is well established & producing estimated 10.21 million MT of various grades of castings as per International standards and total sale approx. USD 19 billion.

Major Foundry Clusters:-

Each cluster is known for its products. The major foundry clusters are located in Batala, Jalandhar, Ludhiana, Agra, Pune, Kolhapur, Sholapur, Rajkot, Mumbai, Ahemdabad, Belagavi, Coimbatore, Chennai, Hyderabad, Howrah, Kolkatta, Indore, Faridabad, Gurgaon etc.

Typically, each foundry cluster is known for catering to some specific end-use markets. For example, the Coimbatore cluster is famous for pump-sets castings, the Kolhapur and the Belagavi clusters for automotive castings the Rajkot cluster for disesel engine castings, Howrah cluster for sanitary castings etc.

Approx. 1500 units are having International Quality Accreditation. Several large foundries are modern & globally competitive. Many foundries use cupolas using LAM Coke. However, these are gradually shifting to Induction Melting. There is growing awareness about environment & many foundries are switching over to induction furnaces & some units in Agra are changing over to coke less cupolas.

GENERAL ECONOMIC SCENARIO

Govt. focusing on “MAKE IN INDIA”,”EASE OF DOING BUSINESS”, infrastructure & easing FDI norms to promote investments in manufacturing & cooperation’s in skill development.

FORECASTS OF GROWTH BY LEADING INSTITUTIONS:-

India to become fastest growing economy >7.5% YoY as per forecasts of leading international institutions.

MANPOWER

The total manpower in foundry sector is approx. 5,00,000 Directly & 15,00,000 indirectly. The foundry sector is highly labour intensive & currently generates employment for 2 millions directly & indirectly mainly from socially & economically weaker sections of society. It has potential to generate additional employment of 2 million in next 10 years.

AUTO SECTOR

Auto, Auto components & capital goods industry have drawn up ambition plans to grow three folds in next 10 years which will drive the demand for metal casting industry. The capital goods policy of Govt. envisages the sector to grow from USD 115 Bn industry by 2025. Whereas the auto sector as per automotive mission plan 2016-26 envisages auto sector to grow 3.5 to 4 times of the current value of USD 74 billion to USD 260 billion to 300 billion. Even if these plans are realized by 75-80%, it will augur well for the Indian Foundry Industry. The casting demand for iron & aluminium castings could grow by 35-40% by 2019-20 from current levels.

Auto industry grew at a average rate of 5.4% in 2016-17 compared to previous year. The society of Indian Automotive Manufacturers(SIAM) forecast a 7 to 9% growth for the domestic passenger vehicle sales in the financial year 2017-18, expecting support from 7th pay commission payout and better rabi output.

As per SIAM , We seeing an improvement in the economic growth and also sentiment. Factors like lower borrowing costs, pent-up demand after demonetization and a mild budgetary support to incomes will drive consumption growth in 2017-18.

GLOBAL SCENERIO:

As per 51th World casting census published by modern castings USA in December 2017, Global castings production stagnant. Worldwide casting production grew by less than half a percent for second year in a row in 2016.

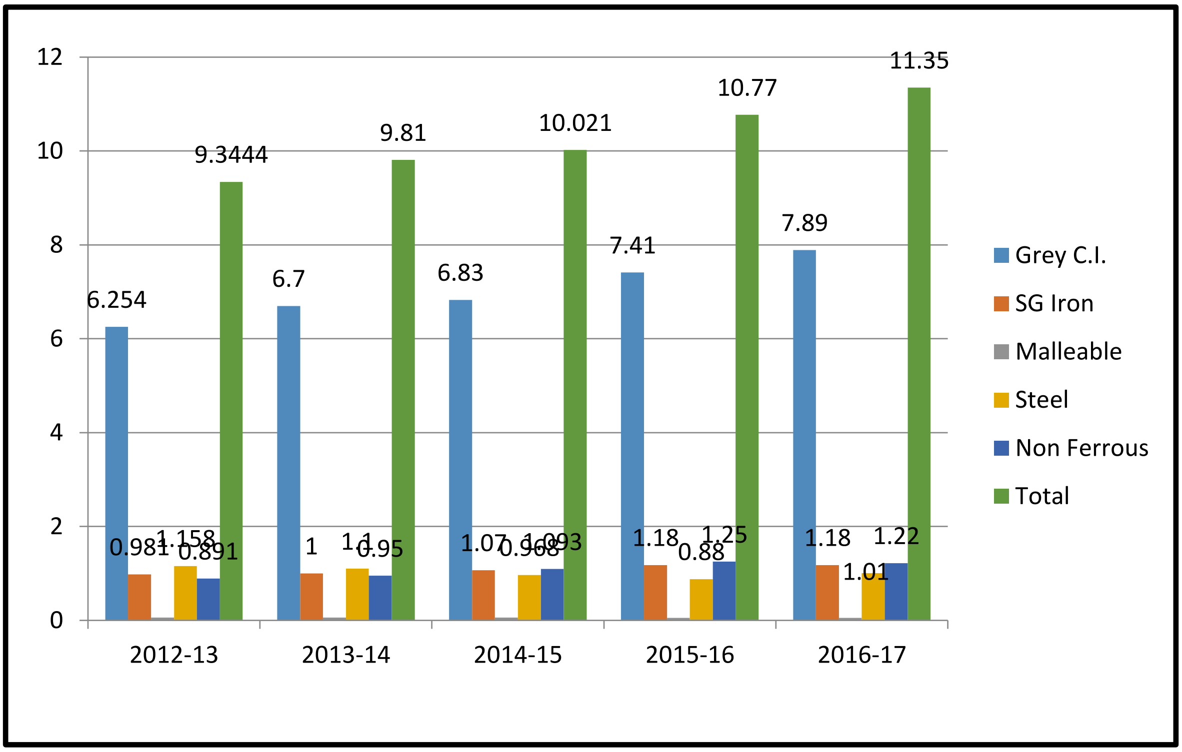
In 2016, World casting production reached 104.4 million metric tons, a shade over the 104.1 million metric tons produced in 2015. The worlds top 10 casting producing nations produced 91.6 million metric tons of the total 104.4 million metric tons.

China reported a 5.4% increase since 2015 putting its total production at 47.2 million metric tons. India the second largest casting producers in the world reported 5.4% increase in production to 11.35 million metric tons. The remaining 2016 top 10 casting nations are USA, Japan, Germany, Korea, Mexico, Brazil and Italy.

ROLE IN MANUFACTURING SECTOR:

The new manufacturing policy envisages the increase in the share of manufacturing in the GDP to 25% from current 15% & to create 100 million additional jobs in next 10 years. Since all engineering & other sectors use metal castings in their manufacturing, the role of foundry industry to support manufacturing is very vital. It is not possible to achieve the above goal without the sustainable corresponding growth of the foundry sector.

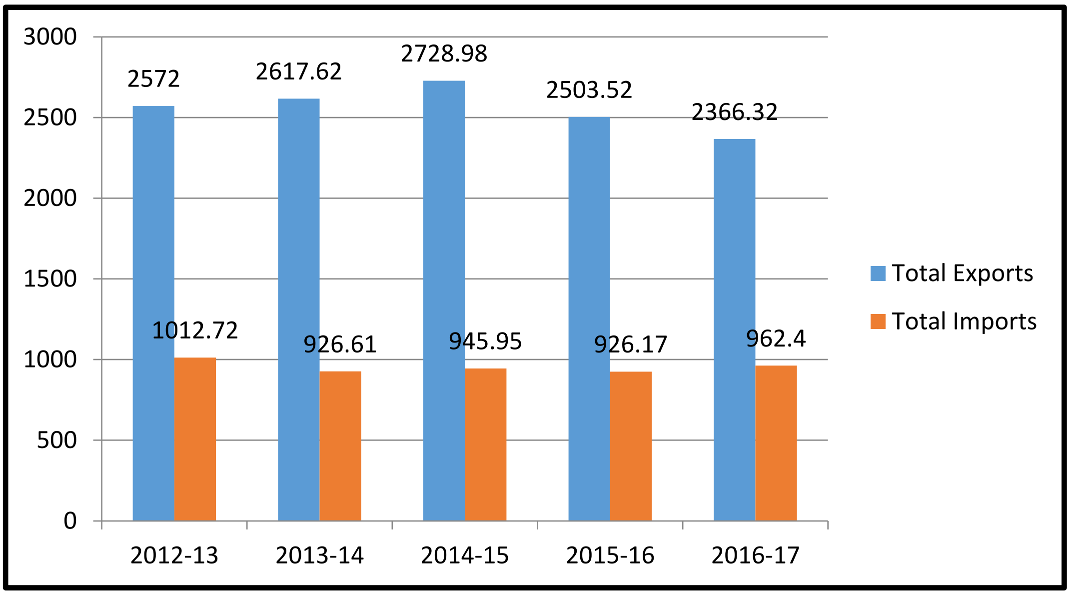
PRODUCTION OF CASTINGD IN INDIA IN MILLION M.T.(2016-17):



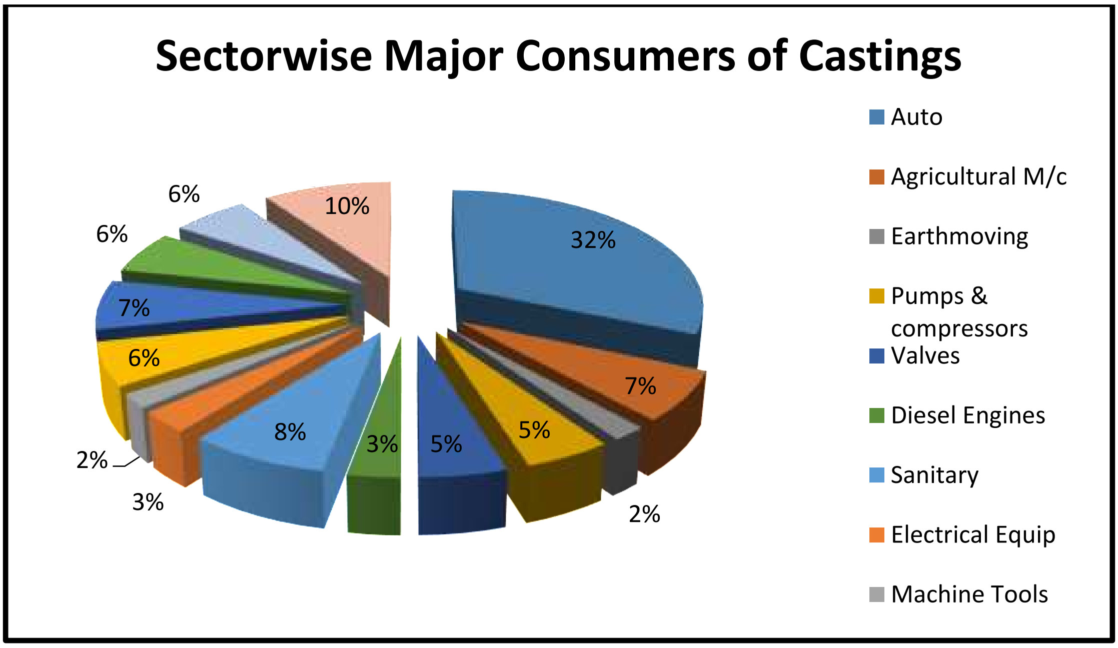
EXPORTS IMPORTS TRENDS

The Exports have been showing healthy trends approx. 25-30% YOY till 2011-2012

After that there was slow down in export. However, the current exports for FY 2016-17 are



approx. USD 2033 billion.



CASTING A HOPEFUL EYE TO THE FUTURE

The Institute of Indian Foundry (IIF) is the apex industry body promoting the competitiveness of India's foundry industry. There are about 5000 foundries in India largely in the MSME category.

The foundry or metal casting industry is a key component feeder for the various sectors such as auto, auto components, railways, agro, tractors, textile, cement making, electrical machinery, earthmoving machinery, power equipment, defence equipment, and aero and space industry its sustainable growth has become more important today than ever before given the emphasis of the government on "Make in India".

India is the third largest manufacturer of metal castings globally, producing approx. 10 million tons of casting in various metal such as grey iron, ductile iron, steel and aluminium alloys for various applications valued at approx. $18 billion. Exports amount to 12-15 percent of this value. However, there is potential and need to do more and become global force.

The foundry market in India to grow at a CAGR of 10.08% during the period 2016-2020.

Foundry Market in India 2017-2021, has been prepared based on an in-depth market analysis with inputs from industry experts. The report covers the market landscape and its growth prospects over the coming years. The report also included a discussion of the key revenue generated from the production value of casting manufactured by the foundry market in India.

One of latest trends in the market is IIF in-plant training program. The IIF has established its centre of education and training at Kolkata, which conducts various skill development programs regularly. A modular training program is conducted, which is equivalent to graduating in foundry technology and is also recognized by the Ministry of HRD.

According to the report, one of the primary drivers in the market in India initiative. The automobile sector is responsible for generating 60% demand for the casting production in the country. Demand from sector such as infrastructure, oil, and mining has slowed down.

The automobile sector has shown promising growth in India since 2014. The foundries expect growth for both ferrous and non-ferrous castings in defence procurement.

The industry needs to invest and increase capacity, though it is approximately operating at 50% excess capacity. The industry should be energy-efficient and have skilled manpower. For instance, all medium and large-scale foundries are planning to have sand reclamation plants for reuse of sand in order to reduce energy consumption during manufacturing process.

Further, the report states that one major challenge in the market is environmental issues leading to increasing environmental cost. Tightening of government regulations on the release of waste produced by foundries in the environment is leading to increased investment in waste recycling process and technologies. This is hindering the growth of the Indian foundry market, as the majority of the Indian foundries are MSMEs with low market capitalization. Foundries are responsible for the emission of harmful and poisonous gases and solid wastes that cannot be reused.

LOCATION OF MAJOR CLUSTERS IN INDIA

FIGURE NO 1.2

Chapter-2

ORGANISATION STUDY

COMPANY PROFILE

FIGURE NO 2.1

Abhishek Alloys private limited. Is a medium scale industry which is situated at Machhe industrial estate, Machhe, Belgaum. Promoted by

Shri. Madhwa. N. Acharya, the managing director of the organization. The manufacturing process was started in the year 1981 with the name of M/S Abhishek Industries and later on the operations were converted to Abhishek alloys private limited. In the year 1994. While its commencement Abhishek Alloys has augmented its production capability of 200 tons per year to 3000 tons per year. The firm has a build up region of 2.5m acres and involved in manufacturing of C.I and S.G. iron castings by 100% shell molding process. Our customers includes from power generation, Hydraulics, Automobile, Construction and O.E.Ms.

Why Abhishek Alloys?

- Keen on developing complex design castings with ultimate quality.
- Capable of producing wide range of C.I and S.G Iron castings weighing from 1 kg to 100 kgs in shell moulding process.
- Fully equipped with machine shop and Austempering Process.

COMMITMENT

- Committed to meet customers expectations by improving product quality through continual improvement process.
- By meeting delivery schedules as per changing needs of the customers.

OBJECTIVE OF THE ORGANIZATION

- To provide products of premier quality and value.
- To achieve technological distinction and competitive edge.
- Assurance for continuous improvement in process, methods, productivity and quality.
- To increase employees mutual trust, respect and training.
- To trim down wastage throughout supply chain.
- Human resource development.

VISION

Abhishek Alloys vision is to upgrade infrastructure facilities with the advanced technology, healthy environment for catering the needs of the customers.

MISSION

The firm focuses on meeting and exceeding customers necessities and establishes a customer oriented and globally accepted quality system. It has opted a quality policy, which is framed, by taking into account clients needs and focus on unremitting development by contribution and involvement by all the employees. The organization believes in nurturing the skill and ability of all the employees and treats them as a family and utmost significance is given for the safety and protective aspects and excellent environment.

COMPITITORS TO ABHISHEK ALLOYS PVT LTD

A K P Foundries Private Limited

Shanti Iron & Steel

The Allied Foundries Pvt. Ltd

Big Casting Pvt. Ltd

REC Engineering Pvt. Ltd

Belgaum Foundry Cluster

Prabhat Casting Unit 2

ABHISHEK ALLOYS FOLLOWED POLICY

QUALITY POLICY

We are committed

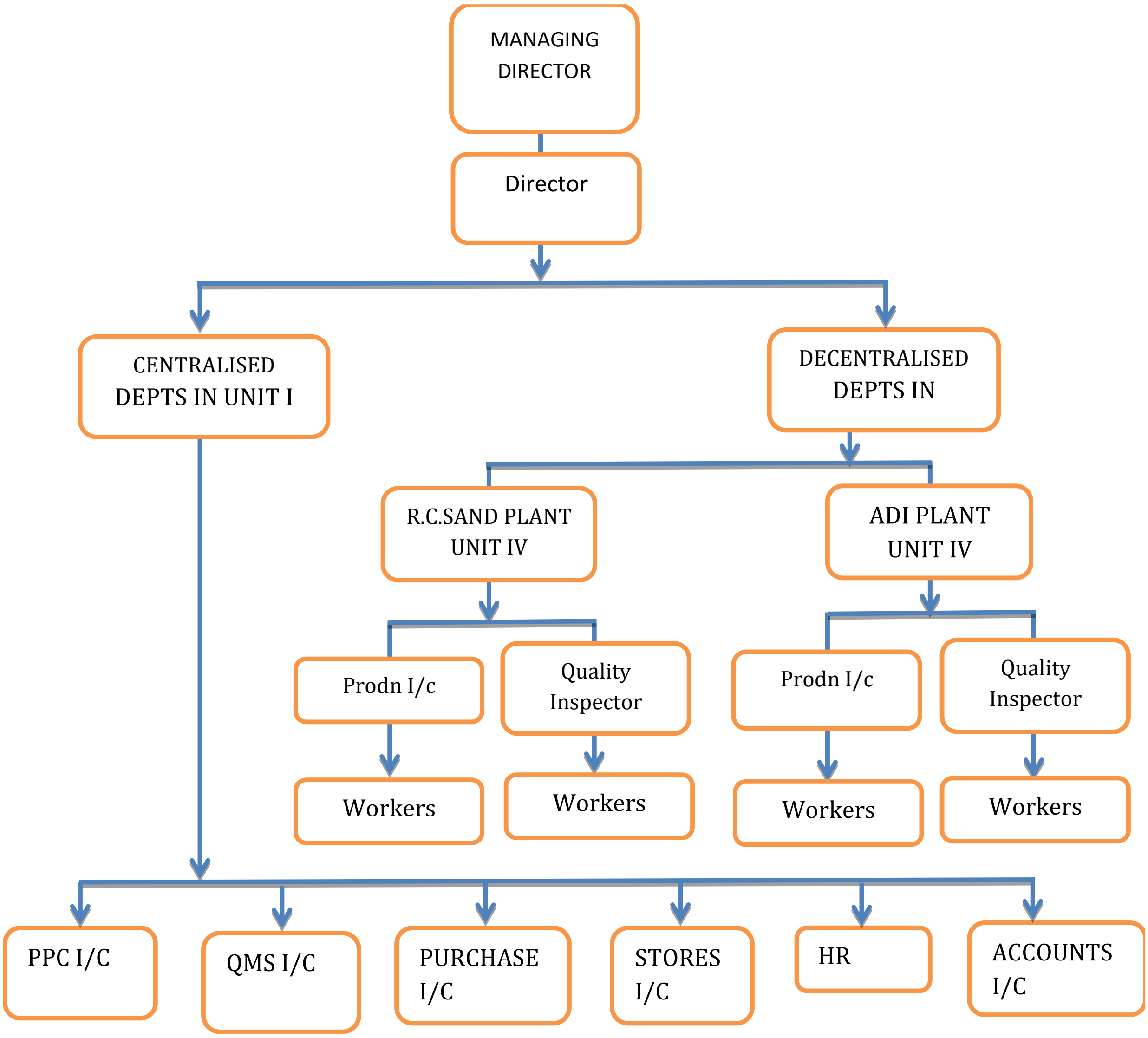
- **To produce defect free castings and machined components to meet customers expectations.**
- **To satisfy customers changing requirements, through continually improving the effectiveness of quality management system process.**

QUALITY OBJECTIVES

- **Reduction in rejection both in-house and at customers end.**
- **Meeting delivery schedules as per customers varing needs.**
- **To improve product quality continuous improvement in process to reduce variation and waste in supply chain.**
- **To empower and motivate all the employees by providing training.**

ORGANIZATION CHART

CHART NO 2.1



PRODUCT PROFILE

Abhishek alloys private limited manufacturer, and suppliers of various products. Product is in the different field as shown below

1. Automobile
2. Construction
3. Hydraulics
4. OEM(original equipment manufacturer)
5. Power generation

AUTOMOBILE PRODUCTS

Some automobile products are Drive end flange castings, Flange yoke, Slip yoke castings, Pump housing castings.

CONSTRUCTION PRODUCTS

Some construction products are Cylinders.

HYDRAULICS PRODUCTS

Hydraulics product is monoblock dcv castings body, Solenoid casting body, Valve bodies and Strainer cap.

OEM'S PRODUCTS

OEM products are Body retarder, Main press body, and Main body end plate.

POWERGENERATION PRODUCTS

Power generation products are Housing thermostat, Impellers, Manifold air intake, Head fuel filter, Connection.

OTHER PRODUCTS

Other products are Rotor, Rubber, Stators and Sprockets.

QUICK REVIEW OF COMPANY

COMPANY NAME	ABHISHEK ALLOYS PVT. LIMITED
CIN	U27104KA1992PTCO12734
COMPANY STATUS	Active
COMPANY CATEGORY	Company limited by shares
COMPANY SUB-CATEGORY	Non-Government company
CLASS OF COMPANY	Private
YEAR OF ESHTABLISHMENT	1994
DATE OF INCORPORATION	21st January 1992
NO. OF EMPLOYEES	319
ACTIVITY	Manufacture of basic IRON
LOCATION	Plot No. 58, Machhe Industrial Estate, Machhe, Belgaum, Karnataka 590014 Email: mnacharya@abhishekalloys.com

OWNERSHIP PATTERN

Abhishek Alloys Pvt Ltd is a family owned business where organization runs by three directors

Director Identification No.	NAME	DESIGNATION	Date of Appointment
00820394	Madhwa N Acharya	Whole time Director	21st Jan 1992
03556921	Mayur M Acharya	Director	15th July 2011
00888008	Sunita Acharya	Director	1994

SHARE CAPITAL

Authorized capital	Rs 10,000,00
Paid up capital	Rs 84,00,000

WORK FLOW MODEL

Abhishek alloys Pvt ltd work flow shift of working process in foundry.

Shift	Timings
1(general shift)	8:30 AM to 5:00 PM
2	5:00 PM to 1:30 AM

INFRASTRUCTURE

Facilities

The organization has provided the employees/workers the well-equipped and technologically upgraded machines for the smooth running of the production process; following are the facilities and machines provided by the organization.

- Generators
- Compressors
- Annealing Furnaces
- Universal Testing machine of 40-ton cap
- Microscopic testing equipment
- Hardness Testers
- Dual Track medium frequency furnace with 2-500kgs/pot
- Four station shell moulding machine
- Core shooters
- Manual moulding machines

Abhishek Alloys Today

Is in a position to develop any intricate castings at a price customer can afford, quality as per customer requirements that sets apart.

ATTITUDE

The organization focuses on meeting and exceeding customer's requirement and established a customer oriented and internationally accepted quality systems. It has established a quality policy, which is framed, considering customer requirements and focus on continuous improvement through involvement of all the employees. Abhishek Alloys believes and nurtures the skill of all the employees as a family and utmost importance is given for the safety aspects and good environment.

CERTIFICATIONS & AWARDS

FIGURE NO 2.2

Certified with ISO/TS 16949:2002 by TUV in the year 2004

- Certified with ISO/TS 14001:2004 by TUV in the year 2014
- National Award for "Out Entrepreneur" from the President of India in the year 1993
- "0" ppm award from M/S Bosch ltd. In their supplies To Bangalore Plant in the year 2005
- "Supplier Award" by M/S Bosch Bangalore in the year 2009.

- "Casting of The Year" Award in 2010 at 58th Indian Foundry Congress held at Ahmedabad.
- "Casting of The Year" award in 2014 at 62nd Indian Foundry Congress held at Ahmedabad.

CLIENTS

- BOSCH
- CUMMINS
- FORBS MARSHAL
- VOITH
- MAN
- DYNAMIC TECH
- ATLAS COPCO
- BEML
- POLYHYDRON
- PRAGATI
- VELJAN

PRODUCTS

FIGURE NO 2.3

 Rotar	 Valve Covers
 Spool Housing	 Head fuel filter
 Cover oil lump pump	 Implellers

 Port plates	 Stator

FUTURE GROWTH AND PROSPECTS

- Abhishek alloys private limited are planning to introduce own company products.
- Company has planned to extend the market in the diversified manner and introduce assembly line and adopted Austempering duct to survive competition.
- Company has planned to increase machine activity.
- Company has planned to adopt more advanced technology whatever company require its production process.

VARIOUS DEPARTMENTS OF THE COMPANY

1. Production Department
2. Suppliers and Purchase Department
3. Human Resource Department
4. Account Department
5. Production Planning and Control Department
6. Store Department
7. Marketing Department
8. Quality Department

1.PRODUCTION DEPARTMENT

Production is a process of converting raw material into finished goods or semi finished goods. Production manager is responsible for the whole production system and even for quality. With the help of technical partner, production planning and control. Production department performs following function;

1) Manufacturing of goods.
2) Development of factory system of production.
3) Improving volume of production.
4) Reducing rejection rate.
5) Maintain delivery schedule.

Machines and facilities in production department

- The step involved in production process of Abhishek alloys Pvt ltd is as follows:-
- Raw materials:-Incoming raw material is tested at the laboratory.
- Sand plant:- Green sand mould is prepared. In green sand, 85% is reused and, 15% fresh sand with 4% additives and water
- Molding:- it is done in two ways
    - Hand mould:- It is done for bigger and heavier casting.
    - Machine mould:- In one batch of mould 30-40 pieces are produced
    - Fettling:- it is a process wherein the casting is cleaned with the help of two machines i.e. knockout machine and shot blast,Tumblsting machine etc. The other activities like chipping of extra parts, grinding and inspection is done as [er work instruction to verify for the specification.
- Painting:- Paint is done as per customer specification. After painting the casting is sent to next department.

STRUCTURE

2. SUPPLIERS AND PURCHASE DEPARTMENT

Before approving any supplier, purchase manager will gather information on volume of automotive business, financial stability service complexity, required technology adequacy of available resource design and development capability, manufacturing capability change management process, business continuity planning, logistic process, customer service and other relevant information for raw material suppliers by sending registration and evaluation form. In case of machining supplier/outsourced processes, personal visit will be made to the suppliers works/premises if required. After receiving the form, the purchase manager will scrutinize the information furnished in the form.On being satisfied on the above terms trial order will be placed on the supplier through purchase order. In some case, the supplier may submit sample of the material required.

Monthly material delivery schedule will be communicated to the supplier verbally, raw material purchases. The details of the same will be recorded in the supplier verbal schedule register. Bought-out item will be purchased, on requisition basis received from requestee. Purchase department will handle all purchases. The technical details for procuring will be given by plant in-charge. Customer approved materials for ongoing production will be used where insisted by the customer.

STRUCTURE

3. HUMAN RESOURCE DEPARTMENT

HR department comes under unit number 1 consider as middle level management.HR department handles the most delicate section of the company. The HRD manager is in charge of the whole department.

Responsibilities:-

- Recruiting people in the organization.
- Handles all policy matters regarding HRD.
- Selection procedure.
- Maintain discipline in the company.
- Training to employees.
- Maintain good relations between employer and employees.
- Providing necessary information to the department heads.
- Maintain time keeping of employees through punch machine.

4.ACCOUNTS DEPARTMENT

Abhishek alloys pvt ltd accounts departments work under unit 1.All the company financial activity is recorded and maintained systematically in this department Four senior accountants are working including manager. This department is centralized department for all 4 units

Here centralized means all the financial activity are taken and controlld by top level management means company MD or CEO.

Objectives

- To provide account and complete systematic information of financial activities.
- To maintain all the books of account and other financial documents.
- To prepare periodic financial statements of the company like profit and loss account, Balance sheet etc.
- Accounts department is responsible for passing the bills to send cheque and cash to the party. They maintain double entry system of book keeping.

STRUCTURS

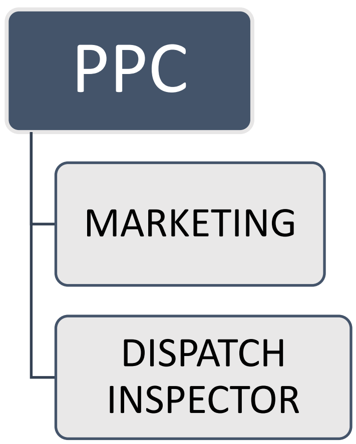
5.PRODUCTION PLANNING CONTROL DEPARTMENT

In Abhishek alloys pvt ltd PPC department plays the vital role in communicating with the customer First most important thing is company is interaction with customer if ordered is received, company realize the capacity to produce and stock availability, if it's possible to produce product purchase order will be placed to procure required raw material

Detailed weekly and daily planning of production will be prepared to meet target and monitored.

Communication with customer is most important thing since company gives priority and reschedule the requirements.

STRUCTURE



6.STORE DEPARTMENT

Indent preparation: Indent will be prepared as per the requirement received from different sites on priority bases.

Handling: Handling of incoming material and final product will be handled manually. Handling during in process will be manually/overhead crane.

Incoming inspection will be carried out as per procedure for inspection and testing; the information for incoming inspection will be through GRN. The material will be accepted based on the remarks mentioned on GRN and material will be taken into stock. Issue of any material will be done through issue slips duly approved by the production supervisor. Issue slips are raised for all material except pig iron and M S scrap. Store in charge will daily monitor the consumption of pig iron and M S scrap through furnace logbook and update daily stock register. Consumption of fuel used for generator is monitored and recorded in fuel consumption register. Monthly stock statement is prepared by stores I/C and will be submitted to purchase department. Minimum stock of materials is prepared based on the trends of consumption and customer schedule. Identification of material in store will be done as per procedure for identification and Traceability.

7.QUALITY CONTROL DEPARTMENT

Quality department set up where company mainly focus on producing quality material they never compromise in quality, the quality department must help in building system in place so that they work and communicate effectively about product requirement, performance and testing and be able to identify non conformity and work with other department to put in place a effective corrective and follow up on its application. According to NNFA GMPs, the responsibilities for QC are as follows;

Approve or reject all procedures, specifications, methods and results.Approve or reject all raw materials, packaging materials, labeling and finished products.Review all production records for accuracy and completeness before approving for distribution.Establish procedures for revising procedures, formulas etc.

Perform all the required tests to ensure identify, purity, potency and composition to ensure that products are not contaminated.

8.MARKETING DEPARTMENT

The customers directly approach to this cast manufacturing industry for the products with their required type of specifications, which are bound with different terms like information of the product, price, technical specification, transportation cost, tax and excise duty payables, payment terms, delivery date and other general T&C. Then quotation about the same is issued to the customer and if the customer is satisfied with the quotation issued then he will place an order, and after receiving the orders as such the production work begins.

Objectives

- Customer satisfaction.
- Maximization of profits.

- Capturing the present market.
- Achieving a target return.
- To achieve product quality leadership.

SYSTEM

Abhishek alloys pvt ltd followed by ISO 9001-2015 system (INTERNATIONAL ORGANIZATION FOR STANDERDIZATION) System should be written, documented and followed

ISO gives world class specification for products, services and system to ensure quality safety and efficiency.

1. ISO/TS 16949:2002

ISO/TS 16949 is an International standard for technical specification aimed at the development of quality management system that provides for continual improvement emphasizing defect prevention and to reduction variation and waste in the automotive industry supply chain.

It include eight quality management principle namely

- Customer
- Leadership
- Involvement of people
- Process approach
- System approach to management
- Continual improvement

2. ISO/TS 14001:2015

Specific requirement are required an environmental management system to enable an organization to develop and implements a policy and objective which take in to account legal requirement and other requirement to which organization subscribe and information about significant environmental aspects.

Six key elements of an EMS:-

- Environmental policy.

- Planning.
- Implementation and operation.
- Checking and corrective action.
- Continual improvement.
- Management review.

STYLE

Style is consider about leadership as per observation company has set up with democratic leadership style is very open and collegial style of running team. Ideas move freely amongst the group and are discussed openly. Everyone is given a seat at the table, and discussion is relatively free flowing.

Democratic leadership style means facilitating the conservation encouraging people to share their ideas, and then synthesizing all the information in to the best possible decision.

STAFF:

The company include all type of staff member namely managerial staff, technical staff, supervisory staff and clerical staff. Company has about 320 employees are working. According to data 270 employees are working in lower management level and 49 employees are working in middle management level and 2 employees are working in top level management.

The employees earn an average bonus of 20% total profit of the firm every year.

Managerial staff:

Company holds good managerial employee who is engage predominantly in executive and management function company set up every department has individual manager.

Supervisory staff:

Company has set up supervisor especially for production and manufacture departments more work has to be done on this particular area. This are the person who is in charge with supervising the other employee in the organization in this company they are employing experienced staff as supervisor.

Technical staff:

These are the staff they are responsible for the work related to technical aspect. In this company they are appointing well qualified and experienced person as technical staff.

Laboratory staff:

These are the staff they are responsible for the work related to Knowledge about metallurgy in relevant field this company are appointing well qualified and experienced person especially for foundry unit.

9. TRAINING PROCESS:

Purpose: To establish a procedure for determining competence, identifying training needs and impart training to support organizational objective of enhancing knowledge, skills and effective utilization of human resource.

Scope: Applicable for preparing competence Matrix, Skill matrix, identification of training needs, organizing and conducting training program for all employees of the organization.

For newly recruited employees, HR conduct the induction training program for knowing the roles of employee, following activities are covered in induction program. Based on the current knowledge of employees and changing needs and trends, Training plan is prepared. If any additional knowledge is required, the same will be provided by Internal/External training programs and updated in the training records.

The following are the training procedures followed by the company;

The training are classified as:-

- On Job Training.
- Awareness Training.
- Performance Improvement Training.
- Development Programs.
- Customer Complaint Training.

NEEDS AND EXPECTATIONS:

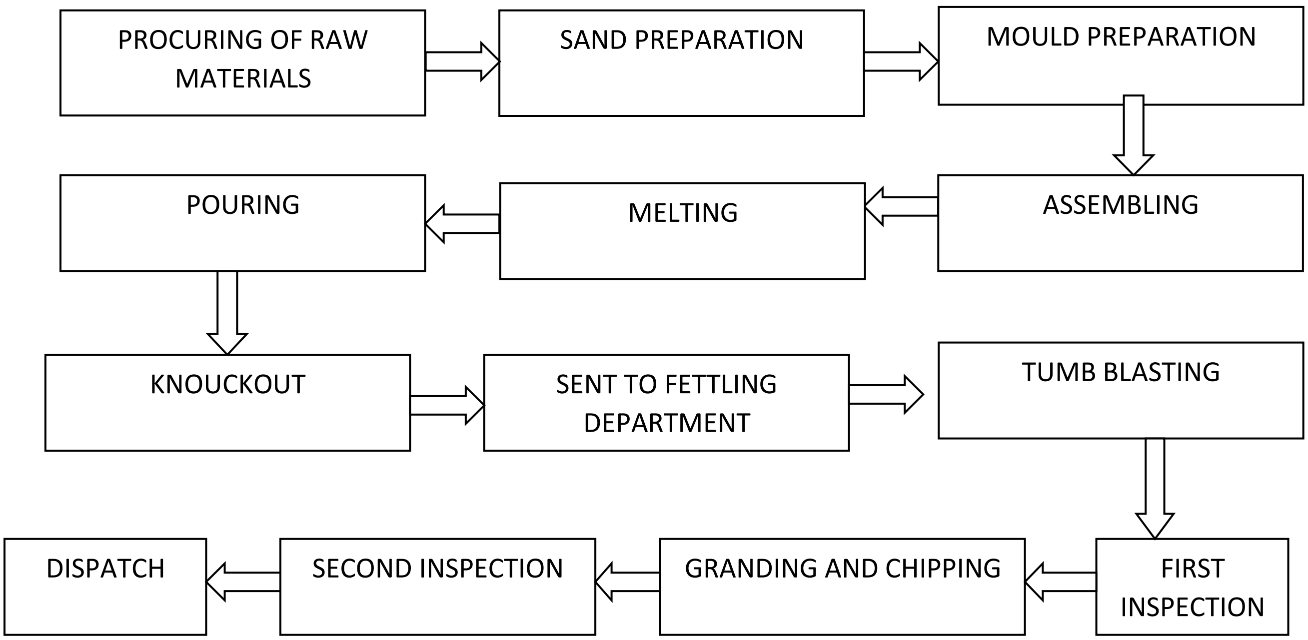
DETAILS	NEEDS	EXPECTATIONS
Suppliers	Payment commitment, Clear specification, Firm schedule, Forecast schedule	Increase in business % Feed back of the supplies made Co-operation in resolving the problems Regulatory applications Financial stability of the buyer Development of new by products
Employee	On time salary Incentives Friendly working atmosphere Safe work environment Transparency in the business, Training	Promotions w.r.t service period, Recognition of the skills, Enjoyment i.e. Family get together, Feel of the business partner, New technology induction, Health checkup/Medical coverage, Job security, Motivation
Management	Profitability, Growth, Return on investment Customer satisfaction Productivity improvement, Authority	Professionalism,Initiativeness, Responsibility, Co-operation with fellow employee, Punctuality, Discipline, Obedience, Long term service
Statutory and pollution boards	Adherence to the applicable t&c	Development of green belt, Intimation of new process adopted, Intimation of changes in the existing capacity, Train the interested parties,

10.INSPECTION AND TESTING DEPARTMENT

To ensure that all items or products parameter are meeting the specified requirements.All in process inspection & recording will be done as per the quality plans AA/I/QP/IC/01 to AA/i/QP/IP/02 by production supervisor & wedge test will be conducted as per respective quality plan & will be disposed after conforming the grade of metal.

PROCESS CHART

CHART NO 2.2



The above figure of production process of the organization shows that, firstly the raw materials are procured and later sent those raw materials for sand preparation at the same time the moulds are prepared and the materials are assembled in a particular place for melting and which is poured in the moulds later which is knouckouted and sent to the fettling department and tumblasting later the product sent for the first inspection department and later sent to grinding and chipping after that its again sent to second inspection and finally the product is dispatched.

CASTING PROCESS AT ABHISHEK ALLOYS PVT LTD

At Abhishek Alloys Pvt Ltd resin coated sand is used for shell mould making. Resin coated sand preparation is carried out at Unit-3. In this two sand mullers are installed for resin coating process. The waste sand is recycled and used. The waste sand is generated after pouring the metal. This sand is to be mixed with following ingredients

- Red oxide
- Resin
- Hardener

Mixing composition for red oxide, resin and hardener for a grade 4.0% is as follows.

Raw Material	Sand Qty	Red oxide Qty	Resin Qty	Hardener Qty	Total
Sand Muller 1	150kgs	225GMS	6.0kgs	1.080kgs	1.305kgs
Sand Muller 2	120kgs	180GMS	4.80kgs	0.865kgs	1.405kgs

Different types of molding sand

- Green sand
- Dry sand
- Loam sand
- Facing sand
- Backing sand
- Parting sand
- Core sand

FIGURE 2.4

Natural Sand

Cerabead Resin Coated Sand

Red Oxide	Resin and Hardener
 Pig Iron	 Casting

RESIN COATED SAND PREPERATION

There are two types of sand used for shell/core making in AAPL

1 Natural sand

2 Cerabead sand (Prepared where surface finish of casting is important)

Process:

1 Before taking for processing, sand is inspected for AFS value (55-75)

2 150 Kg sand, 0.225Kg red oxide, 6Kg resin and 1.080 kg hardener is mixed thoroughly

In a Muller for 10 minutes at temperature of 180 degree (processing temp)

3 processed sand is sieved and collected in a hopper through belt conveyer

4 Processed sand is inspected for qualification of Hot tensile strength, peel back test, Gas evaluation and Transverse strength

5 Hot tensile strength is considered as critical parameter

- Process sand is sent for shell making through transport vehicle
- After castings are produced in melting, unit burnt sand is separated from casting and sent for reclamation to Foundry cluster and reused for processing R.C. sand.
- MSDS (Material Safety Data Sheet) is followed for handling of Resin

MELTING

In foundry there are two melting pots of capacity 500 Kg each raw material 125kg Pig Iron, 125 kg CRCA scrap and 250kg R R are put in the pot and melted in sequence add Ferro alloys, shell coke and slag holding material during melting stage.

Metal is heated for 1300-1350 degree. Temperature is checked by pyrometer Spectro coin is prepared of the bath and sent for inspection to laboratory on receipt of the lab report add required alloys like Silicate, Copper to meet the final quality requirements. Transfer the molton metal when the temperature is @ 1600 degree to pouring ladle. Pour the metal in the mould which are packed the metal box packed with sand. Verify the pouring temperature by Pyrometer. After specific time casting are knocked out. Knock time is identified as critical parameter as finished casting quality parameters are controlled at this stageFor fly weight Hardness required is 190-240 BHN measured by steel ball of Die 10mm and weight of 1000 Kg(Brinnel Hardness number) Again casting are inspected in laboratory for mechanical properties and microstructure as applicable for that casting.

Fettling (unit-1)

In fettling section there are Tumblasing and Shot blazing machines used for scaling removalSteel shots are used in both the machines to achieve the required surface finish,Processed for specified time and quantityAfter shot blasting casting are taken for grinding to remove sharp edges and parting lines and unwanted projections Grinding wheel speed is @ 1800-2000 RPM It is checked by TachometerIf there is any customers specific requirements, casting are identified with Heat code No,Month and year of manufacturing for traceability Castings are painted in paint booth and oiled in oil dunking machine as applicable and dispatched as per the work instruction of packing and dispatch

Heat treatment

AAPL has a unique heat treatment facility of Austentizing with salt quenching embedded with SCADA program

Machine shop(unit-2)

In machine shop there are two parts of customer Bosch named flyweights Parts are put in vibro machine with sand stones and are vibrated for 30 minutes to remove sharp edges(200 parts and 25 kg sand stone) Set up approval is made at the start of the shift. Parts are machined for different parameters like slot milling,drilling,chamfering, reaming on CNC machines i.e. Abhiyant, Dhruva, Agni etc. After every parameter machining, parts are inspected with different gauges i.e. Depth gauge,plug gauge,snap gauge height gauge ,air gauge Some customer specified critical parameters are inspected 100%

At all stages calibrated instruments and gauges are used.In some case customer supplied gauges are used i.e. Masters In final stage inspection important parameters are checked 100% by customer supplied gauges Flyweights are processed in batch quantity of 8 in a batch. 2000 parts are produced in one shift On the shop floor, Control plans and work instructions and limit samples are displayed for monitoring the product quality Manufacturing process is established to qualify VDA 6.3 standard.Bosch specific requirement) Accepted parts are kept in green colored trays and sent for washing After that parts are dipped in rust preventive oil and are packed supplier provided trays. Dispatch logistic is under the control of customer Boach

FIGURE NO 2.6

Shell/Core making (unit-3)

Resin coated sand is inspected for moisture content and stored in hopper Pattern is verified for any damage,dent mark before loading on the machine Ejector pin level is verified for uniform level, and air pressure is set for the specified value For both dies of pattern required temperature is set as per the work instruction For fly weight shell top die temp is 260°C and bottom die temp is 290°C Air pressure is 5.2 Kg/Cm2 Machine is set in auto mode and verified that both the dies are mated each other Shooting of the sand takes place on the top die. After specified curing time top die goes up automatically and shell from the bottom die is ejected For flyweight curing time is 260 secondsShell is verified for baking color by comparing with the photo displayed near the machine.Color of the shell is identified as critical parameter Then the shell is collected manually.Inspection is made for any crack,unfilled,war page and shifted to designated area Then shell assembly is made by using the core fix manually in cold to cold condition and clamped the the fasteners Painting is made at specified area if required to get good surface finish on casting In hot to hot condition assembly is made on auto glower machine

The assembly is called mouldThis mould is sent for casting production On the shop floor, Control plans and work instructions and limit samples are displayed for monitoring the product quality Manufacturing process is established to qualify ISO 9001-2015 standard. AAPL has got unique facility of producing QSK 23 shell of 80KG and length of 1500 mm length on Hydro pack shell shooting machine.

FIGURE NO 2.7

Astempering ductile Iron (unit-4)

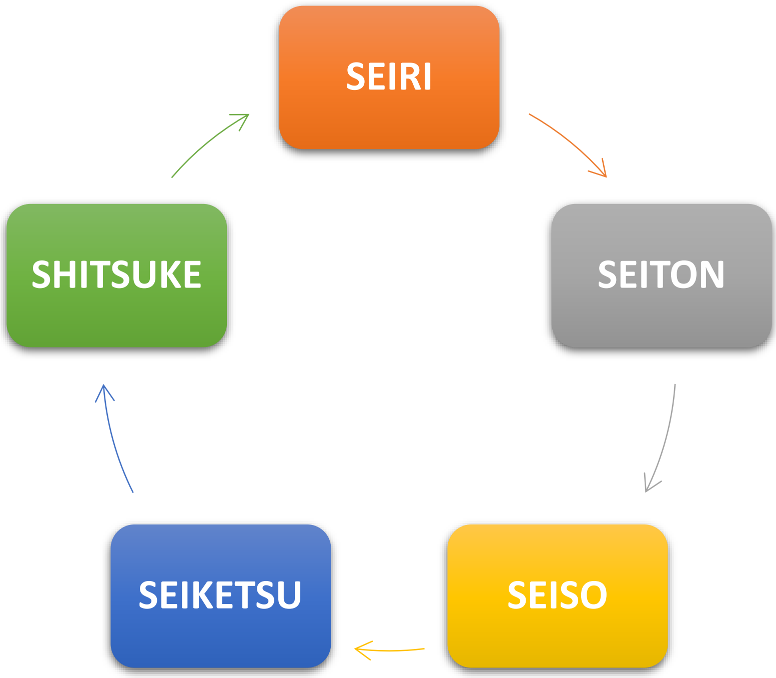
There are 2 furnaces of capacity 500kg and 1000 kgMethanol,LPG and Nitrogen is used to creating barrier atmosphere for heating the chargeRequired process and cycle is set in SCADA program In this process depending on the grade charge is heated to @ 900 degree with Carbon potential of 0.8-1.1 %Charge is soaked in the furnace for 60-90 minutes. Once the cycle is completed change is transferred to HI SALT chamber where the molton salt temperature is @ 120-150 degree Charge is soaked for 90-

120 minutes.Once the cycle is completed charge is transferred to cooling chamber and washing chamber in sequence. Now the cycle is completeCharge is identified with heat no and quantity. And inspected for mechanical properties and microstructure and stored in designated area for packing Mechanical properties are Hardness,Tensile strength,Yield strength,elongation and microstructureProcess is established to qualify CQI -9 standard (Continuous Quality Improvement -9)At present charges are for customers namely NAVISTAR Orissa and SONA BLW Pune

FIGURE NO 2.8

KAIZEN'S 5S FRAMEWORKS

CHART NO 2.3



5S IS Methodology that is used in workplace across the world. The "5S" name comes from the 5 Japanese words that make up the process. The five words are Seiri, Sieton, seiso, Seiketsu and Shitsuke. Roughly translated these words stand for sort, set in order, shine, standardize, and sustain. They all describe ways in which you can make the most of your workplace for maximum productivity. There is an easy breakdown for each step so that you can make the most of this method in your business.

1. **Sort(Organization):-** Separate needed items from unneeded and eliminate the latter.
2. **Set in order(orderliness):-** Keep needed items in the correct place to allow easy and fast retrieval.
3. **Shine(cleanliness):-** Keep the workplace swept and clean.
4. **Standardize(standardized cleanup):-** Creates a consistent approach with which tasks and procedures are done.
5. **Sustain(discipline):-** Habit to maintain established processes.

SWOT ANALYSIS

Strengths:

- Skilled Manpower
- Proper organization structure
- Backward integration
- Good quality System-ISO/IATF 16949
- Good in-house testing facilities and well equipped laboratory
- Open space available for diversification /Expansion of the business
- Integrated own Foundry, shell making, R.C. sand and ADI units

Weakness:

- Manpower not available for assembly parts with required competency
- No marketing strategy developed for tapping new customers
- No planning for outsourcing
- More lead time for development
- No defined accountability
- Sharing process technology with visitors
- Cost of shell mould casting is more

Opportunities:

- Strong technical team for new product/existing product development
- Demand for finished parts is in increasing due to boom in industry
- Export market has improved due to simplied govt regulations
- Opportunity for developing austenitising process for cast iron and steel
- Process optimization and process improvement to reduce overall waste

Threat:

- Loosing order of existing customer for quality issues
- Perception of customer not measured
- Sensitive price for new part
- Development of parts by competitors using low level technology

ACHIEVEMENTS AND AWARDS

Certified with IOS/TS 16949:2002 by TUV in 2004.

Certified with IOS/TS 14001:2004 by TUV in2014.

"0" ppm award from M/S Bosch Ltd. in their supplies to Bangalore Plant in the year 2005

National Award for **"Outstanding Entrepreneur"** from the President of India in the year 1993

"Supplier Award" by M/S Bosch Ltd. Bangalore in the year 2009

"Casting Of The Year" award in 2010 at 58th Indian Foundry Congress held at Ahmedabad

"Casting Of the Year" award in 2014 at 62nd Indian Foundry Congress held at Ahmedabad

CHAPTER-3

THEORETICAL BACKGROUND

OUTLINE OF THE STUDY

The study of Ratio Analysis is very important. It involves the study of day-to-day affairs of the company/organization. The motive behind the study is to develop an understanding about the Ratio Analysis management in the running business organization and to help the company in developing the efficient working capital management. Therefore it helps in future planning and control decisions.

OBJECTIVES OF THE STUDY

The objectives of this study are:-

- To gain a valuable insight of the aspects of business operation.
- Comparative analysis of the performance.
- To analyze the future need of working capital in the organization.
- To achieve technological distinction and competitive edge.
- Assurance for continuous improvement in process, methods, productivity and quality.
- To increase employees mutual trust, respect and training.

SCOPE OF THE STUDY

The study is conducted at “ABHISHEK ALLOYS”, BELAGAVI for one month duration. The study of working capital management is purely based on secondary data and all the information and data is available within the company itself in the form of records. To get a proper understanding of the concept, I have studied the balance sheets, profit and loss account. I have gathered the information from the Management Representative of the company. So, the scope of the study is limited up to the availability of official records and information provided by the company .The study is related to the period of last three financial years. This study also includes an observation of different year's working capital of 'ABHISHEK ALLOYS' and its financial position.

RESEARCH METHODOLOGY

The term research refers to the systematic method consisting of enunciating the problem, formulating a hypothesis, collecting the data, analyzing the facts and reaching the certain conclusions either in the form of solution towards the concern problem or in certain generalization for some theoretical formulation.

Research methodology is a way to solve systematically the research problem. It may be understood as a science how research is done scientifically.

TIME PERIOD OF THE STUDY:

The study was undertaken during the four weeks from 8th December 2018 to 7th January 2019.

RESEARCH DESIGN:

Descriptive research procedure is used for describing the situation in the organization and analytical research to analyze the result by using research tools.

DESCRIPTIVE RESEARCH:

Descriptive research, also known as statistical research, describes data and characteristics about the population on phenomenon being studied. Descriptive research answers the questions who, what, where, when, how etc.

In short, descriptive research deals with everything that can be counted and studied. But there are always restrictions to that. Your research must have an impact to the lives of the people around you. For example, finding the most frequent disease that affect the children of a town the reader of the research will know what to do to prevent that disease thus, more people will live a healthy life.

DATA SOURCE AND DATA COLLECTION METHODS:

There are two types of data:

1) Primary Data
2) Secondary Data

PRIMARY DATA:

Primary data can be explained as information collected from sources such as personal interviews, questionnaires or surveys, with a specific intention and on a specific subject and observation and discussion by researcher himself/herself, which information is then assessed by that person. It is a direct approach and, as it is tailored to a company's particular needs, reveals apparently, much needed information to that company which started the research; that is, the results are used for the purpose for which they were originally intended. Data observed or collected directly from first-hand experience is called primary data.
Primary data is information that you collect specifically for the purpose of your research project. An advantage of primary data is that it is specifically tailored to your research needs. A disadvantage is that it is expensive to obtain.

Here, it comprises of information obtained during discussion with the staff and the management representative of the company.

SECONDARY DATA:

Secondary data is the information that is already available somewhere, whether it be in journals, on the internet, in a company's records, or on a larger scale, in corporate or government archives.

Secondary data allows for comparison of several years worth of statistical information relating to, for example, a sector of economy, where the information may be used to measure the effects of change or whatever it is that is being researched.

Here the analysis is done on the basis of secondary data, which includes:

- Balance Sheet of the company
- Profit and loss A/C of the company

PURPOSE:

The purpose of this study is to properly analyze, understand and interpret the ratio of ABHISHEK ALLOYS, BELAGAVI.

LIMITATIONS OF THE STUDY:

- Considerable shortage of time available resulted as a limiting factor.

The data available was related to last 3 years only

CONCEPTUAL BACKGROUND

CONCEPTUAL BACKGROUND:

Financial ratios illuminate relationship between different features of business process. Ratios are involved in the comparison of elements from a balance sheet or income statement, and are crafted with particular facts of focus in mind. Ratios can provide business owners & managers with a valuable instrument to measure their growth against programmed internal goals, a certain opponent, or the overall industry. In other words tracking various ratios over the time is a powerful way to classify trends as they grow. Banker, Shareholders, &Business analysis to assess various qualities of a company's financial strength or operating result also use ratios.

Financial ratios are determined by separating one number by another, and are generallystated as a percentage. They allow business owners to study the relationship between seemingly unrelated items & thus growth useful information for conclusion. Practically and financial statistics can be matched with a small set of ratios order to identify where developments are needed.

Meaning:

Financial Ratio Analysis is the comparison and calculation of various ratios which are specified from the information in a company's financial accounts. The level &past trends of these ratios can be used to make inference about a company's financial situation, its process and attractiveness as an investment.

The procedure is to identify the strength and weaknesses of company from the accessible accounting data and financial accounts. The Analysis is prepared by properly establishing the connection between the items of balance sheet and profit and loss account. A ratio can be defined as the indication of two mathematical expression.

Definition:

- ✓ A Ratio may be defined as "The indicated quotient of mathematical expression" & as the relationship between two or more things.

Limitation of Ratio:

- The ability of the firm to meet its current obligation.
- Ratio need to be compared with industry standard .this standard are net easily available.
- Number of financial statement limitations may affect the accuracy of Ratio analysis.
- It is not a additional for study of financial statement. It is a tool for measuring the performance of the business.

- Ratio analysis is based on quantitative facts.
- Ratio analysis can only be used for comparison with other firm of the same size & type.

Benefits of Ratio:

It is necessary to analyse the company's situation & monitor their performance by finding different ratio. Below are the some benefits of Ratio analysis.

- Ratio helps to compare performance of the industry.
- It helps to forecasting purposes.
- It helps to know the weak spot of the industry.
- It helps to review the accounting information in a required industry.
- It helps to accomplish effective cooperation.
- It benefits to reduce the wastage & inadequacies.
- Ratio analysis is an active instrument for computing the effective result of the industry.
- It offersprovision to the management to fix duties.
- It helps to business to take quick decision related to the industry.
- Ratio analysis control the process& resources of the industry.

Objectives of Ratio Analysis

- To know the region of the business which need more attention.
- To know about the possible areas which can be developed with effort in the chosen direction.
- To provide a deeper study of the liquidity,profitability,efficiency and solvency level in the business.
- To provide information for making cross-sectional analysis by relating the performance with the best business standards.
- To provide information derived from financial statements useful for making projection and estimates for the future.

Advantages of Ratio Analysis

The Ratio Analysis make us understand various problem areas as well as the bright spots of the business. The understanding of problem areas help management take care of them in future. The understanding of area which are working better helps you progress the situation further. If must be emphasized that ratios are means to an end rather than the end in themselves. Their role is essentially indicative and that of a whistle blower. There are many advantages derived from ratio analysis. These are summer used as follows.

1. **Helps to know efficiency of decision**

The ratio analysis helps you to know whether the business firm has taken the correct kind of operating, investing and financing decisions. It indicates how they have helped in improving the performance.

2. **Simplify complex figures and establish contacts**

Ratios helps in simplifying the complex accounting figures and bring out their contacts. They help summarize the financial information successfully and asses the managerial efficiency, earning capacity, firm's credit worthiness, etc.

3. **Supportive in comparative analysis**

The ratios are not be considered for one year only. When many years figures are kept side, they help a great deal in exploring the movements visible in the industry. The information of trend help in making projection about the industry which is very useful feature.

4. **Identification of problem areas**

Ratios helps business in identifying the problem parts as well as the bright areas of the business in identifying the problem areas would need more attention and bright areas will need polishing to have still better results.

5. **Enable SWOT analysis**

Ratios help a great deal in clarifying the changes occurring in the business. The information of change helps the management a great deal in understanding theopportunities&current threats &allows business to do its own SWOT analysis.

6. **Various relationships**

Ratios helps relationships with certain bench marks to assess as to whether company's performance is better or otherwise. For this purpose, liquidity, profitability, solvency, etc. of a business, may be matched. (1) overa number of accounting periods with itself (2) with other business enterprises and (3) with standards set for that business.

Classification of Ratios:

Financial Ratios are classified into four categories. They are as follows,

1. Liquidity Ratio.
2. Solvency Ratio.
3. Turnover Ratio.
4. Profitability Ratio.

1. **Liquidity Ratio:**
Liquidity ratio measures the ability to see current obligations. Study of liquidity needs the preparation of cash budgets & cash funds flow statements, but liquidity ratios by founding other current assets to current obligations, provide a quick measure of liquidity. There are three ratios are used while measure the liquidity ratios such as
    a. Current Ratio
    b. Quick Ratio

a) **Current Ratio:**

Current assets include cash & those assets that can be converted into cash within a year. Current liabilities includes creditors, bills payable, accrued expenses that can be payable within a year.
Current Ratio provides the connection between the current assets & current liabilities. It benefits to measure the ability of the industry to meet its current obligations. Current Ratio is always 2:1 which identifies current assets double the current liabilities that is reflected to be reasonable. If the current assets will be greater than the current liabilities that is the current Ratio is more liquid for the industry to pay its commitments. If the liabilities are more than the current assets then it will be challenging to pay obligation.

b)Quick Ratio:

Quick Ratio is also called as Acid-test ratio. A relationship between quick or liquid, asset & liabilities.
The Quick Ratio is 1:1 when quick ratio is high the firm, liquidity position is well to meet its obligation. When the quick ratio is low the liquidity position of the industry is poor.

2. **Solvency Ratio:**
Solvency ratios benefits to determine a firm's long-term solvency. It is used to evaluate the long-term debt paying ability of the industry.
short-term solvency comes under liquidity & turnover ratio.Solvency ratio looks at the businesses long-term financial strength to meet its obligations.
Liquidity Ratios are as follows
    a. Debt to total funds ratio.
    b. Proprietary ratio.

a. Debt to total funds ratio:

The debt to total assets ratio shows how much of a business is owned by creditors compared with how much of the company's assets are owned by shareholders.

b. **Proprietary Ratio:**

Proprietary ratio is also called as equity ratio of net worth to total asset ratio. Proprietary ratio indicates the owner's stake in the total asset of the firm. The low ratio directs high risk. Greater the ratio the position of the firm concern is safe.

3. **Activity Ratio or Turnover Ratio:**

Activity Ratio are also referred as Turnover Ratio, Performance Ratio & Efficiency ratio. These ratios are important support of financing ratio as they symbolized the speed at which the sales are being made.

Types of turnover ratio:-

a. Debtor's turnover ratio.
b. Fixed asset turnover ratio.

a. **Debtors turnover ratio:**

Debtor's turnover ratio shows the relationship between sales & receivables. And shows the numbers of times the receivable are turned over in the firm through the period that is it show how debtors are converted into cash. Debtor's turnover ratio as also known as Receivable turnover.

b. **Fixed asset turnover ratio:**

Fixed assets turnover ratio shows the relationship between cost of goods sold & total fixed assets. And shows the efficiency of properties. If the ratio is higher it specifies that the firm has effectively utilized the fixed assets.

4. **Profitability Ratio:**

Profitability ratios are calculated to identify the result of the firm's activities. Profitability ratios provide the data about management performance in using the resources of the firm. It can be restrained on the basis of capacity of profit margin of activity.

There are some profitability ratios are as follows

a. Gross profit ratio
b. Net profit ratio
c. Return on equity ratio.

a. **Gross profit ratio:**
Gross profit ratio measures the margin on sales the company is achieving. It is calculated by dividing gross profit by net sales. If the gross profit is higher the selling price is increased & decrease in cost of goods sold. If the gross profit is low decline in selling price &rise in cost of goods sold.

b. **Net profit ratio:**
Net profit measures the overall profitability of the firm. Net profit shows the effectiveness of the management.
Net profit contain non-operating incomes like discount received, commission received, interest on investment etc. profit shows the margin available after subtracting operating expenses &subtracting cost of production & income taxfrom the sales revenue. Greater the Net profit ratiogreater will be the performance of the firm

C. Return on equity ratio:

The return on equity ratio essentially measures the rate of return that the owners of common stock of a company receive on their shareholdings.

CHAPTER-4

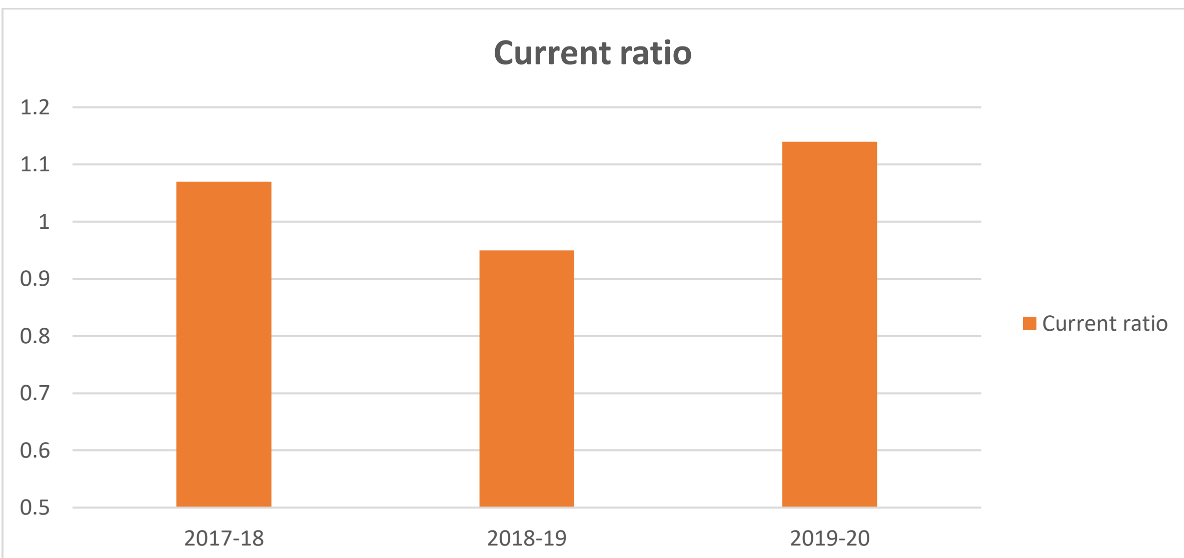
DATA ANALYSIS AND INTERPRETATION

1. Current Ratio

Current Ratio = Current Assets/ Current Liabilities

Solution:

Year	2017-18	2018-19	2019-20
Current assets	971.02	906.06	780.29
Current liabilities	910.23	950.13	685.37
Current ratio	1.07	0.95	1.14



Interpretation:

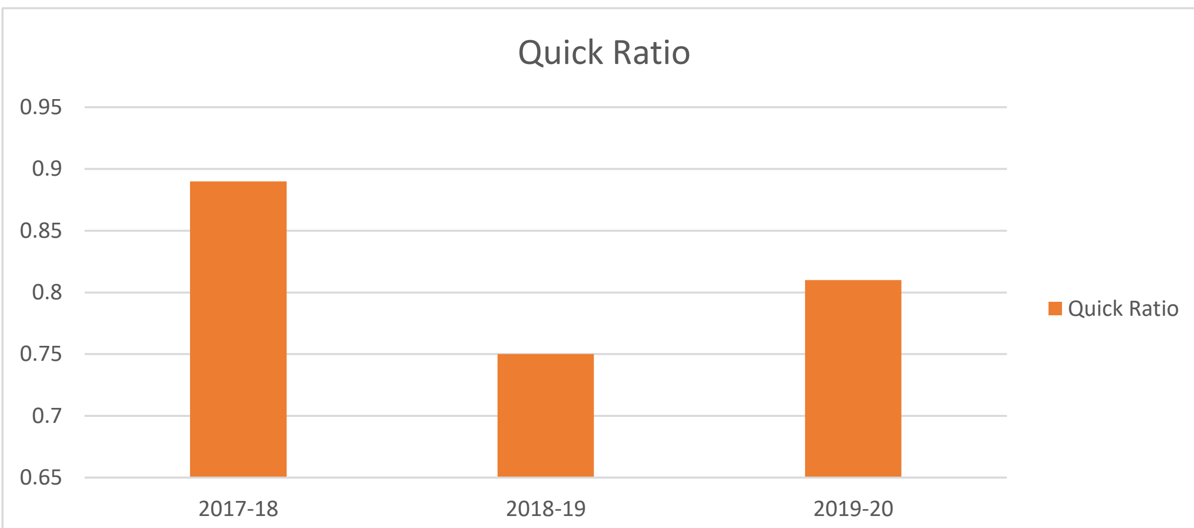
The current ratio for the year 2017, 2018 and 2019 are 1.07, 0.95 and 1.14 respectively. The ideal of current ratio is 1. And hence the following years with the ratios are ideal for the company as they are not less than 1 and not more than 1.

2. Quick Ratio

Quick Ratio = Quick assets / Quick liability

Solution:

Year	2017-18	2018-19	2019-20
Quick assets	808.95	714.37	556.35
Quick liability	910.23	950.13	685.37
Quick ratio	0.89	0.75	0.81



Interpretation:

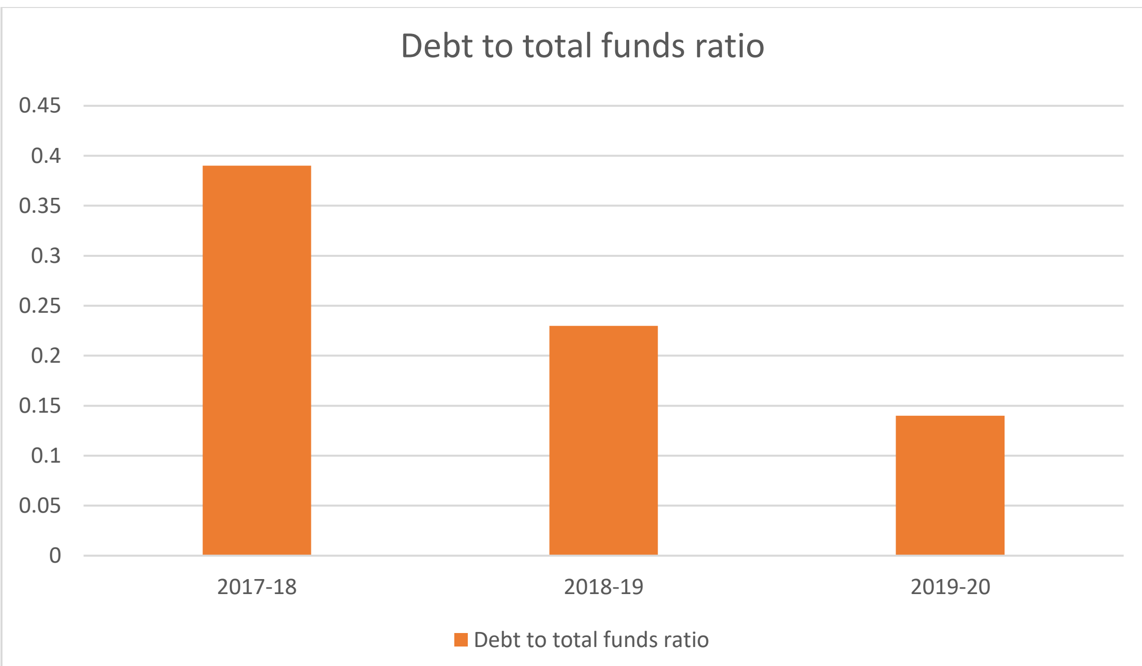
The Quick ratio for the year 2017, 2018 and 2019 are 0.89, 0.75 and 0.81 respectively. The ideal of quick ratio is 1:1. As the quick ratio is below 1:1 so the firm's liquidity position is not good.

3. Debt to total funds ratio

$$\text{Debt to total funds ratio} = \frac{\text{Debt}}{\text{Total funds}}$$

Solution:

Year	2017-18	2018-19	2019-20
Debt	910.23	950.13	685.37
Total funds	2330.56	4098.33	4800.83
Debt to total funds ratio	0.39	0.23	0.14



Interpretation:

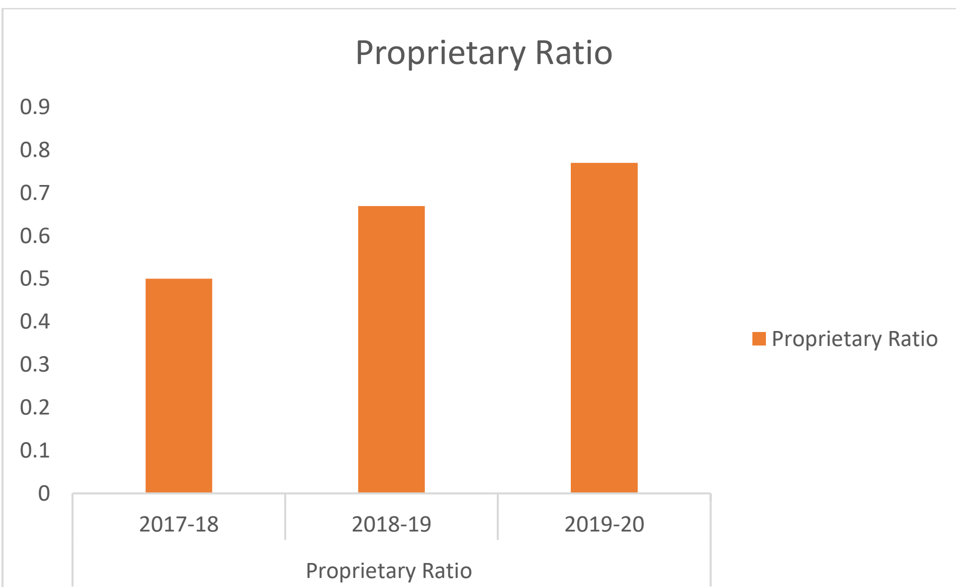
Debtor's ratio is gradually decreasing over the years. There is slight fluctuation and ratio falls to 0.14 in 2019-20.But it is in the acceptable parameters.

4. Proprietary Ratio

Proprietary ratio = Shareholders fund / Total assets

Solution:

Year	2017-18	2018-19	2019-20
Shareholders fund	2330.56	4098.33	4800.83
Total assets	4631.53	6059.99	6219.87
Proprietary ratio	0.50	0.67	0.77



Interpretation:

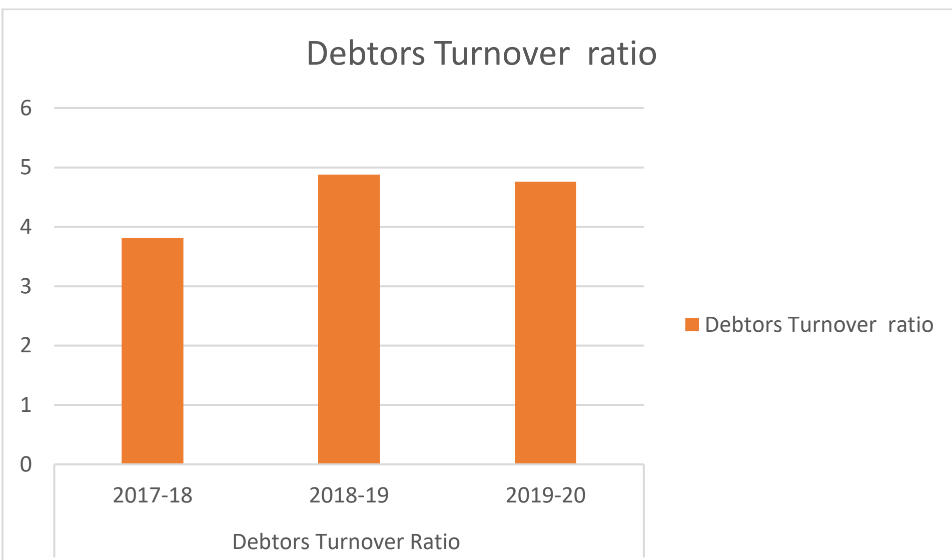
The proprietary ratio for the year 2017 to 2019 is 0.50, 0.67 and 0. 77 respectfully. The above graph shows that the proprietary ratio is gradually increasing from last 3 years. Which shows company is having a good financial position.

5. Debtors turnover ratio

Debtor's turnover ratio = Total sales / Account receivable

Solution:

Year	2017-18	2018-19	2019-20
Total sales	3703.3	4415.45	3713.85
Account receivable	971.02	906.06	780.29
Debtors turnover ratio	3.81 times	4.88 times	4.76 times



Interpretation:

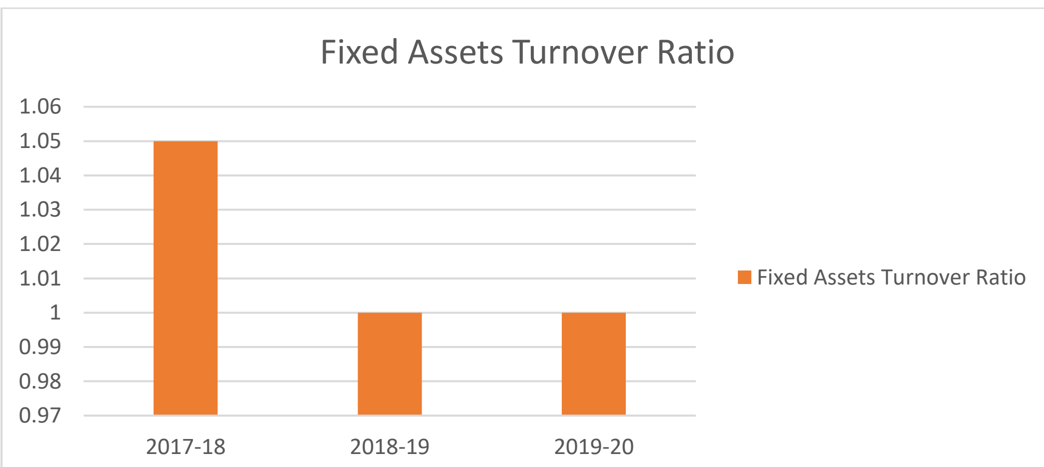
Debtor's turnover ratio measures how many times receivables are collected during a particular period the graph shows that the year 2017, 2018 and 2019 the ratios are 3.81, 4.88 and 4.76 respectively. It means the ratio is slowly increasing which shows the firms efficiency to recover its debts are increasing.

6. Fixed asset turnover ratio

Fixed assets turnover ratio = Net sales / Net fixed assets

Solution:

Year	2017-18	2018-19	2019-20
Net sales	3695.18	4400.89	3703.3
Net fixed assets	3535.18	4874.84	5116.7
FATR	1.05	0.90	10.72



Interpretation:

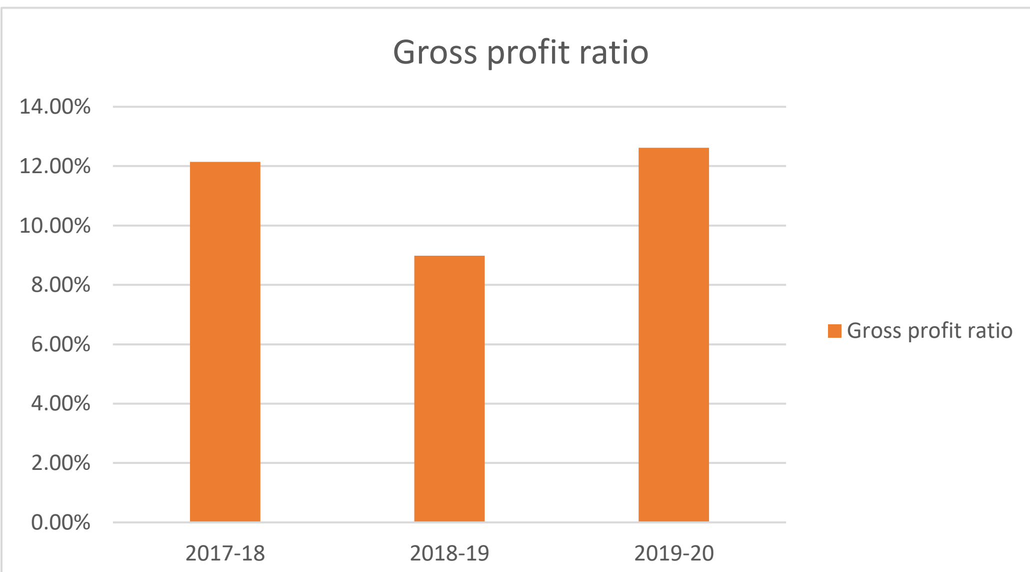
The above graph shows that the fixed assets turnover ratio is decreasing from last 3 years that shows that the fixed assets are not entirely used and the excess investment in fixed assets is not justified.

7. Gross profit ratio

Gross profit ratio = Gross profit / Net sales × 100

Solution:

Year	2017-18	3018-19	2019-20
Gross profit	449.22	395.27	467.67
Net sales	3695.18	4500.89	3703.3
Gross profit ratio	12.15%	8.98%	12.62%



Interpretation:

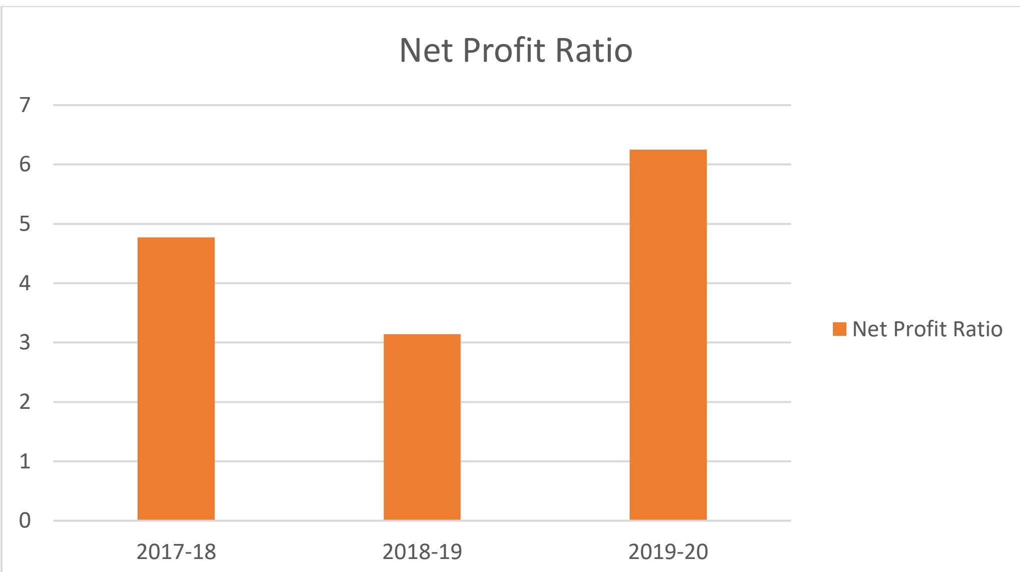
This ratio measures the profitability of the company. The above graph shows that the gross profit of the company is average. In the year 2018, gross profit was low when compared to two years. It is because of high competition as due to increase in direct expenses.

8. Net profit ratio

Net profit ratio = Net profit / Net sales × 100

Solution:

Year	2017-18	2018-19	2019-20
Net profit	176.36	138	231.79
Net sales	3695.18	4400.89	3703.3
Net profit ratio	4.77%	3.14%	6.25%



Interpretation:

Net profit measures the overall profitability of the firm. Net profit shows the effectiveness of the management. This ratio shows that the profitability of the firm is low. Because the ideal of this ratio is

10% is consider to be average

20% is consider to be good and

5% consider to be low.

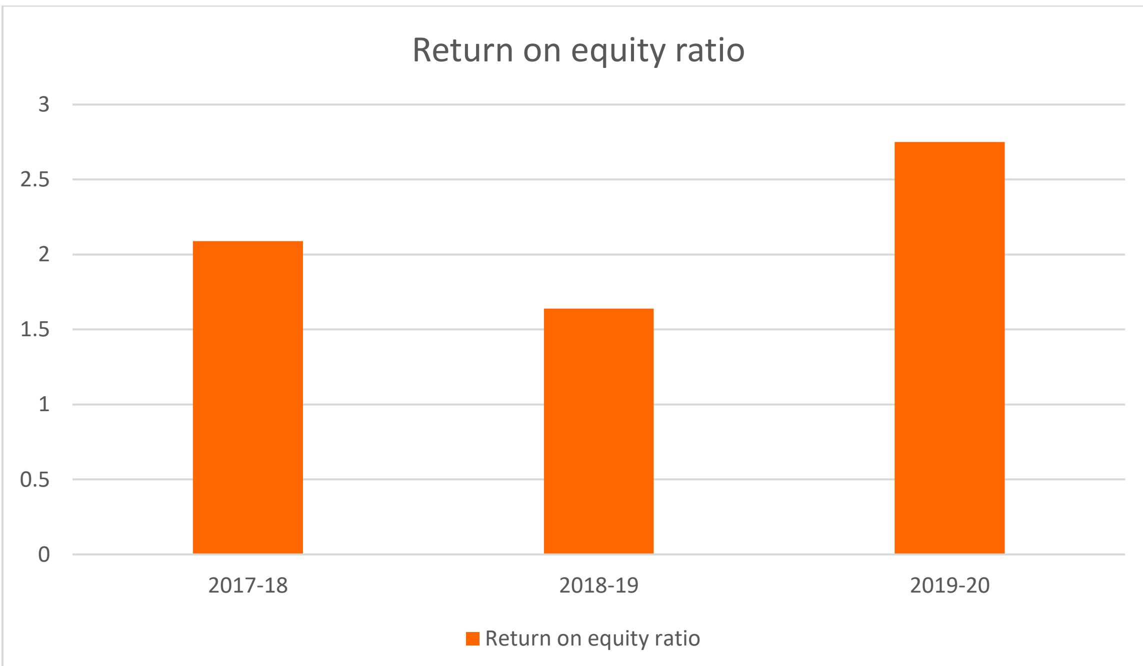
9. Return on equity ratio

Return on equity ratio= $\frac{\text{PAT}}{}$ x 100

Shareholders funds

Solution:

Year	2017-18	2018-19	2020-21
PAT	176.36	138	231.79
Shareholders funds	84	84	84
Return on equity ratio	2.09	1.64	2.75



Interpretation:

In the year 2017-18 the ROE is 2.09, 2018-19 the ROE is 1.64 and in the year 2020-21the ROE is 2.75 respectively it is in the acceptable parameter. The return on equity should be high so that it can have higher value of shares.

Chapter 5

Findings, Suggestions and Conclusion

Findings

- It is found that quick ratio of the company is unsatisfactory it is not as per the norms1:1.
- Fixed assets are not entirely used it is showing fixed assets turnover ratio is decreasing from last 3years.
- Debt to total funds ratio is decreasing.
- Gross profit ratio is has decreased in the year2019-20.
- Net profit of the company is low in the year 2018-19.

Suggestions

- As a quick ratio is below 1:1 so the firms liquidity position can be improved by reducing overhead.
- Fixed asset turnover ratio can be increased by reducing inventory.
- As it is showing that the debt to total funds ratio is decreasing the company can improve by issuing new or additional shares to increase its cash flow.
- I suggest the company to increase gross profit by having proper check on manufacturing process of the plant and increase production.
- Net profit of the company is low company can improve its net profit by increasing sales.

Conclusion

The Ratio Analysis study provides an overall view of companies liquidity position and its performance. Ratio Analysis plays a significant role in the company.

The project of ratio analysis in the manufacturing concern is not merely a work of the project. But a brief knowledge and experience of that how to analyse the financial performance of the company. Through the study I gained theoretical knowledge & practical skills.

This study was beneficial as it helped me increase my practical knowledge.

Bibliography

Books

- I M Pandey, 6th edition financial management.
- M Y Khan & P K Jain, 10th edition financial management.
- Annual reports of company.

Websites

- www.abhishekalloys.com

APPENDIX

FINANCIAL STATEMENT

Profit & Loss Account (Amounts in lakhs Rs.)

PARTICULARS	2017-18	2018-19	2019-20
Net sales	3695.18	4400.89	3703.3
Add increase in			
Add other income	8.79	14.56	10.55
Total	3703.98	4415.45	3713.85
Raw material	1310.37	1587.46	1063.73
Consumable	101.7	224.97	175.46
Power (only)	452.01	524.52	494.45
Employees cost	858.68	1023.97	928.09
Manufacturing	372	443.89	357.54
Depreciation	160	215.37	226.96
Sub total	3254.76	4020.18	3246.16
Gross total	449.22	395.27	467.67
Admin & Selling expenses	158.64	138.79	169.93
Cost of finance	64.22	65.31	65.97
Sub total	222.86	204.1	235.9
Operating expenses	226.36	191.17	231.79
Add extra ordinary			
Operating profit	226.36	191.17	231.79
Provision for tax	50	53.17	
Provision for			
Net profit after tax	176.36	138	231.79
cash generation			

Balance sheet (Amounts in lakhs Rs.)

PARTICULARS	2017-18	2018-19	2019-20
Share capital	84	84	84
Reserve & Surplus			
Capital revenue			
Depreciationreserves& general	2631.11	3989	4541.08
Secured loan			
Term loan	543.7	455.14	359.07
Cash credit	245.16	337.85	278.68
Deferred tax liability	217.33	242.96	
Unsecured loan			
C.S.T Payable /Vat			271.67
Current liabilities			
Sundry creditors	627.36	593.54	480.31
Other liabilities & provision	232.87	310.59	205.06
Provision for taxable	50	46	
Total liabilities	4631.53	6059.99	6219.87
ASSETS			
Gross block	3263.7	4672.78	4819.31
Investments	13.26	417.43	524.35
Current assets			
Closing stock	162.07	191.69	223.94
Sundry debtors	800.58	702.63	550.79
Cash & bank balance	8.37	11.74	5.56
Loans & Advances	383.55	63.72	95.92
Total assets	4631.53	6059.99	6219.87

SKE SOCIETY'S

RPD COLLEGE OF ARTS AND COMMERCE DEPT OF BBA

BELAGAVI

(Affiliated to Rani Channamma University, Belagavi)

A project report on

"INVENTORY MANAGEMENT"

Undertaken At

"Shri Someshwar Sahakari Sakkare Kharkhane Niyamith Bailhongal"

Submitted By

MISS. JYOTI KAROSHI

Reg. No. B1811209

BBA 5th Sem.

Under the Guidance of

Organizational Guide	**Institute Guide**
Mrs. Vidya Kudsommannavar.	**Prof. Mrs. Poonam Kadapure**

SKE SOCIETY'S

RPD COLLEGE OF ARTS AND COMMERCE DEPT OF BBA

BELAGAVI

(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

Certificate

This is to certify that **MISS.JYOTI KAROSHI** has satisfactorily completed the project at **"**Shri Someshwar Sahakari Sakkare Kharkhane Niyamith Bailhongal.**"** In partial fulfilment of award of Bachelor's Degree in Business Administration by **Rani Channamma University, Belagavi** for the year 2020-2021

Guide	**Director**
Prof. Mrs. Poonam Kadapure.	**Prof. S. S. Shimangoudar**

DECLARATION

I Miss.**JYOTI KAROSHI** with University Register No.B1811209 here by declare that the Project Report entitled a study on **" INVENTORY MANAGEMENT"** at **SHRI SOMESHWAR SAHAKARI SAKKARE KHARKHANE NIYAMIT, BELAWADI"** has been prepared by me under the guidance and supervision of **Prof. Mrs. POONAM KADAPURE** Rani Parvati devi college of business administration The report is submitted to Rani Channamma University, Belagavi.

To the best of my Knowledge and brief, this report is original and bonafide work prepared by me.

Date: 3/9/2021 **MISS.JYOTI KAROSHI**

Place: Bailhongal (B1811209)

ACKNOWLEDGEMENT

I am very much pleased to place before you the project report on **“INVENTORY MANAGEMENT” At SHREE SOMESHWAR SAHAKARI SAKKARE KHARKHANE NIYAMIT,BELAWADI TALUK:BAILHONGAL.** In this report I have made an attempt to present actual framework of the company.

I wish to record my sincere gratitude to **Director**. **Prof. S.S.SHIMANGODAR** for his valuable suggestion and encouragement.

I would like to express my sincere thanks to **Prof. Mrs. POONAM KADAPURE** Co-ordinator and internal guide providing valuable suggestions, effective guidance and her kind co-operation in completing the project report.

I also like to express my thanks to **Mrs. Vidya Kudsommannavar SHRI SOMESHWAR SAHAKARI SAKKARE KHARKHANE NIYAMIT, BELAWADI, TALUK: BAILHONGAL** for her valuable support.

Finally, it is my bound duty to thank my parents, guardians and my dear friends for their support, encouragement and who have helped me directly or indirectly for smooth completion of this project.

Miss **JYOTI KAROSHI**

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PART – 1

INTRODUCTION

EXECUTIVE SUMMERY

Financial statements provide summarized view of financial position and operation of the company. Many parties are interested in financial statement analysis to know about the financial position of the firm. They include investors, creditors, lenders, suppliers etc. ratio analysis is the widely used tool of financial analyses. It is the systematic use of ratio to interpret the financial statements so that the strengths and weakness of a firm is determined.

Title:

To study the **INVENTORY MANAGEMENT** of **SHREE SOMESHWAR SAHAKARI SAKKARE KARKANE NIYAMITH BAILHONGAL.**

Project consists of analysis of financial performance on the bases of financial ratios. The study will reveal the financial performance of the firm which enables the management to know their financial strengths of the firm to make their best use. Study will also help to spot out financial weakness of the firm if any and to take suitable corrective action.

Miss .JYOTI KAROSHI

OBJECTIVE OF THE STUDY

The main objectives of the study are-

- To understand various techniques of inventory management and its control.
- To study the effectiveness of inventory management through various techniques.
- To analysed the function producers in inventory management.
- To make a comparative study of inventory management in last three years using inventory ratio techniques.

METHODOLOGY

Data Collection Methods

The data collection is basically classified into two types. They are:

- Primary Data
- Secondary Data

Primary Data: The primary data was collected through interaction with the HR Manager, Finance Manager and others in the organization. Some of the primary data collection methods used during the study are:

- Discussions
- Interviews
- Observations

Secondary Data: This study includes data which recorded by the organization and other research studies conducted till date. Some of the available materials used during this study are as follows:

- Annual reports of last three years
- Profit and loss statements
- Balance sheets

Measurement tools

- Accounting ratios
- Financial statement of company

Significance of the study

- The study focuses on the financial statements of organization. This will help the Board of Directors to consider some of the key aspects for their decision making.
- Ratios give the finance managers an overview of the financial health of the organization.
- This study provides a clear picture to the shareholders about the financial position of the organization.
- This study can be used to convince the stakeholders.

INDUSTRY PROFILE

The Indian sugar industry is a key driver of rural development, supporting India's economic growth. The industry is inclusive supporting over 50 million farmers and their families, along with workers and entrepreneurs of almost 500mills, apart from a host of wholesalers and distributors spread across the country.

The sector also has a significant standing in the global sugar space. The Indian

The advent of modern sugar processing industry in Idea began in 1930 with grant of tariff protection to the Indian sugar industry. The number of sugar mills increased from 30 in the year 1930- 31 to the year 1935-36 and the production during the same period increased from 1.20 lakhs tones to 9.34 lakhs tones under the dynamic leadership of the private sector.

About Sugar Industry In India

. Sugar consumption rate is highest in India as shown in the statistics received from USDA Foreign Agricultural Service. However, as per production is concerned, India has notched up 2nd position following Brazil, the largest sugar producer in the world.

.The Indian sugar industry uses sugarcane in the production of sugar and hence maximum number of the companies is likely to be found in the sugarcane growing states of India including Uttar Pradesh, Maharashtra. Gujarat, Tamil Nadu Karnataka and Andhra Pradesh. Uttar Pradesh alone accounts for 24% of the overall sugar production in the nation and Maharashtra's contribution can be totaled to 20%

PRODUCT PROFILE:

SUGAR:

The sugar produced in SSSSKN Co-operative sugar factory is both refined confirming to ECII grade with negligible sulphur content as well as plantation grade white sugar. The ECII grade sugar meets the European standards of refined sugar (Color of less then 45 IU). Sugar is a sweet, white or brown, usually crystalline substance obtained mainly from sugar cane or sugar beets and used commonly in food products. Sugar means something sweet in from of taste.

By products:

- Bagasses
- Molasses
- And press mund

Sugarcane:

SUGAR

Indian cane power limited producing plantation white crystal sugar in three grades m-30 and s-30, which is tallied with sugar standard by national sugar institute every year. The sugar grades- STANDERDS are classified on the basis PF size of sugar grain (crystal)and color as per SUGAR specification IS:5982-1970. Sugar packed in 50 kg pp bags and 100 kg “A” twill gunny bags are transported to various parts of the country and world wide for direct consumption. The principal portion of sugar sold within India is losses and packaged.

1. bagasses:

Biogases are a fibrous residue of cane stalk that is obtained after crushing an extraction of juice. It consists of water, fibber and relatively small quantities’ of solids, the composition of biogases various based on the variety of sugarcane, maturity of sugarcane, method of harvesting and efficiency of the sugar mill. The usual biogases composition is given bellow.

Biogas is usually as a combustible in the furnaces to produce steam, which in term is used to generate power. It is also used as raw material of production of paper and feedstock for cattle

2) Molasses:

Molasses is the final effluent obtained in the preparation of sugar by repeated crystallization. It still contains some quantity of sugar, but this sugar can not be extracted by usual technology. It is the end product from a refining process carried out to yield sugar. Sucrose and invert sugar constitute a major portion (40%-60%) of molasses. The yield of molasses per ton of sugarcane varies in ranges of 3.5%to 4.5%.

3. Press mud:

Press mud is given to farmers to use fertilizer to grow sufferance at a low cost. It is prepared by the remaining by product after the production of sugar.

SERVICES RENDERED BY THE COMPANY:

- Apart from the producing both these products, Shri Someshwar Sahakari Sakkare Karkhane Niyamit, Bailhongal is rendering valuable services to their growing members.
- It providing information to the growers which enable to develop the quality of cane which is helpful to the factory as well as farmers or cane growers.

COMAPANY PROFILE

NAME	Shri Someshwar Sahakari Sakkare Kharakhan Niyamita, Bailhongal (SSSSKN)
Chairman	Shri: Guruputrappa M. Hosamani
Address	Siddhasamudra Dharwad Road Belawadi-591102
Phone No	08288-223551
Fax No	08288-223541
Website	www.someshwarsugars.com
Type of Industry	Sugar production Industry
Year of Establishment	24th Aug.1993
Company Register No	DSK/LGL/RGL/14/93-94
Bankers	NCDC New Delhi. B.D.C.C Bank Ltd. Belgaum K.S.C.Apex Bank Ltd.Bangalore. SCDCC Bank Mangalore Bellary D.C.C Bank Hospet Reddi Sahakari Bank Dharwad Maharashtra Co-Operative Bank Belagavi

NATURE OF THE BUSINESS CARRIED:

Shri Someshwar SSKN, Bailhongal is in the business of sugar production. As factory is situated near to Belavadi village where all necessary facilities like transport, water, labour etc. are available.

The factory produces sugar and by products like Biogases, Molasses and press mud. The factory is also giving many facilities to the farmers for the development of sugar cane.

VISION

"The company's vision is to become the most efficient processor of sugar and the largest marketer of sugar its allied products in the country".

MISSION

"Its mission meeting these objectives is to expand its installed capacity, achieve end-to-end integration for all the plant to improve margins and reduce cyclicality of business, achieve greater raw material security, increase its focus of corporate and high value customers to reduce price-risk in sugar by hedging.

OBJECTIVES OF ORGANIZATION

- To encourage self help, thrift and co-operation amongst members.
- To acquire lands, either by way of sale, lease or otherwise for cultivation of sugarcane and other crops and for creation of building, machinery etc.
- To inculcate amongst members, improved modern methods of agriculture and cultivation of sugar cane and to supply seeds, material, manure implements etc., for growing sugar cane and other crops and to promote agriculture, Agro industries education for the well being of the members.
- To manufacture sugar, jiggery and others by products out of sugar cane grown and supplied by members of the society and others and to sell the same to the best advantage.
- To encourage raising food and cash crops in the area where sugar cane is not grown.

Shree Someshwar Sahakari Sakkare Karkhane registered as a co-operative society on 24th August 1993, Under the Karnataka co-operative societies Act 1959. The main purpose is to help sugar cane growers by way of purchasing sugar cane in this area. Shri Someshwar Sahakari Sakkare Karkhane Niyamit (SSSSKN) proposed plant capacity is 2500 TCD at village Siddasamudra, Bailhongaltaluk, for the manufacture of white an installed capacity 12MW surplus power.

The estimated cost of this project is Rs-76.10 crore, is proposed to by financed by way of share capital – Rs-287.85 crore. Currently, the factory has around 25000 members, most of whom are cane growers in and around Bailhongal. Average production of sugar is around 3,00,000 metric tons per year.

PRESENT BOARD OF DIRECTORS

S.NO	Name	Designation
01	Shri: Guruputrappa M. Hosamani	Chairman
02	Shri: Parisappa P. Bhavi	Vice Chairman
03	Shri: Basavaraj R. Balekundaragi	Director
04	Shri: Mallikarjun M. Gulappanavar	Director
05	Shri: Ashok M. Balekundaragi	Director
06	Shri: Appurai S. Rudrapur	Director
07	Shri: Mahabaleshwar B. Kudasomannavar	Director
08	Shri: Basavaraj C. Mokashi	Director
09	Shri: Madiwalappa A. Angadi	Director
10	Shri: Gangappa Y. Baramannavar	Director
11	Shri: Sabhimaseppa H. Ambadagatti	Director
12	Shri: Kamala S. Awakkanavar	Director
13	Shri: Kasturi B. Somanatti	Director
14	Shri: Adrushappa D. Kotabagi	Director
15	Shri: Mallappa G.Murgod	Director
16	Shri: Shrikar K. Kulkarni	Director
17	Shri: Pradeep S. Vannur	Director
18	Shri: Ashok Bommannavar	Managing Director

AREA OF OPERATION:

The company is operating is only one branch.

MANAGING DIRECTOR:

- Managing Director shall be the officer of the factory to sue or be sued on behalf of the factory.
- To supervise day-to-day administration of the society.
- He shall be the public Relation Officer of the factory.
- To sanction expenditure on establishment, purchase of stores and other contingent expenditure.

LIST OF SUGAR INDUSTRIES IN BELAGAVI DISTRIC

Shree Someshwar Sahakari Sakkare Karkhane Niyamita	Belwadi
Shree Renuka Sugars. Ltd.	Munavalli
Shivashakti Sugar Ltd.	Raibag
Satish Sugars Ltd.	Gokak
Parrys Sugar Industries Ltd.	Ramdurg
The Ghataprabha Sahakhari Sakkare Karkhane Niyamit	Gokak
Laila Sugar Ltd.	Khanapur
Shree Halasidhanath Sahakari Sakkare Karkhana Ltd.	Nipani
Shree Doodhanganga Krishna S.S.K Niyamit	Chikodi
Markndeya co.op.sugar mills Ltd.	Kakati
Athani Sugars Ltd.	Navalihal
Shree Renuka Sugars Ltd.	Kolavi
The Krishna Sahakari Sakkare Karkhana Niyamit	Athani
Vishwanath Sugars Ltd.	Hukeri
The ugar sugar works Ltd.	Ugarkhurd Belgaum
Inamdar Sugars	Soundatti

COMPETITORS INFORMATION:

Someshwar Sahakari Sakkare Karkhane Niyamit is having many tough competitors they are divided in region wise.

The following are the region wise competitors for shri Someshwar Sakkare Karkhane Niyamita-

- The Godavari Sugars Ltd. Sameerwadi
- The Ugar Sugar Works Ltd. Ugar (Belgaum Dist.)
- DKSSK, Chikkodi (Belgaum Dist.)
- HSSK, Sankeshwar (Belgaum Dist.)
- Shree Renukha Sugars Ltd. Munavalli (Belgaum Dist.)
- Katti Sugars Ltd (Belgaum Dist)
- Rani Sugars Ltd (Belgaum Dist.)

INFRASTRUCTURAL FACILITIES:

- **Nearer to raw materials:**

  The company getting the raw materials supplies from farmers within 25kms.It helps to company in reducing the cost of transportation.

- **Good factory building:**

  The company is having good factory building with big storage capacity it helping to company store large number of sugar bags.

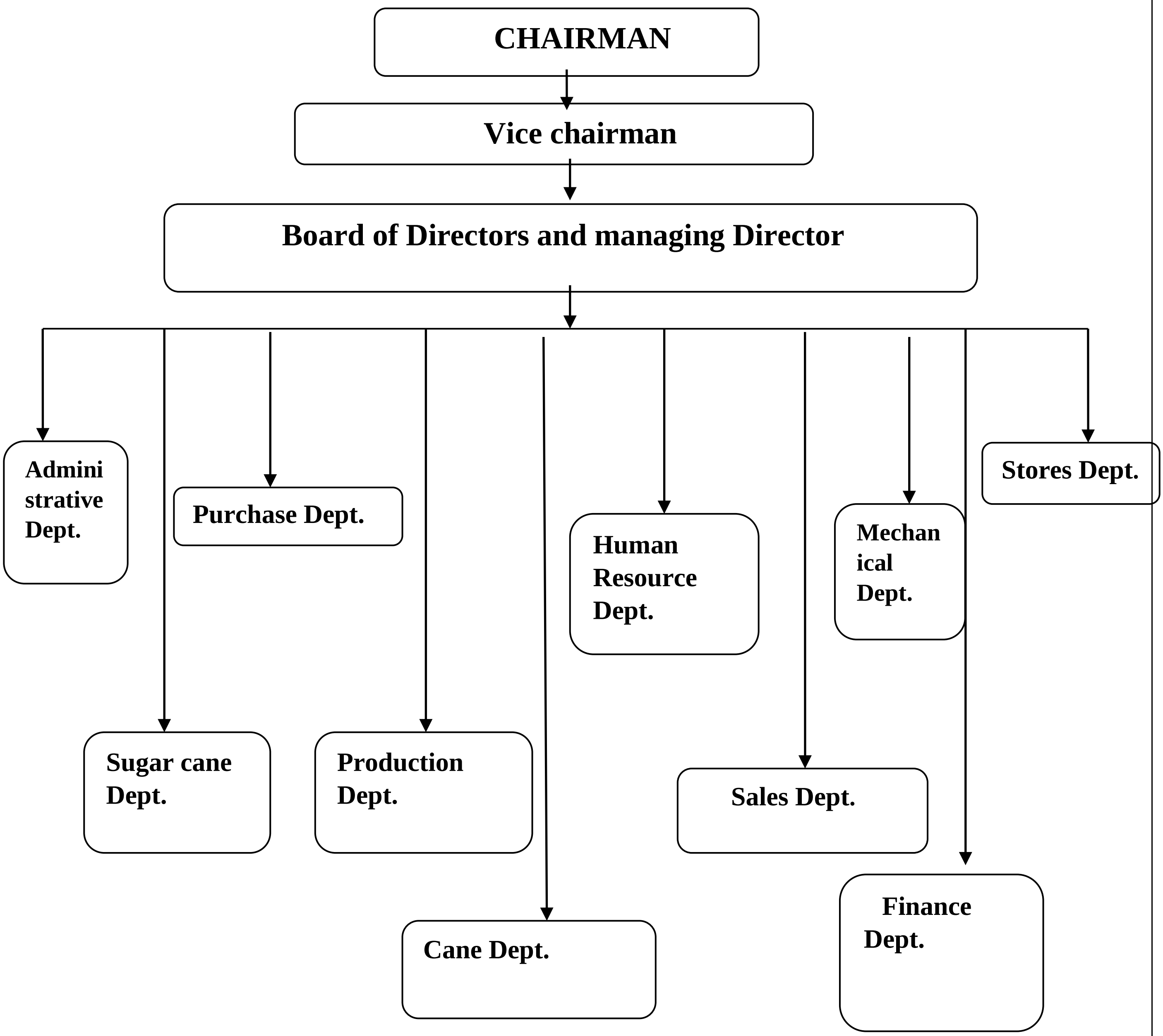
- **Good transportation facilities:**

  The company is situated near the National Highway-4 it helping to company deliver the goods easily with minimum cost.

- **Nearer to river place (Malaprabha River):**

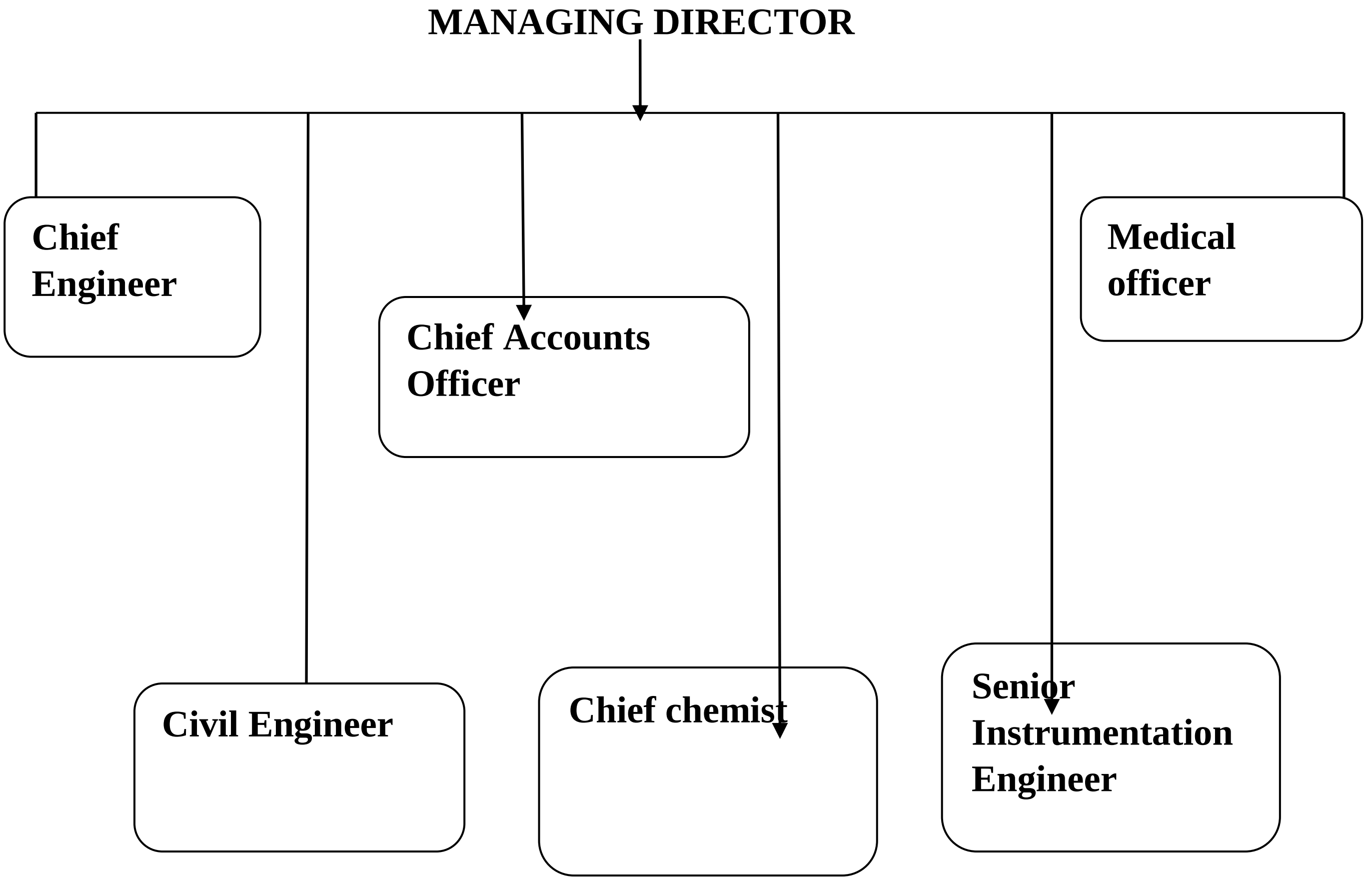
  One of the important resources for production of sugar is water the company easily getting the water because of the factory is very near to the Malaprabha River.

ORGANIZATIONAL STRUCTURE



Business Level Functions and Processes

ADMINISTARTIVE DEPARTMENT

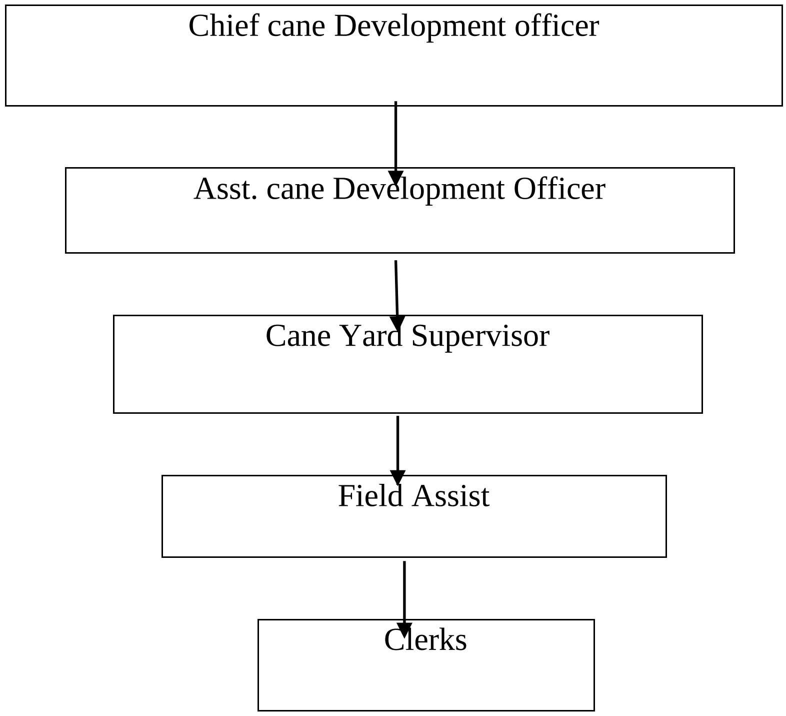


FUNCTIONS AND RESPONSBILITIES OF ADMINISTRATIVE SECTION:

1) To form various sections of the factory for its smooth functioning.
2) To establish goals for each department.
3) Allotment of authority and responsibility to each individual worker.
4) To take timely decision about various activities.
5) To issue instructions-directions and give general guidance to the staff.
6) To provide and maintain disciplinary actions.
7) To look the service matters of employees.
8) To plan day-to-day activates and put policies in effect with the objectives.
9) To review the performance of each section and to take necessary actions, if required.

SUGAR CANE DEPARTMENT

Departmental chart:

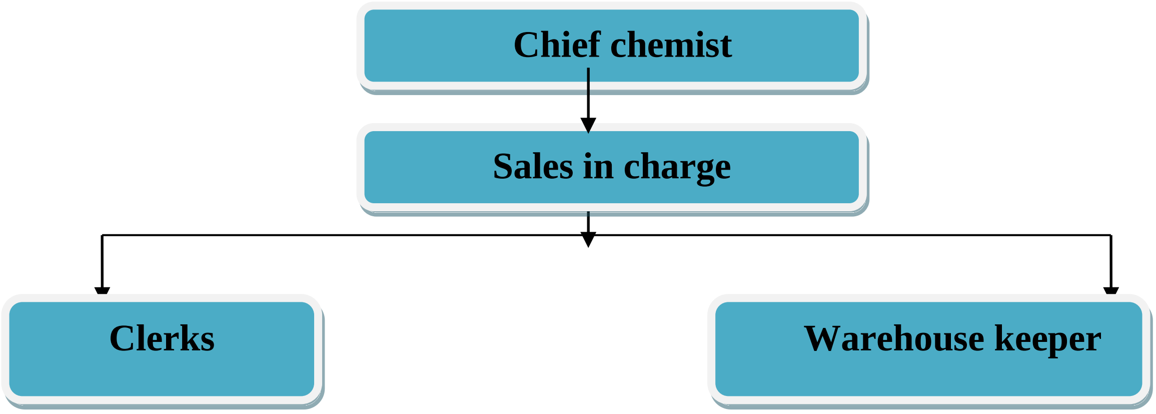


FUNCTIONS OF THE CANE DEVELOPMENT OFFICER

1. To procure good quality of sugar cane in proper time.
2. To make arrangement to bring the sugar cane within 24 Hrs after its cutting because after 24 Hrs sucrose is converted into glucose.
3. The department acts as link between farmers and factory and management so it plays a very important role for running the factory.

SALES DEPARTMENT

Departmental Chart



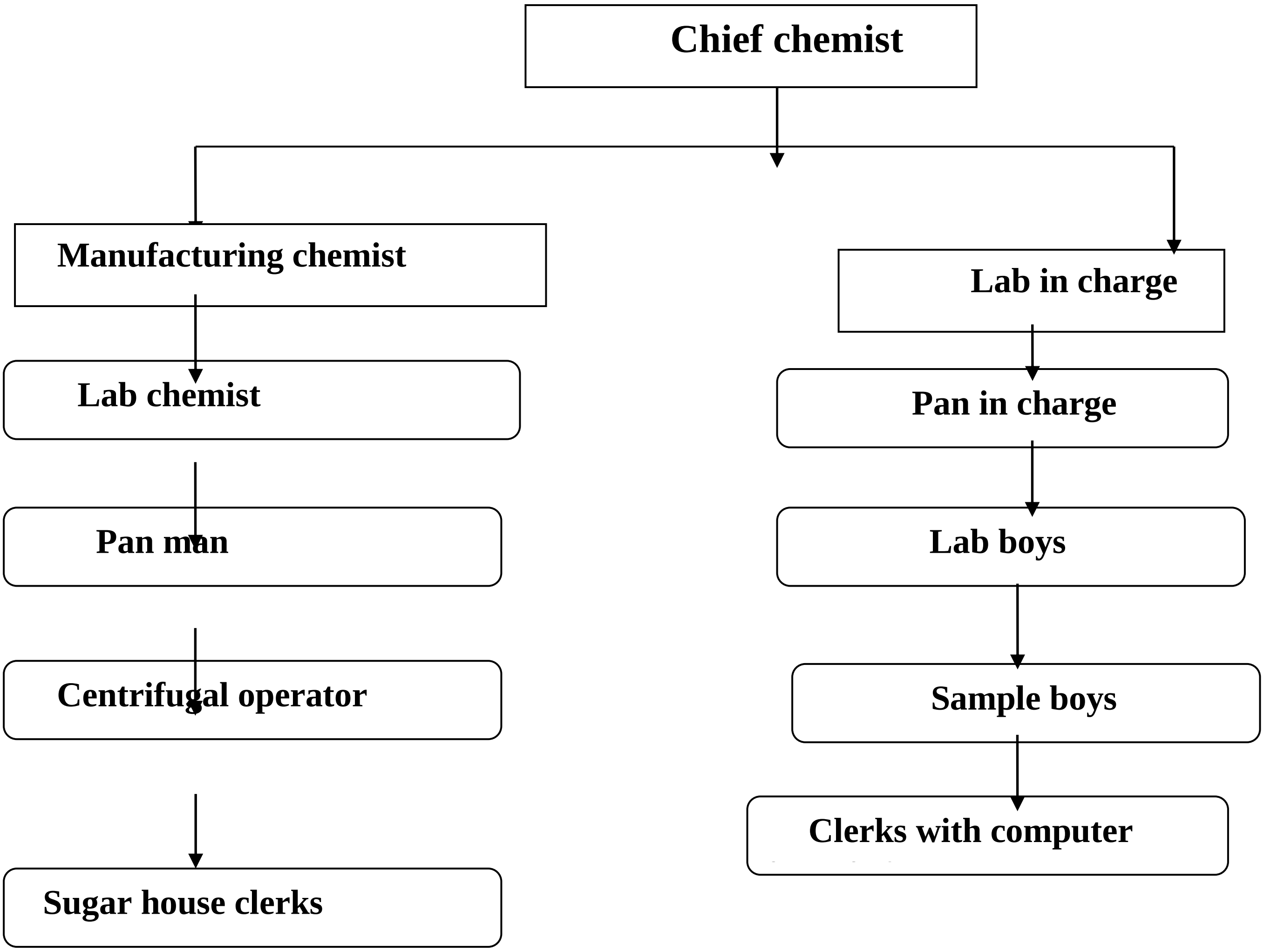
The sugar release order is also published in the central Govt. website www.fcamin.nic.in

Central Govt. issues the release order of the quantity to be sold in first batch as well as quantity in second batch based on the sugar production report from the factory on monthly basis if the specified quantity of sugar is sold within 15 days of time un sold sugar is converted as levy sugar is then sold to govt. There are two types of sugar produced M-30 and S-30. Excise duty, cuss and educational cuss for sales, is paid to Govt. There are two godowns to store the sugar. SSSSKN has already constructed one Sugar Godowan (40m x 80m) with an aggregate storage capacity for 2 lakh qtls of sugar and also proposed to construct one more sugar Godown with a storage capacity of 2 lakh qtls of sugar. The firm will make two types sale.

1. Levy sale
2. Free Market Sale

PRODUCTION DEPARTMENT

Departmental Chart:



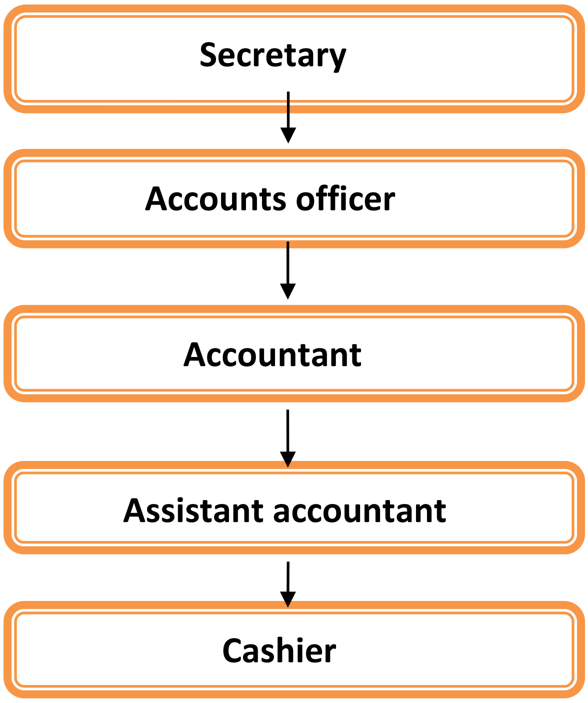
Manufacturing of sugar:

The Directors shall draw up a programme of sugar cane cultivation within the area of operation and assign such cultivation to growing Members.

Every members has been assigned an area for growing sugar cane crop shall enter into the society at such rates and at such places or may be fixed by Board of directors from time to time. And smooth production process.

FINANCIAL (ACCOUNTS) SECTION:

Departmental Chart:



Accounts maintaining by the general office and A/C section.

1. Individual ledger Accounts.
2. Balance Sheet.
3. Profit and Loss Account.
4. Trading Account.
5. Cash Account

12% of Basic Salary is paid by employee towards P.F contribution.12% of profit it's paid by the Factory towards P F contribution. The Entry Tax @ 2% on the value of goods purchased for production will be paid by the factory to the concerned department.

Human Resource Department-Human Resource Manager

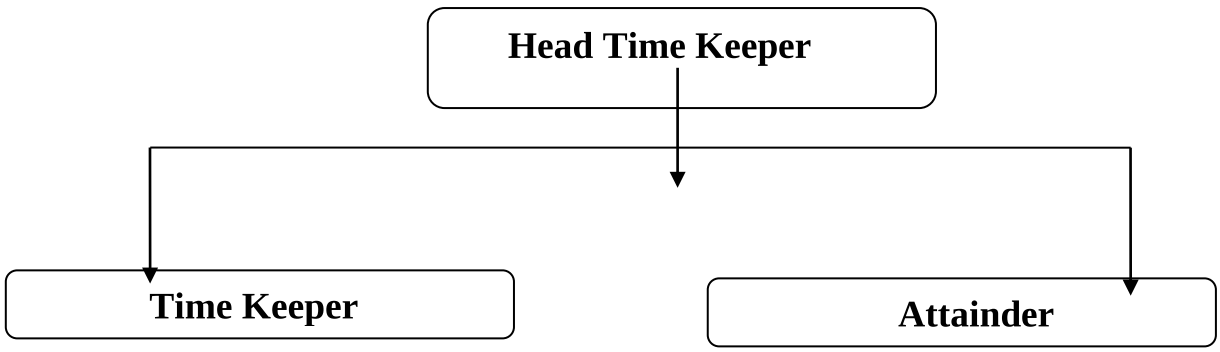
- Recruitment of Employees
- Induction orientation
- Training and Development
- Employee welfare activities

Sales Department-Sales Manager

- Delivering the sugar on time
- Open market sales
- Managing sales activities

TIME OFFICE SECTION

Departmental Chart:



Daily routine works involved in the time office:

1. Recording the attendance of all employees in the master roll.
2. Leave entries in the attendance register and leave register.
3. Compensatory off entries to be made in attendance register, maintaining Attendance though master Register.
4. Employees out going register (out word gate pass) Verification of out ward gate pass and enter the time in the punching cards.
5. Out stationed on Duty shift verification and entry in the attendance register and pouching cards.
6. Preparation of absenteeism report and sending the same to all on concerned department heads.

Time Table

1st Shift – 6 a.m To 2 p.m

2nd Shift -2 p.m To 10 p.m

3rd Shift -10 p.m To 6 a.m

General Shift 8-30 a.m To 5-30 a.m

Lunch Break – 1 p. m To 2 p.m

Employment

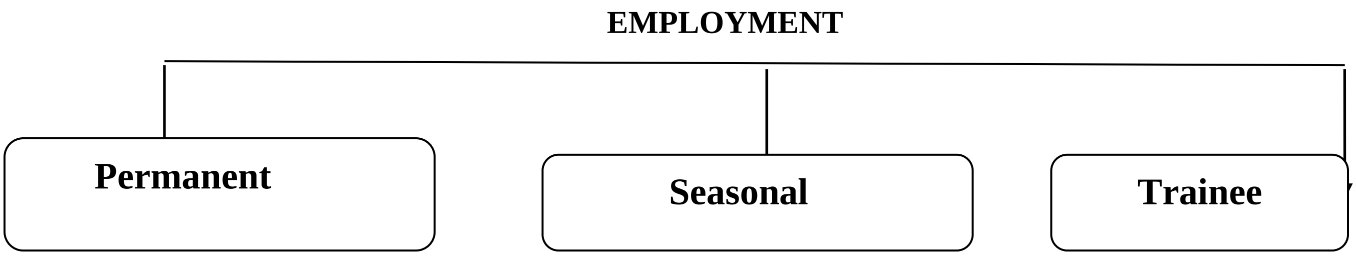
Procedure to be followed while joining of an employee

- Personal Data along with photo
- Xerox copies of all testimonials.
- Candidate, Medical and Fitness Certificate.
- Joining Report
- All type restinctional qualities of employee to enter into the company.

Procedure to be followed while leaving of an Employee

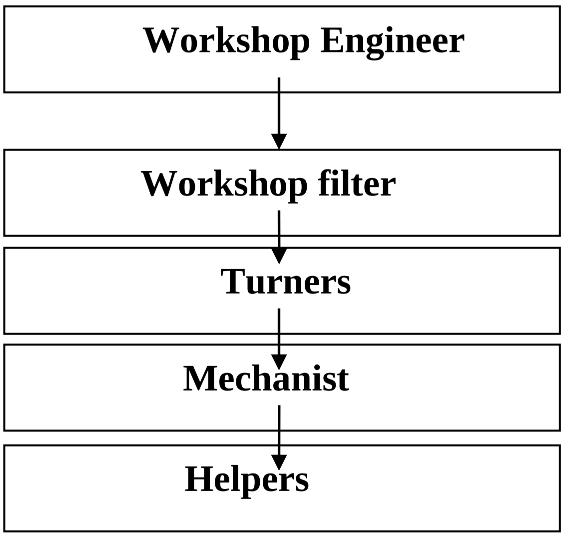
- Resignation letter to be taken from employee.
- No Dues Certificate.
- Receiving letter to be given to Employee
- Experience certificate is to provide to an Employee.

Employee can appointed as following three categories.



WORKSHOP SECTION

Departmental Chart:



The main function of workshop is to make repairs of machineries and replacement of wan-out part etc.

SWOT ANALYSIS

SWOT analysis means Strengths, Weakness, Opportunities and Threats. Strengths are the internal, positive characteristics that the company possesses. One should look at these competitive advantages. Weaknesses are internal as well as negative aspects of the company and indicate competitive vulnerabilities. These should be distinguished from problems in that immediate collapse is not likely. Opportunities are external and provide areas of growth or improvement of the company. Threats are external to the company and action is required.

STRENGTHS:

- Factory has its own Diesel bunk.
- Co-generation scheme now factory have 2500TCD Crushing capacity
- Availability of high recovery and yield of sugarcane
- Modern equipment and machinery.
- Basic industry to agriculture.
- Good source of raw material
- Well defined infrastructure for better market connectivity.

WEAKNESS:

- Lower compensation for employees compared to other organization.
- High cost of production
- No control on minimizing the losses during the process.
- Factory is not an ISO certified.
- Lack of Research and development
- Seasonal production

OPPORTUNITIES:

- Scope to improve the profitability.
- International Issue certificate to take loan.
- Government Issue certificate to take loan.
  Scope to setup the Green field projects.
- It can start its own paper mill by using baggage in future after improvement of financial position.
- Innovation of production range.

THREATS:

- Advancement of technology and changing job profile.
- Huge competition
- Government control over fixing up of saleable sugar and its free sale in domestic as well as in international market

PART – 2

INVENTORY MANAGEMENT

INVENTORY MANAGEMENT

Meaning of Inventory:

Inventories refer to the stock of raw materials held for use in manufacturing process and finished goods held for sales. Thus the term inventory refers to the stock of raw materials, work- in- process, finished goods and supplies.

Components or forms of Inventory:

The various forms in which inventories exist in a manufacturing company are:

- Raw materials
- Work-in-process
- Finished goods
- Stores and spares

Raw Materials are the basic inputs that are converted into finished goods through manufacturing process. Thus, raw materials are inputs which have not yet been committed to production but are held in stock for future production. Adequacy of raw materials is essential to ensure uninterrupted production.

Work-in-process refers to raw materials in the production process but has not yet been completed. In short, it refers to semi-finished goods. They represent goods that need some more work on them before they become finished goods.

Finished goods are completed manufacturing goods which are ready for sales. In case of a manufacturing firm, they are the final out of the manufacturing process. In case of wholesalers and retailers, they are generally referred to as merchandise inventory.

Consumables stores or suppliers are materials which helps production process to run smoothly. For example, soap, brooms, oil, fuel, rags, etc. These materials do not directly enter production, but are necessary for production process. As the investment in them is not significant, a sophisticated system of inventory control may not be maintained for them.

Stock of raw materials and work-in-process facilitate production while stock of finished goods is required for smooth marketing operation.

MOTIVES FOR HOLDING INVENTORY:

Following are the three basic motives for holding inventories:

1. Transaction Motive
2. Precautionary Motive
3. Speculative Motive

1. **Transaction Motive**:

Where an enterprise maintains inventories to facilitate smooth production and sales operations, it is called transaction motive. A firm should have adequate stock of raw materials to ensure uninterrupted production. It should hold adequate finished goods to ensure smooth sales operations.

2. **Precautionary Motive:**

Where an enterprise holds inventories to product itself against the risk of unexpected changes in demand and supply forces, it is called precautionary motive. A firm has to guard itself against sudden increase in demand for finished goods or sudden decrease in supply of raw materials.

3. **Speculative Motive:**

Where an enterprise holds inventories to take advantages of changes in prices, it is called speculative motive. Accordingly, a firm may take decision to increase or reduce inventory levels to take advantages of prices of raw materials are likely to increase steeply, the enterprise may decide to purchase and hold more inventories at present price.

INVENTORY MANAGEMENT:

Inventory management may be defined as proper planning and controlling of raw materials, finished goods, and stores materials for efficient production and ultimate selling. It includes the following activities:

* Determination of inventory to be carried
* Fixing the time schedule
* Determination minimum stock levels
* Methods of purchasing
* Methods of storing
* Methods of issuing to production department
* Disbursing, storing materials
* Assigning Inventory control responsibilities

A .OBJECTIVES OF INVENTORY MANAGEMENT:

The operational objective of inventory management is maintain adequate inventory to facilitate uninterrupted production and smooth sales function. The financial objective of inventory management is to minimize the investment in inventory and reduce inventory carrying cost. An efficient inventory management should have the following objectives:

1) To ensure the timely supply of raw materials and supplies in adequate quantity to facilitate uninterrupted.
2) To ensure adequate stock of finished goods to facilitate smooth sales operations.
3) To avoid both excess stocking and inadequate stocking of inventory.
4) To maintain investment in inventories at the optimum
5) To keep materials cost at minimum
6) To utilize available storage space economically
7) To minimize investment in inventories and inventory carrying cost.
8) To obtain benefits of large scale buying
9) To properly organize inventory departments

B .NEED FOR OPTIMUM LEVEL OF INVENTORY

Investment in inventory should be sufficient to support the production and sales operations. Both excess and adequate inventories are not desirable. Hence, an optimum level of inventory should be maintained.

Optimum level of inventory is that level of inventory where the total of ordering cost and carrying cost is the minimum.

The major dangers of excess or over-investment in inventories are:

1) Unnecessary blocking of founds in inventory
2) Excessive carrying cost.
3) Loss of liquidity.
4) Loss due to physical deterioration of inventories due to passage of time or mishandling.
5) Loss of profit.

The major dangers of inadequate investment in inventories are:

1) Production stoppage
2) Failure to meet delivery commitments
3) Loss of goodwill

C .COST OF HOLDING INVENTORY:

Cost of inventory in the sum total of ordering costs and carrying costs.

Ordering cost or acquisition costs: Ordering cost is the fixed cost incurred for placing an order till the receipt of the inventory. It includes the following:

- Cost of requisitioning raw materials
- Cost of preparing purchase order
- Cost of reminders to the supplier
- Cost of transportation
- Cost of unloading at the premises
- Cost of inspection and receiving
- Cost of storing

Ordering cost is fixed per order irrespective of the quantity of raw materials ordered. It increases in direct proportion of the quantity of raw materials orders placed. If orders are placed more frequently, the number of order will be more and accordingly the cost of ordering will be more. If the firm places few orders, the ordering cost will be less.

Carrying cost: Carrying cost is the variable cost per unit of holding an item in inventory for a specified time period. It includes the following:

- Cost of storing like maintenance of building, building insurance, warehouse charges, store room utilities, etc
- Cost of capital, i.e. interest on funds blocked in inventories
- Cost of obsolescence and deterioration
- Cost of maintaining staff

These are costs incurred for maintaining a give level of inventory. The carrying costs and the inventory size are positively related and move in the same direction. If the level of inventory increases, the carrying costs also increase. On the contrary, if the level of inventory decreases, the carrying costs also decreases.

BENEFITS OF HOLDING INVENTORY:

The benefits of maintaining adequate are as follows.

1. It facilitates economics in purchasing. The firm can place bulk orders for purchases and avail of discount thereby reducing the cost of materials.
2. The firm can be assured of continuous and smooth production thereby avoiding costly interruptions in operations.
3. The stock of finished goods facilitates smooth sales operations. There is no risk lost sales. The increasing demand of customer is met easily and there is no loss of customer goodwill.

RISKS ASSOCIATED WITH INVENTORIES:

Risk in inventories refers to the possibilities that inventories cannot be turned over into cash through normal sales without loss of time and money.

Following are some of the risks associated with carrying inventories:

1. **Risk of price decline:**

Price decline is due to operation of demand and supply forces in the market. On the supply side, supply may be more than the demand due to introduction of a new competition product, price cutting by the competitors etc, As a result, price may decline. On the demand side, a general decline in demand, supply remaining the same, may cause a decline in price. Changes in demand may be due to change in consumer income, habits, tastes, preferences etc.

2. **Risk of product deterioration:**

It refers to decline the quality of the product due to elapse of time or storing under improper conditions. It is very difficult to sell the deteriorated products.

3. **Risk of obsolescence:**

This refers to product becoming obsolete. This may be due to change in customers taste, new production technique, improvements in the product design, specifications, etc.

D.TOOLS AND TECHNIQUES OF INVENTORY MANAGEMENT:

Inventory management aims at maintaining adequate inventories to ensure smooth production and sales activities. Further, it aims at keeping the inventory cost at the minimum. To achieve these goals, a firms adopted different tools and techniques to manage its inventories.

The following inventory management tools techniques are generally used to exercise better control over the inventories.

1. Determination of stock levels
2. Fixing f Economic Ordering Quantity
3. Perpetual Inventory System

4. ABC Analysis
5. Just In Time Approach
6. Material or Inventory Turnover Ratio
7. Other techniques:
   - VED Analysis
   - FSN Analysis
   - HML Analysis
   - SDE Analysi

1. Determination of Stock Levels

The following are different levels of stock which a firm fixes to ensure steady supply of adequate materials as and when required.

a. Maximum stock level
b. Minimum stock level
c. Re-order level
d. Danger level
e. Safety level

Maximum stock level:

It is that level of stock beyond which a firm should not maintain the stock. If the quantity exceeds maximum level it is called overstocking. Over stocking of inventories is associated with blocking of more funds in inventory, excess carrying cost, wastage, theft, pilferage, etc., which in turn results in high material cost.

The maximum level is ascertained as follows:

Maximum = Reorder+ Reorder- [minimum * Minimum Reorder

Level Level Quantity Consumption Period]

The factors which determine the maximum level are availability of funds for purchase of raw material, availability of space for storing, maximum requirement of materials at a given point of time and nature of the material.

Minimum stock level:

It is that level of stock that must be compulsorily maintained always for smooth flow of production. It is the lowest possible quantity of materials to be held in hand at all times. If stocks are less than minimum level it is called under- stocking. Under-stocking of inventories is associated with stoppage of production and less of sales.

Minimum level is ascertained as follows

Minimum Level= Reorder Level-[Normal consumption*Average Reorder Period]

The factors which determine the minimum level are nature of the materials, rate of consumption and the maximum time required to obtain the materials once ordered.

Re-order Level or Re-order point:

It is that level of inventory at which the firm should place an order to replenish the inventory. That is, at re-order level the firm should place an order with the supplier for materials. It lies between the maximum level and the minimum level.

Re-order level is ascertained as follow.

Re-order Level= Maximum consumption* Maximum Reorder Period

OR

Re-order Level=Minimum Level+[Average Consumption* Normal Lead Time]

Reorder level is compute by using the following formula when safety stock is maintained.

Reorder Level= Lead Time* Average Usage+ Safety stock

Danger Level:

It is that level of stock below which the materials should not fall in any situation. It lies below the minimum level. When the stock reaches this level it will interrupt the production. Hence, materials have to be purchased urgently so as to avoid the stoppage of production.

Danger level is ascertained as follows.

Danger Level= Min Rate of consumption* Emergency Delivery Period

Safety stock or Buffer stock or Cushion stock:

Safety stock is that stock of inventory which is maintained to meet unanticipated increase in usages of inventory. The usages of inventory cannot be forecasted perfectly. It fluctuates over a period of time, the demand for materials may fluctuate and delivery of inventory may also be delayed. Under such circumstances the firm may face the problem of stock-out. Stock-out situation leads to production stoppage. Therefore, it is necessary to maintain some additional stock of inventory for safety purposes. These additional stocks are called safety stocks.

The level of safety stock is ascertained as follows.

Safety stock= Average Usage* Period of Safety Stock

For example, if the usage rate is 25 units per week, and firm wants to hold sufficient inventory for at least one week of production, the quantity of safety stock will be 25 units[25 units* 1 week]

1. **Fixing of Economic Ordering Quantity**

Economic Ordering Quantity is an inventory control tool that determines ideal ordering quantity of inventory of at which the inventory cost (ordering cost+ carrying cost) is the minimum.

Should quantity to be purchased be large or small?

Buying in large quantities means higher average inventory and therefore higher carrying cost. However, number of orders will be less and therefore the ordering cost will be less.

Buying in small quantities means lower average inventory and therefore less carrying cost. However, number of orders will be more and therefore the ordering cost will be more.

Hence, an appropriate ordering quantity is to be determined. Such a level is known as Economic Ordering Quantity or Economic Lot Size.

EOQ model is based on the following assumptions:

A. The annual consumption of the inventory is known.
B. The rate of consumption of inventory is constant and uniform throughout the period.
C. The lead time is constant. That is, the time that elapses between ordering for material and receiving the material is constant.
D. Ordering and carrying costs are constant.
E. Price per unit remains constant.

Approaches to EOQ model:

1. Trial and Error approach
2. Mathematical approach

Trial and Error approach:

A firm can buy its total requirements in one single lot or may buy in small lots periodically. The trial and error approach uses different combination of lots of inventory purchases so as to find out the least ordering cost cost and carrying cost combination. Ordering and carrying costs for different lot size of orders are computed and the order size with the minimum total costs is the EOQ.

Order size in units	No.of order	Average Inventory	Ordering cost	Carrying cost	Total cost
1	2	3	4	5	6

Order size refers to the combination of lots of inventory purchases (to be assumed, if nor given)

Number of order= Total requirement/ Order size

Average Inventory= Order size/ 2

Ordering Cost= Number of order * Cost of placing one order

Carrying Cost= Average inventory * Carrying Cost per unit

Total cost= Ordering Cost + Carrying Cost

EOQ is that level of order size where the total cost is the minimum.

Mathematical approach:

EOQ can be calculated by using the following formula.

EOQ= 2 A O/C

Where,

A= Annual requirement

O= Ordering Cost

C= Carrying cost per unit of item

Number of orders= Total requirement/ EOQ

Average inventory= EOQ/ 2

Ordering cost= Number of orders * Cost of placing one order

Carrying cost = Average inventory * Carrying cost per units

Total cost = Ordering cost + Carrying cost

Perpetual Inventory System

It is a system of controlling the inventories in the stores on a continuous basis. It refers to regular checking of inventories throughout the year. The Institute of cost and Management Accountants, London defines perpetual inventory system as "a system of records maintained by the controlling department, which reflects the physical movements of stocks and their current balance".

The system requires the following:

- Keeping records relating to materials so as to know the movement of materials in the stores, and
- Verifying the accuracy of these records through continuous stock taking.

It is a system of records stores receipts and issues as and when they occur so as to find out their current balances.

The primary objective of perpetual inventory system is to ensure availability of particulars of stock of inventories at any time in item of value or quantity or both.

The following stock records form base for perpetual inventory system:

1. Bin card
2. Stores Register
3. Stores Ledger

Bin Card:

It is a card kept attached to bin (box) where the material is stored to records the quantity of materials received, issued and the balance. However, value of the material is not recorded in the bin card. Stores assistance makes entries in the bin card when materials are received or issued and strikes the balance. The balance indicates the ready stock position of an item at any moment of time.

Stores Register:

It is maintained by the store keeper on his table. He makes the entries of materials received or issued on the basis of documents like Goods Received Noted (GRN) or Materials Requisition Note (MRN). It acts as an effective check over stores assistants against tampering with bin card. In stores register also, only quantity is recorded.

Stores Ledger:

It is maintained in Costing Department of the firm. It is a book of accounts. A separate account for every material is opened on different pages of the stores ledger. Each account is in a columnar form for recording in detail about material received, issued and balance. It records both quantity and value of the material is maintained independently which acts as an effective check over stores personnel.

Advantages of perpetual inventory system:

The following are the advantages of perpetual inventory system:

1. Information about the stock position at any time is readily available.
2. Continuous stock taking enable to keep continuous check on materials.
3. All benefits of fixation of stock levels are available only if perpetual inventory system exists.
4. As value of stock is readily available it facilitates the preparation of interim profit and loss account and balance sheet.
5. A detailed and more reliable check on the store is possible.
6. It acts as a check on personnel in charges of stores.
7. As the work of recording and continuous stock taking is carried out systematically, the figures are accurate and more reliable.
8. Continuous stock taking will make the store personnel move vigilant in their work and they will try to keep their records accurate and up to date.
9. As the inventory position is available readily, production planning becomes easy.
10. A system of internal check remains in operation all the time because bin cards and the stores ledger acts as a cross check on each other.
11. Sound purchasing system can be introduced

4. ABC Analysis

An organization uses different kinds of materials. Some stores materials may be costly while others may be less expensive. The firm should not keep same degree of control on all the items of inventory. It is advisable for the stores keeper to exercise better control over such item which are very costly because a little negligence may cause heavy loss to the enterprise. This approach of selective control system is popularly known as ABC control.

ABC control involves classification of the materials into three categories on the basis of total annual cost of each item. The materials are classified into three categories as follows.

Category A: It consist of inventory items whose value is several times more than the volume.

Category B: It consists of inventory items with moderate value and moderate volume.

Category C: It consists of inventory items whose volume is several times more than the value.

A very stringent and high degree of planning and control is exercised in respect of category A items, moderate or reasonable degree of planning and control is exercised in respect of category B items, less and simple planning and control is exercised in respect of category C items.

By closer control of category A items inventory costs are reduced.

Other terms used for ABC analysis include: Selective Inventory Control, Control by importance and exception [CIE], Proportional Value Analysis [PVA].

Objectives of ABC analysis:

- To optimize the efforts of the stores personnel.
- To minimize loss due to mishandling of inventories
- To minimize the investment in inventories
- To reduce overall cost of inventories

Implementation of the ABC plan involves the following steps.

1. Tabulate the inventory items and classify them on the basis of quantity and price per units.
2. Find out the total cost of each item.
3. Rank the items on the basis of their total cost, highest total cost will be ranked first.
4. Rearrange the data in order of rank, starting with item ranked first.
5. Find out the percentage cost of each item to the total costs of the inventory.
6. Form three groups A, B and C on the basis of relative value.

A rough count puts that:

A category accounts for 70 per cent value and 10 per cent volume

B category accounts for 20 per cent value and 20 per cent volume

C category accounts for10 per cent value and 70 per cent volume

Advantages:

1. Better control is can be exercised on costly items in which huge amount of capital is invested.
2. It helps in saving management time.
3. A sound purchasing policy can be developed
4. It helps in managing inventories at minimum possible cost.

5 Just in Time Approach(JIT approach)

Under this approach, the first should maintains a minimum level of inventory and rely on suppliers to provide raw materials and other requirements immediately as soon as order is placed.

Under this system, all inventories are received in time. Raw materials are received just in time to go into production, manufactured parts are completed just in time to be assembled into product, and products are completed just in time to be dispatched to customers.

JIT is also as Zero Inventory Production System [ZIPS], Zero Inventories [ZIN], Materials As Needed [MAN], or Neck Of Time [NOT].

Requirements of JIT system:

The successful operation of JIT approach depends upon the following factors.

1. The suppliers are not geographically very remote
2. There is a strong and dependable relationship with suppliers
3. There is a highly reliable transportation system
4. Number of supplies is small
5. Suppliers must be ready to supply the required materials in small lots
6. It is essential to have long term contracts with selected few suppliers.

Benefits of JIT system:

1. It result saving of cost as inventories of all type can be reduced significantly
2. It leads to optimum use of available limited space
3. The efforts of stores personnel are put to optimum use
4. It helps in effective production planning
5. It minimizes frequent handling of materials

JIT is originally developed by TaichiOkno of Japan. It has now grown into a complete JIT philosophy. The basic idea behind this philosophy is that manufacturing process should be so designed and operated that the organization is in a position to produce the needed items at the right time, in the right quantities, at the right cost and of the right quality.

6. Materials or Inventory Turnover Ratio

Inventory turnover ratio is also one method of exercising materials control. The stock turnover ratio is calculated as follows:

$$\frac{\text{Cost of goods sold or materials consumed during the period}}{\text{Cost of average stock or average stock held during the period}}$$

Average stock is the average of the opening stock and closing stock

The stock turnover ratio can also be determined in days as follows:

$$\frac{365}{\text{Inventory turnover ratio}}$$

A low ratio indicate slow moving stock or accumulation of obsolete stock or carrying of too much stock. It is advisable that the management should avoid keeping capital blocked in such slow moving stock.

On the other hand, a high turnover ratio is an indication of fast moving stock and less investment in stock.

7. Other Techniques

VED Analysis

It stands for Vital, Essential and Desirable. The items are classified into Vital, essential and desirable in production for managing and controlling the inventory. It is mostly used for classification of spare parts.

Vital parts are to be stored adequately, Proper care has to be taken in case of essential parts, While desirable parts may not be stocked in larger quantities.

FSN Analysis

It stands for fats moving (F), slow moving(S) and Non-moving (N) items. The inventory is classified based on the movement of inventory form stores. The materials are classified according to their pattern of consumption into fast moving. Slow moving and non-moving items. This technique is useful of avoiding obsolescence of inventory.

Fast moving items enjoy high demand. In order to have smooth production, adequate inventory of these items should be maintained. Slow moving items should be maintained at a minimum level. Non- moving items have no demand and hence, should be disposed of as early as possible.

HML Analysis

It stands for High value (H), Medium Value(M) and Low Value(L) items of inventory. The items of inventory are classified based on the unit value and not on the annual usage value and control is exercised according their value. The technique is similar to ABC analysis.

SDE Analysis

The items of inventory are classified based on their availability. Here, S stands for ‘Scarce’ inventory item, items which are in shorts supply. D stands for ‘difficult’ inventory items, items that are difficult to produce. E stand for ‘easy’ inventory item, items which are easy to produce. This categorization helps in planning purchasing to ensure uninterrupted production.

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PART - 3

ANALYSIS AND INTERPRETATION OF DATA

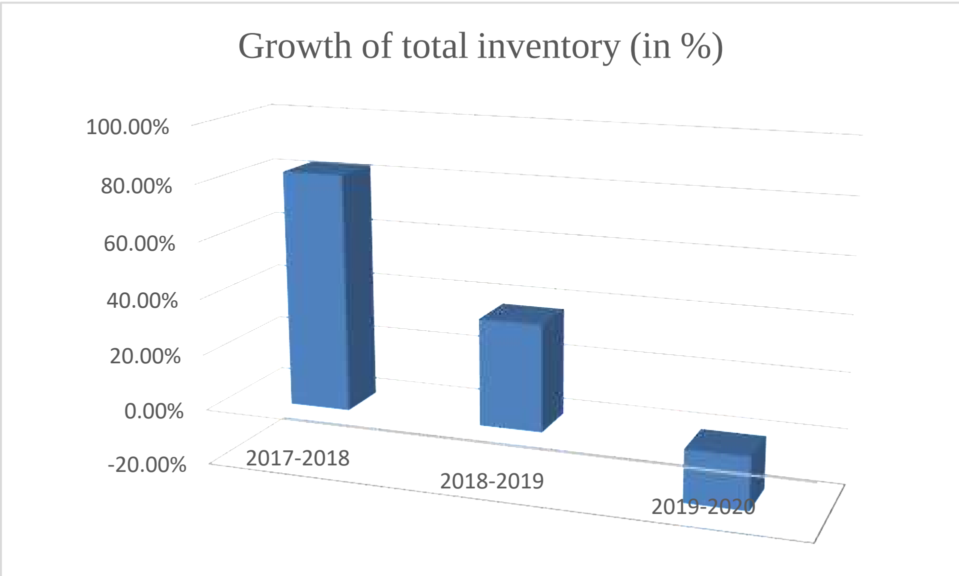
ANALYSIS AND INTERPRETATION OF DATA-

1. Size of inventory-

Growth of total inventory= (closing inventory-opening inventory)/opening inventory

Table showing inventory from the year 2017-2018, 2018-2019 And 2019-2020

Year	Closing stock	Opening stock	Growth of total inventory (in %)
2017-2018	67,50,08,291.91	36,86,12,685.00	83.12%
2018-2019	92,83,04,456.91	67,50,08,291.91	37.52%
2019-2020	75,32,35,923.91	92,83,04,456.91	-188.56%



Interpretation-

- Size of inventory for 2017-2018 is (83.12) %.
- Size of inventory for 2018-2019 is (37.52) %.
- Size of inventory for 2019-2020 is (-18.85) % .

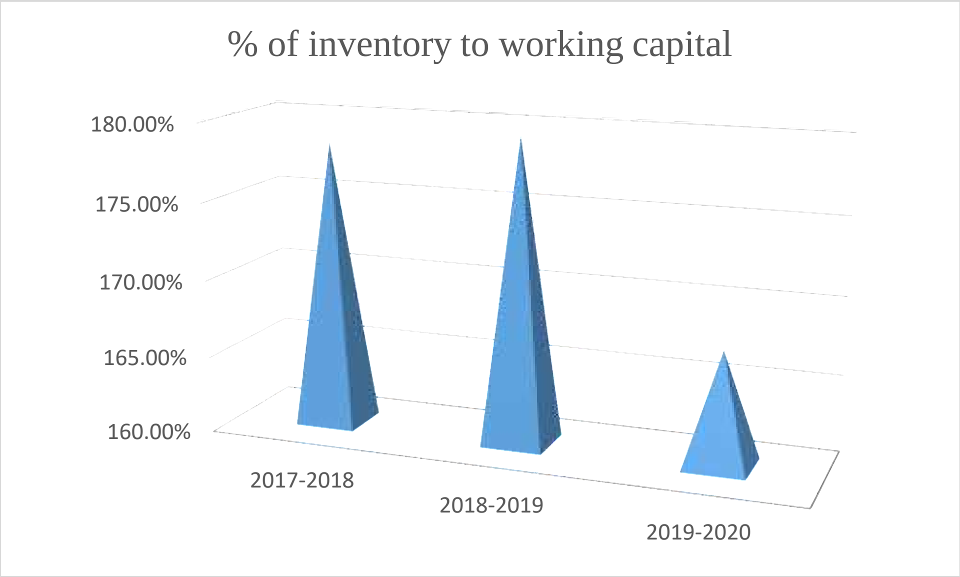
2. Inventory to working capital-

Inventory to working capital ratio is defined as a method to show what portion of a company inventory is financed from its available cash.

Inventory to working capital = total inventory / working capital *100

Table showing inventory to working capital

Years	Total inventory	Working capital	% of inventory to working capital
2017-2018	67,50,08,291.91	37,82,19,248.68	178.47%
2018-2019	92,83,04,456.91	51,67,44,757.26	179.64%
2019-2020	75,32,35,923.91	44,99,41,042.42	167.40%



Interpretation –

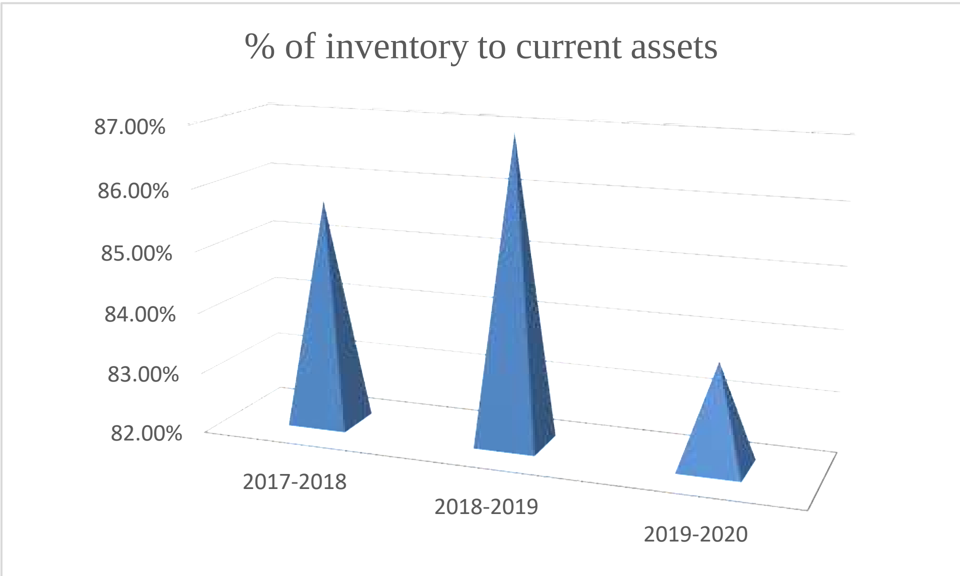
- Inventory to working capital for 2017-2018 is 178.47%
- Inventory to working capital for 2018-2019 is 179.64%
- Inventory to working capital for 2019-2020 is 167.40%

3. Inventory to current assets-

A current assets is an item on an entity's balance sheet that is either cash, a cash equivalent, or which can be converted into cash within one year.

Inventory to current assets = total inventory / working capital

Years	Total inventory	Working capital	% of inventory to current assets
2017-2018	67,50,08,291.91	78,75,39,979.05	85.71%
2018-2019	92.83.04,456.91	1,06,70,18,222.42	86.99%
2019-2020	75,32,35,923.91	89,98,81,171.57	83.70%



Interpretation –

- Inventory to current assets for 2017-2018 is 85.71%
- Inventory to current assets for 2018-2019 is 86.99%
- Inventory to current assets for 2019-2020 is 83.70%

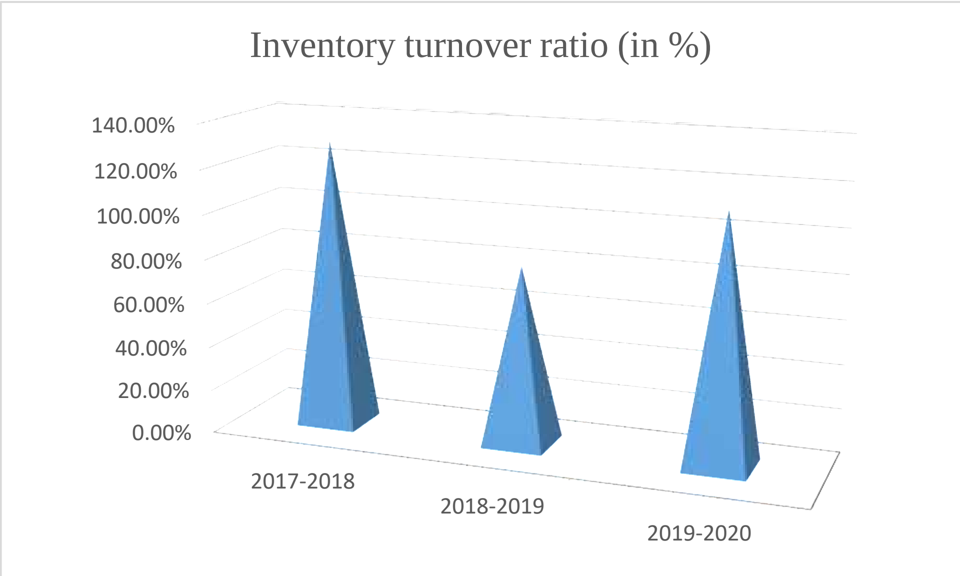
4. Inventory turnover ratio-

Inventory turnover is a ratio showing how many times Ac Company's inventory is sold and replaced over a period of time.

Inventory turnover ratio = cost of goods sold / average inventory

Table showing the inventory turnover ratio

Year	Cost of goods sold	Average inventory	Inventory turnover ratio (in %)
2017-2018	68,01,63,412.17	52,18,10,488.45	130.34%
2018-2019	65,07,73,408.53	80,16,56,374.41	81.1%
2019-2020	94,76,78,362.69	84,07,70,190.41	112.7%



Interpretation –

- Inventory turnover ratio for 2017-2018 is 130.34%
- Inventory turnover ratio for 2018-2019 is 81.1%
- Inventory turnover ratio for 2019-2020 is 112.7%

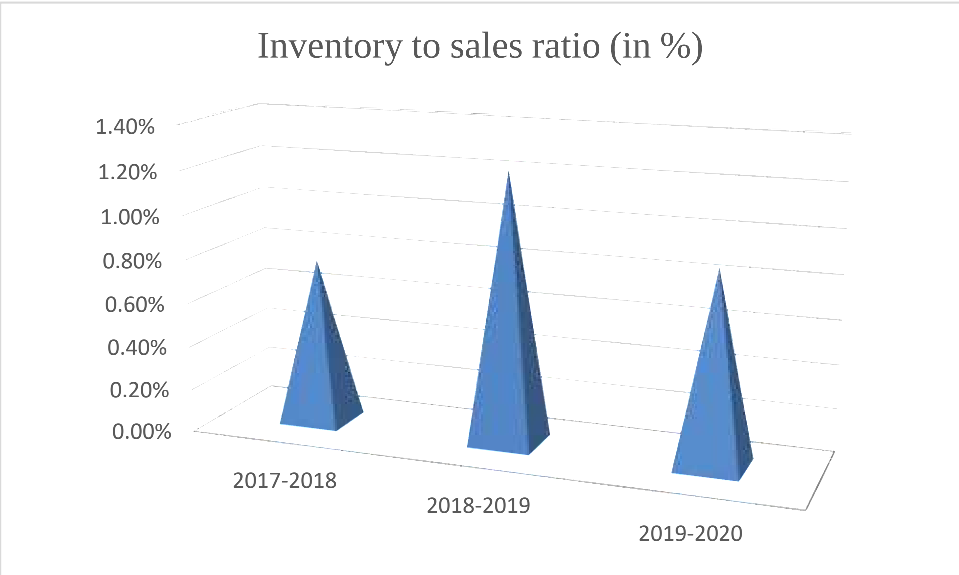
5. Inventory to sales ratio-

The amount of stock that a company has compared with the amount of goods that they have sold in a particular period of time.

Inventory to sales ratio = average inventory/ sales

Table showing the percentage of inventory to sales

Year	Average inventory	Sales	Inventory to sales ratio (in %)
2017-2018	52,18,10,488.45	68,01,63,412.17	0.76%
2018-2019	801656374.41	65,07,73,408.53	1.23%
2019-2020	840770190.41	94,76,78,362.69	0.88%



Interpretation –

- Inventory to sales ratio for 2017-2018 is 0.76%
- Inventory to sales ratio for 2018-2019 is 1.23%
- Inventory to sales ratio for 2019-2020 is 0.88%

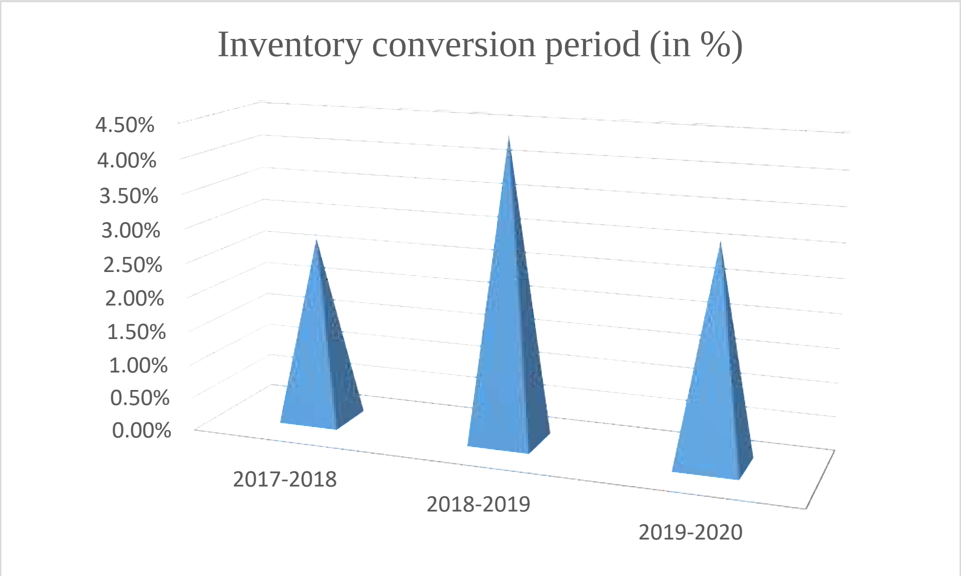
6. Inventory conversion period-

The inventory conversion period is the time required to obtain materials for a product, manufacture it, and sell it. The inventory conversion period is essentially the time period during which a company must invest cash while it converts materials into a sale.

Inventory conversion period = 360 days' / inventory turnover ratio

Table showing the inventory conversion period

Year	Days	Inventory turnover ratio	Inventory conversion period
2017-2018	360	130.34	2.762 Days
2018-2019	360	81.1	4.43 Days
2019-2020	360	112.7	3.194 Days



Interpretation –

- Inventory to conversion period for 2017-2018 is 2.762%.
- Inventory to conversion period for 2018-2019 is 4.438%.
- Inventory to conversion period for 2019-2020 is 3.194%

SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, BAILHONGAL
BALANCE SHEET AS AT 31.03.2018

AMOUNT AS ON 31.3.2017	LIABILITIES	Schdules	AMOUNT AS ON 31.3.2018	AMOUNT AS ON 31.3.2018	AMOUNT AS ON 31.3.2017	ASSETS	Schdules	AMOUNT AS ON 31.3.2018	AMOUNT AS ON 31.3.2018
(Rs.)				(Rs.)	(Rs.)				(Rs.)
	SHARE CAPITAL:								
191,730,586.00	Members Equity		192,041,586.00			**LAND & SITE DEVELOPMENTS :**			
150,000,000.00	Government of Karnataka Share Capital		150,000,000.00	342,041,586.00	2,460,776.50	Cost of Land		2,460,776.50	
341,730,586.00					7,559,779.00	Site Development		7,559,779.00	
	RESERVE FUND :				1,993,893.00	KIADB Land		1,993,893.00	
23,626,281.95	Reserve Fund		23,626,281.95		**12,014,448.50**				**12,014,448.50**
105,458.74	Sinking Fund		105,458.74	**23,731,740.69**					
23,731,740.69									
	LOANS :					**BUILDING & BUILDING MATERILS :**			
230,463,326.00	Working Capital : BDCC Bank, Belgaum		470,770,000.00		**222,467,084.64**	Buildings & Roads		222,467,084.64	**222,467,084.64**
						PLANT & MACHINERY			
109,042,250.00	Call Deposits	Schedule 1	119,893,077.00		**554,857,414.17**	Plant & Machinery		555,705,308.17	**555,705,308.17**
29,382,590.00	Excise Loan - B D C C Bank, BGM		15,278,870.00						
346,892,568.00	Working Capital: Apex Bank Bangalore		346,892,568.00					-	-
47,500,000.00	Govt Loan (Purchase Tax & Road Cess)		47,500,000.00						
105,500,000.00	NCDC Loan, New Delhi		105,500,000.00	**1,105,834,515.00**					
868,780,734.00									
	CURRENT LIABILITIES :					**OTHER ASSETS :**			
2,813,500.00	Interest payable on P & M Suppliers (ThysonKrop)		2,813,500.00		8,589,011.46	Vehicles		8,589,011.46	
10,865,702.00	Interest Payable on Call Deposits		14,790,023.00		3,454,842.82	Dead Stock		3,454,842.82	
118,840,715.00	Interest Payable on NCDC loans, New Delhi		128,863,215.00		1,766,825.00	Cane Yard Software		1,766,825.00	
-	Interest payable on Apex Bank loan		34,388,634.00		2,245,885.64	Electrical Fittings		2,245,885.64	
1,886,580.91	Statutory Dues Payable	Schedule 2	5,284,276.29		4,425,810.00	Lab Equipments		4,425,810.00	
385,919.70	Provision		391,017.32		1,558,587.00	Weigh Bridge		1,558,587.00	
12,006,933.00	Other Provisions	Schedule 3	14,604,015.00		5,643,787.16	Office Equipments		5,673,887.16	
55,721,746.69	Liabilities towards Cane supplies		199,809,077.36		2,779,177.88	CC TV & Peripherals		2,779,177.88	
1,911,096.00	Earnest Money Deposits	Schedule 4	1,893,655.00		65,550.00	Thumb Machine & Peripherals		65,550.00	
3,957,313.75	Security Deposits	Schedule 5	4,385,033.75		3,338,951.84	Work in Progress		3,463,951.84	**34,023,528.80**
1,615,740.00	Other Current Liabilities		1,986,210.65						
112,073.00	Share suspense pending allotments		112,073.00	**409,320,730.37**	**33,868,428.80**				
210,117,320.97	Total C / f			**1,880,928,572.06**	**823,207,376.11**	Total C / f			**824,210,370.11**

SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, BAILHONGAL
BALANCE SHEET AS AT 31.03.2018

AMOUNT AS ON 31.3.2017	LIABILITIES	Schdules	AMOUNT AS ON 31.3.2018	AMOUNT AS ON 31.3.2018	AMOUNT AS ON 31.3.2017	ASSETS	Schdules	AMOUNT AS ON 31.3.2018	AMOUNT AS ON 31.3.2018
				(Rs.)					(Rs.)
210,117,320.87	Total B / f			**1,880,928,572.06**	823,207,376.11	Total B / f			**824,210,370.11**
	SUNDRY CREDITORS :					**INVESTMENTS & DEPOSITS:**			
2,890,327.91	- Expenses	Schedule 6	1,932,715.90		26,815,050.00	Investments	Schedule 11	26,815,050.00	
3,437,741.61	- Capital Goods	Schedule 7	2,766,839.80		700,000.00	Fixed Deposits	Schedule 12	700,000.00	
11,026,888.44	- Supplies & consumables	Schedule 8	6,744,393.49		**27,616,050.00**				**27,616,050.00**
815,613.23	- Others	Schedule 9	495,583.00	**11,939,632.95**					
18,170,571.86									
133,863,897.39	**DEPOSIT LIABILITY**			**133,864,611.39**					
552,477,317.58	**DEPRECIATION FUND [Schedule 10] :**	Schedule 10		**587,501,830.33**		**CURRENT ASSETS:**			
					256,260.00	Cash in Hand		71,336.00	
					8,267,732.39	Cash at Bank	Schedule 13	3,806,626.55	
					368,612,685.00	Closing Stock of Sugar & Other	Schedule 14	675,008,292.00	
					35,538,829.74	Stock of Store Materials		28,463,460.03	
					1,939,123.14	Loans & Advance		1,962,272.39	
					52,595,568.50	Receivables	Schedule 15	57,707,317.81	
					2,502,702.00	Advance for Projects	Schedule 16	2,102,702.00	
					1,568,250.00	Advance to Project Consultants	Schedule 17	1,568,250.00	
					14,266,310.78	Deposits	Schedule 18	15,305,631.00	
					222,042.00	EMD	Schedule 19	222,042.00	
					1,481,445.96	Miscellaneous Advances	Schedule 20	1,451,906.00	
					(11,660,636.60)	Sundry Debtors	Schedule 21	(129,856.73)	
					476,690,312.91				**787,639,979.06**
						PROFIT & LOSS ACCOUNT :			
					588,075,643.81	Loss of earlier years		822,549,429.57	
					234,473,785.76	Loss for the year		152,409,718.01	
					822,549,429.57				**974,959,147.58**
2,148,862,168.58	**TOTAL**			**2,814,224,646.74**	**2,148,862,168.58**	**TOTAL**			**2,814,224,646.74**

-

Accountant **Account Officer** **Managing Director** **Director** **Director** **Vice Chairman** **Chairman**

CERTIFICATE : Certified that we have Audited the Accounts of SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, Bailhongal for the year 2017-18 as produced for the Audit by the Managing Director & Other Staff of the SSSSKN and obtained information and clarification during the course of Audit. In our opinion and to the best of our knowledge the above Balance Sheet exhibits true and fair view of the Financial Position of the Karkhana subject to the remarks narrated in the Audit Reports.

MS Chandaragi & CO
Chartered Accountants

SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, BAILHONGAL

Schedule to Profit & Loss Account As on 31.03.2018.

	AMOUNT as on 31.3.2018	AMOUNT as on 31.3.2018
	(Rs.)	(Rs.)
Schedule No : 22		
Employees Expenses		
Bonus	-	
Canteen Expenses	522,992.00	
Employer's Contribution to PF	7,354,809.00	
Gratuity	-	
Leave Salary & Pension Contribution	317,175.00	
Medical Expenses	132,116.00	
OT Salary & Wages	629,314.00	
House Rent	-	
Salary Arrears	-	
Interest and penalty on Employee PF	520,959.00	
Salary & Wages	67,013,595.00	
		76,490,960.00
Schedule No : 23		
Insurance		
Insurance on Cash in Hand	-	
Insurance on Stock of Sugar	153,926.12	
Workman's Compensation Insurnace	175,346.68	
Insurance on Vehicles	89,353.93	
		418,626.73
Schedule No : 24		
Interest Paid on :		
Call Deposit	19,082,043.00	
Term Loan	10,022,500.00	
Interest on H&T Loan	2,185,734.00	
Interest on Excise Loan	2,890,824.00	
Interest on Apex Bank Loan	46,830,499.00	
Interest on BDCC Bank Key Loan (shown in MFG a/c for 2017-18)	-	
Bank Panel Interest	1,427,693.00	
Others	37,985.09	**82,477,278.09**
Schedule No : 25		
Legal & Govt Fee		

Government Fees	410,043.00	
Professional & Consultancy Charges	365,996.00	
Registration fees	-	
Renewal Fees	214,832.00	**990,871.00**
Schedule No : 26		
<u>Miscellaneous Expenses</u>		
Guest and Guest House Expenses	117,953.35	
Pooja Expenses	220,737.04	
Misc Expenses A/c	99,132.00	
Sales meeting expenses	-	**437,822.39**
Schedule No : 27		
<u>Repairs & maintenance</u>		
Computer Repairs & Software and Maintenance	777,674.27	
Repairs & Maintenance - Buildings	394,486.40	
Vehicle Maintenance	373,904.26	**1,546,065.74**
Schedule No : 28		
<u>Travelling expenses</u>		
TA and DA Expenses-Drivers	24,258.00	
Taxi Rent	118,060.00	
Travelling Expenses	452,404.00	
Travelling Exps - Others Chairman, MD, Dires	127,058.00	
Vehicle Diesal own & Diesal Hired	596,401.00	**1,318,181.00**

Accountant **Accounts Officer** **Managing Director** **Vice Chairman** **Chairman**

MS Chandaragi & CO
Chartered Accountants

SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, BAILHONGAL

TRADING ACCOUNT FOR THE YEAR ENDING 31.03.2018

Particulars as on 31.3.2018	Amount as on 31.3.2018 (Rs.)	Amount as on 31.3.2018 (Rs.)	Particulars as on 31.3.2018	Amount as on 31.3.2018 (Rs.)	Amount as on 31.3.2018 (Rs.)
Opening Stock:			**Sales:**		
Free Sugar (82023 QTL @ 3650/-)	299,383,950.00		Sales - Bagasse (8097.13 MT)	11,506,117.80	
Molasses (7247 MT @ 8500/-)	61,599,500.00		Sales - Brown Sugar (942 QTL)	2,689,410.00	
Pressmud (689.17 MT @440/-)	303,235.00		Sales - Molasses (12075.81 MT)	68,637,816.50	
Bagasse (3000 MT @ 1500/-)	4,500,000.00		Sales - Pressmud (696.230 MT)	422,701.77	
Brown Sugar (942 QTL @ 3000/-)	2,826,000.00	**368,612,685.00**	Sales - Sugars (Free) (182764 QTL)	596,749,635.10	
			Sales - Boiler Ash (976 MT)	157,731.00	**680,163,412.17**
Sugar Manufacturing Expenses		**933,069,834.27**			
(Tr. from Manufacturing account)					
Packing & Forwarding Charges		**9,699,010.00**			
Stitching Charges	57,000.00				
Gunny Bag and PP Bags	9,642,010.00		**Closing Stock:**		
			Free Sugar (206229 QTL 3036.687)	626,252,923.00	
			Molasses (8402.574 @ 4525/-)	38,021,647.00	
		-	Pressmud (2424.601 MT @ 607./-)	1,471,733.00	
			Bagasse 4595.82 MT @ 1450/-	6,663,939.00	
			Brown Sugar (910 MT @ 2855/-)	2,598,050.00	**675,008,291.91**
Profit from Operations		**43,790,174.81**			
(Trasferred to Profit & Loss account)					
TOTAL		**1,355,171,704.08**	**TOTAL**		**1,355,171,704.08**

Accountant **Accounts Officer** **Managing Director** **Director** **Director** **Vice Chairman** **Chairman**

MS Chandaragi & CO
Chartered Accountants

SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, BAILHONGAL

BALANCE SHEET AS AT 31.03.2019

AMOUNT AS ON 31.3.2018 (Rs.)	LIABILITIES	Schedules	AMOUNT AS ON 31.3.2019	AMOUNT AS ON 31.3.2019 (Rs.)	AMOUNT AS ON 31.3.2018 (Rs.)	ASSETS	Schedules	AMOUNT AS ON 31.3.2019	AMOUNT AS ON 31.3.2019 (Rs.)
	SHARE CAPITAL :								
192,041,598.00	Members Equity		192,634,598.00			**LAND & SITE DEVELOPMENTS :**			
150,000,000.00	Government of Karnataka Share Capital		150,000,000.00	342,634,598.00	2,460,776.50	Cost of Land		2,460,776.50	
342,041,598.00					7,559,770.00	Site Development		7,559,770.00	
	RESERVE FUND :				1,993,894.00	KIADB Land		1,993,894.00	
23,626,281.95	Reserve Fund		23,626,281.95		12,014,440.50				12,014,440.50
105,458.74	Sinking Fund		105,458.74	23,731,740.69					
23,731,740.69									
	LOANS :					**BUILDING & BUILDING MATERILS :**			
472,770,000.00	Working Capital : BDCC Bank, Belgaum		552,877,451.00		222,467,084.64	Buildings & Roads		222,592,084.64	222,592,084.64
-	Shri Beereshwar Society MT Loan		73,723,429.00						
-	Shri Beereshwar Society H & T Loan		45,291,494.00			**PLANT & MACHINERY**			
119,893,077.00	Call Deposits	Schedule 1	134,879,101.00		556,705,308.17	Plant & Machinery		556,417,963.17	556,417,963.17
15,279,870.00	Excise Loan - B D C C Bank, BGM		1,175,150.00						
348,892,568.00	Working Capital: Apex Bank Bangalore		348,892,568.00					-	-
47,500,000.00	Govt Loan (Purchase Tax & Road Cess)		47,500,000.00						
105,500,000.00	NCDC Loan, New Delhi		105,500,000.00	1,277,839,162.00					
1,109,834,515.00									
	CURRENT LIABILITIES :					**OTHER ASSETS :**			
2,813,500.00	Interest payable on P & M Suppliers (Thysonkrup)		2,813,500.00		8,589,011.46	Vehicles		8,589,011.46	
14,790,023.00	Interest Payable on Call Deposits		19,466,296.00		3,454,842.82	Dead Stock		3,454,842.82	
129,883,215.00	Interest Payable on NCDC loans, New Delhi		136,886,716.00		1,786,825.00	Cane Yard Software		1,786,825.00	
34,388,634.00	Interest payable on Apex Bank loan		37,673,585.00		2,245,885.64	Electrical Fittings		2,245,885.64	
5,284,276.29	Statutory Dues Payable	Schedule 2	8,842,308.07		4,425,810.00	Lab Equipments		4,425,810.00	
391,017.32	Provision		6,988,429.32		1,888,587.00	Weigh Bridge		1,888,587.00	
14,604,015.00	Other Provisions	Schedule 3	20,489,939.00		5,873,987.16	Office Equipments		5,735,569.36	
199,809,077.36	Liabilities towards Cane supplies		302,980,152.67		2,779,177.88	CC TV & Peripherals		2,779,177.88	
1,893,855.00	Earnest Money Deposits	Schedule 4	4,831,222.00		65,560.00	Thumb Machine & Peripherals		65,950.00	
4,395,033.75	Security Deposits	Schedule 5	4,287,093.75		3,463,951.34	Work in Progress		3,539,726.64	34,150,565.00
1,966,210.65	Other Current Liabilities		3,143,149.35						
112,073.00	Share suspense pending allotments		112,073.00	550,273,465.16	34,023,526.80				
409,320,730.37	Total C/f			2,194,478,953.85	824,210,370.11	Total C/f			825,175,481.31

SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, BAILHONGAL

B A L A N C E S H E E T AS AT 31.03.2019

AMOUNT AS ON 31.3.2018	LIABILITIES	Schdules	AMOUNT AS ON 31.3.2019	AMOUNT AS ON 31.3.2019	AMOUNT AS ON 31.3.2018	ASSETS	Schdules	AMOUNT AS ON 31.3.2019	AMOUNT AS ON 31.3.2019
				(Rs.)					(Rs.)
1,880,928,572.06	Total B / f			2,194,478,953.85	824,210,370.11	Total B / f			826,175,481.31
	SUNDRY CREDITORS :					**INVESTMENTS & DEPOSITS:**			
1,932,715.90	- Expenses	Schedule 6	3,083,319.66		26,815,050.00	Investments	Schedule 11	26,815,050.00	
2,766,839.80	- Capital Goods	Schedule 7	3,335,219.67		700,000.00	Fixed Deposits	Schedule 12	200,000.00	
6,744,393.49	- Supplies & consumables	Schedule 8	16,430,286.10		27,515,050.00				27,015,050.00
495,583.00	- Others	Schedule 9	1,267,323.00	24,116,148.49					
11,939,532.86									
133,864,511.39	**DEPOSIT LIABILITY**			133,864,511.39					
587,501,930.33	**DEPRECIATION FUND [Schedule 10] :**	Schedule 10		617,659,921.35		**CURRENT ASSETS:**			
					71,336.00	Cash in Hand		893,774.00	
					3,806,626.55	Cash at Bank	Schedule 13	6,393,590.90	
					675,008,292.00	Closing Stock of Sugar & Other	Schedule 14	928,304,457.00	
					28,463,460.03	Stock of Store Materials		31,345,714.00	
					1,962,272.39	Loans & Advance		8,993,714.00	
					57,707,317.81	Receivables	Schedule 15	74,452,848.10	
					2,102,702.00	Advance for Projects	Schedule 16	2,102,702.00	
					1,568,250.00	Advance to Project Consultants	Schedule 17	1,568,250.00	
					15,305,631.00	Deposits	Schedule 18	15,305,813.00	
					222,042.00	EMD	Schedule 19	222,042.00	
					1,451,906.00	Miscellaneous Advances	Schedule 20	678,254.00	
					(129,856.73)	Sundry Debtors	Schedule 21	(3,242,936.58)	
					787,639,979.06				1,087,018,222.42
						PROFIT & LOSS ACCOUNT :			
					822,549,429.57	Loss of earlier years		974,959,147.58	
					152,409,718.00	Loss for the year		75,941,633.77	
					974,959,147.57				1,050,900,781.35
2,614,224,546.73	T O T A L			2,970,109,535.08	2,614,224,546.73	T O T A L			2,970,109,535.08

Sd	Sd	Sd	Sd	Sd	Sd	Sd
Accountant	**Account Officer**	**Managing Director**	**Director**	**Director**	**Vice Chairman**	**Chairman**

CERTIFICATE : Certified that we have Audited the Accounts of SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, Bailhongal for the year 2018-19 as produced for the Audit by the Managing Director & Other Staff of the SSSSKN and obtained information and clarification during the course of Audit. In our opinion and to the best of our knowledge the above Balance Sheet exhibits true and fair view of the Financial Position of the Karkhana subject to the remarks narrated in the Audit Reports.

Sd
MS Chandaragi & CO
Chartered Accountants

SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, BAILHONGAL

PROFIT & LOSS ACCOUNT FOR THE YEAR ENDING 31ST MARCH, 2019

Particulars	Schedule	Amount as on 31.3.2019 (Rs.)	Particulars	Schedule	Amount as on 31.3.2019 (Rs.)
			Profit from Operations		**116,560,897.84**
Advertisement Expenses		569,069.70	**Buffer Stock Interest Subsiday received**		**10,568,398.00**
AGM Expenses		705,090.83	Building Rent (Canteen)		14,000.00
Audit Fees		795,000.00	Discount Received		331,213.00
Business Promotion Expenses		164,500.00	Divdend Received		1,557,800.00
Director's Sitting Fees		225,670.00	Excise Loan Interest Subsidy Recovery Account		878,313.69
Sahre Member Welfare Fund(Death)		5,000.00	Harvestor's Medical Welfare Contribution		14,260.28
Election Expenses 2018		4,814,084.50	Export Sugar Subsidy from Central Government		28,290,750.00
Fuel Chrages		15,330.00	Claim received		(6,880.00)
Testing & Stamping Charges		396,440.00	Interest From Bank Received		427,608.88
Telephone & Internet Charges		34,077.56	Nominal Membership Fees		2,256,100.00
Loan processing fees		909,250.00	Other Income		460,335.22
Mobile Phone Charges		212,645.66	H & T Gangs Additional Milage Recovery		153,195.00
Employees Expenses	22	95,020,893.78	Written -off		(95.05)
Insurance	23	946,199.00			
Interest Expenses	24	97,366,346.00			
Legal Fee & Govt Fee	25	552,370.00			
Misc Expenese	26	602,047.06			
Office Expenses		101,077.00			
Office & field Rent		223,600.00			
Interest on Excise & GST late payment		19,000.00			
Penalty and Interest		141,568.00			
Postage & Courier Charges		170,132.00	***Net Loss for the year***		***75,941,633.77***
Printing & Stationery		399,643.00			
Godown maintenance expenses		270,000.00			
Depreciation		30,157,991.02			
H & T recovery expenses		10,694.00			
Professional Tax (Factory)		2,500.00			
Repairs & Maintenance	27	572,860.35			
Seminar Fees		7,720.00			
Stipend for Apprentiship Trainees		69,551.00			
Subscription & Membership Fees		548,441.00			
Travelling expenses	28	1,418,736.23			
TOTAL		**237,447,530.63**	**TOTAL**		**237,447,530.63**

Sd	Sd	Sd	Sd	Sd
Accountant	**Accounts Officer**	**Managing Director**	**Vice Chairman**	**Chairman**

Sd
MS Chandaragi & CO
Chartered Accountants

SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, BAILHONGAL

TRADING ACCOUNT FOR THE YEAR ENDING 31.03.2019

Particulars as on 31.3.2019	Amount as on 31.3.2019 (Rs.)	Amount as on 31.3.2019 (Rs.)	Particulars as on 31.3.2019	Amount as on 31.3.2019 (Rs.)	Amount as on 31.3.2019 (Rs.)
Opening Stock:			**Sales:**		
Free Sugar (206229 QTL @ 3036.687/-)	626252923.00		Sales - Bagasse (6850.630 MT)	12,733,397.50	
Molasses (8402.574 MT @ 4525/-)	38021647.00		Sales - Brown Sugar (515 QTL)	1,243,800.00	
Pressmud (2424.601 MT @607/-)	1471733.00		Sales - Molasses (14399.340 MT)	76,026,532.50	
Bagasse (4595.82MT @ 1450/-)	6663939.00		Sales - Pressmud (1437.100 MT)	753,212.00	
Brown Sugar (910 QTL @ 2855/-)	2598050.00	675,008,291.91	Sales - Sugars (Free) (200538 Qtl)	559,341,029.84	
			Sales - Store Materials	417,979.89	
			Sales - Boiler Ash (1287.280 MT)	257,456.80	650,773,408.53
Sugar Manufacturing Expenses		774,916,192.13			
(Tr. from Manufacturing account)					
Packing & Forwarding Charges		12,592,483.56			
Stitching Charges	23940.00				
Gunny Bag and PP Bags	12568543.56		**Closing Stock:**		
			Free Sugar (287391 QTL @ RS.3100/-)	890,912,100.00	
			Molasses (4248.378 @ 5305/-)	22,537,645.00	
			Pressmud (3002.781 MT @ 511.25/-)	1,535,172.00	
			Bagasse 6067.764 MT @ 1450/-	11,085,526.00	
			Brown Sugar (925 MT @ 2415.15/-)	2,234,014.00	928,304,456.91
Profit from Operations		116,560,897.84			
(Trasferred to Profit & Loss account)					
TOTAL		1,579,077,865.44	**TOTAL**		1,579,077,865.44

Sd	Sd	Sd	Sd	Sd	Sd	Sd
Accountant	Accounts Officer	Managing Director	Director	Director	Vice Chairman	Chairman

Sd
MS Chandaragi & CO
Chartered Accountants

SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, BAILHONGAL BALANCE SHEET AS AT 31.03.2020									
AMOUNT AS ON 31.3.2019	LIABILITIES	Schdules	AMOUNT AS ON 31.3.2020	AMOUNT AS ON 31.3.2020	AMOUNT AS ON 31.3.2019	ASSETS	Schdules	AMOUNT AS ON 31.3.2020	AMOUNT AS ON 31.3.2020
(Rs.)				(Rs.)	(Rs.)				(Rs.)
	SHARE CAPITAL:								
192,634,586.00	Members Equity		192,791,586.00			**LAND & SITE DEVELOPMENTS :**			
150,000,000.00	Government of Karnataka Share Capital		150,000,000.00		2,460,776.50	Cost of Land		2,460,776.50	
342,634,586.00				**342,791,586.00**	7,559,779.00	Site Development		7,559,779.00	
	RESERVE FUND :				1,993,893.00	KIADB Land		1,993,893.00	
23,626,281.95	Reserve Fund		23,626,281.95		**12,014,448.50**				**12,014,448.50**
105,458.74	Sinking Fund		105,458.74						
23,731,740.69				**23,731,740.69**					
	LOANS :					**BUILDING & BUILDING MATERILS :**			
532,877,451.00	Working Capital : BDCC Bank, Belgaum		480,100,000.00		**222,592,084.64**	Buildings & Roads		222,592,084.64	**222,592,084.64**
-	Soft Loan BDCC Bank , Belgaum		85,300,000.00						
73,723,428.00	Shri Beereshwar Society MT Loan		68,222,808.00						
45,291,464.00	Shri Beereshwar Society H & T Loan		50,594,521.00			**PLANT & MACHINERY**			
124,879,101.00	Call Deposits	Schedule 1	124,879,101.00		**557,417,963.17**	Plant & Machinery		557,481,138.88	**557,481,138.88**
1,175,150.00	Excise Loan - B D C C Bank, BGM		-						
346,892,568.00	Working Capital: Apex Bank Bangalore		346,892,568.00					-	-
47,500,000.00	Govt Loan (Purchase Tax & Road Cess)		47,500,000.00						
105,500,000.00	NCDC Loan, New Delhi		105,500,000.00	**1,308,988,998.00**					
1,277,839,162.00									
	CURRENT LIABILITIES :					**OTHER ASSETS :**			
2,813,500.00	Interest payable on P & M Suppliers (ThysonKrop)		2,813,500.00		8,589,011.46	Vehicles		8,589,011.46	
19,486,296.00	Interest Payable on Call Deposits		29,195,741.00		3,454,842.82	Dead Stock		3,454,842.82	
138,885,715.00	Interest Payable on NCDC loans, New Delhi		148,908,215.00		1,766,825.00	Cane Yard Software		1,766,825.00	
37,673,585.00	Interest payable on Apex Bank loan		31,610,515.00		2,245,885.64	Electrical Fittings		2,245,885.64	
-	Interest payable on BDCC Key Loan		4,711,989.00		4,425,810.00	Lab Equipments		4,425,810.00	
-	Interest Payable on BDCC Soft Loan		941,802.00		1,558,587.00	Weigh Bridge		1,558,587.00	
8,642,306.07	Statutory Dues Payable	Schedule 2	6,062,893.34		5,725,568.36	Office Equipments		5,986,300.36	
6,958,428.32	Provision		7,718,660.32		2,779,177.88	CC TV & Peripherals		2,779,177.88	
20,489,939.00	Other Provisions	Schedule 3	23,583,936.00		65,550.00	Thumb Machine & Peripherals		65,550.00	
302,950,152.67	Liabilities towards Cane supplies		184,392,493.09		3,539,726.84	Work in Progress		3,576,042.60	
4,831,222.00	Earnest Money Deposits	Schedule 4	2,350,775.00		-	Main Sugar Godown		1,623,568.40	
4,287,098.75	Security Deposits	Schedule 5	4,227,517.75		**34,150,985.00**				**36,071,601.16**
3,143,149.35	Other Current Liabilities		3,310,018.65						
112,073.00	Share suspense pending allotments		112,073.00						
550,273,465.16				**449,940,129.15**					
2,194,478,953.85	Total C / f			**2,125,452,453.84**	**826,175,481.31**	Total C / f			**828,159,273.18**

SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, BAILHONGAL
BALANCE SHEET AS AT 31.03.2020

AMOUNT AS ON 31.3.2019	LIABILITIES	Schdules	AMOUNT AS ON 31.3.2020	AMOUNT AS ON 31.3.2020	AMOUNT AS ON 31.3.2019	ASSETS	Schdules	AMOUNT AS ON 31.3.2020	AMOUNT AS ON 31.3.2020
				(Rs.)					(Rs.)
2,194,478,953.86	Total B / f			2,126,452,453.84	826,176,481.31	Total B / f			828,169,273.18
	SUNDRY CREDITORS :					INVESTMENTS & DEPOSITS:			
3,083,319.66	- Expenses	Schedule 6	1,241,203.51		26,815,050.00	Investments	Schedule 11	26,815,050.00	
3,335,219.67	- Capital Goods	Schedule 7	2,388,483.61		200,000.00	Fixed Deposits	Schedule 12	850,000.00	
16,430,286.10	- Supplies & consumables	Schedule 8	14,820,669.09		27,015,050.00				27,665,050.00
1,267,323.00	- Others	Schedule 9	703,399.00	19,153,755.21					
24,116,148.49						CURRENT ASSETS:			
					893,774.00	Cash in Hand		117,278.00	
133,864,611.39	DEPOSIT LIABILITY			133,864,611.39	6,393,590.90	Cash at Bank	Schedule 13	20,620,741.23	
					928,304,457.00	Closing Stock of Sugar & Other	Schedule 14	753,235,924.00	
617,869,921.36	DEPRECIATION FUND [Schedule 10] :	Schedule 10		843,896,791.00	31,345,714.00	Stock of Store Materials		31,272,827.00	
					8,993,714.00	Loans & Advance		5,781,441.00	
					74,452,848.10	Receivables	Schedule 15	97,351,184.10	
					2,102,702.00	Advance for Projects	Schedule 16	2,102,702.00	
					1,568,250.00	Advance to Project Consultants	Schedule 17	1,568,250.00	
					15,305,813.00	Deposits	Schedule 18	15,330,319.00	
					222,042.00	EMD	Schedule 19	(26,886,958.00)	
					678,254.00	Miscellaneous Advances	Schedule 20	678,254.00	
					(3,242,936.58)	Sundry Debtors	Schedule 21	(1,290,790.76)	
					1,067,018,222.42				899,881,171.67
						PROFIT & LOSS ACCOUNT :			
					974,959,147.58	Loss of earlier years		1,050,900,781.35	
					75,941,633.77	Loss for the year		115,750,235.34	
					1,050,900,781.35				1,166,651,016.69
2,970,109,535.08	TOTAL			2,922,358,611.44	2,970,109,535.08	TOTAL			2,922,358,611.44

-

Accountant   Account Officer   Managing Director   Director   Director   Vice Chairman   Chairman

CERTIFICATE : Certified that we have Audited the Accounts of SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, Bailhongal for the year 2019-20 as produced for the Audit by the Managing Director & Other Staff of the SSSSKN and obtained information and clarification during the course of Audit. In our opinion and to the best of our knowledge the above Balance Sheet exhibits true and fair view of the Financial Position of the Karkhana subject to the remarks narrated in the Audit Reports.

MS Ammanagi & CO
Chartered Accountants

Place: Factory Site.
Date:

SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, BAILHONGAL

PROFIT & LOSS ACCOUNT FOR THE YEAR ENDING 31ST MARCH, 2020

Particulars	Sched-ule	Amount as on 31.3.2020 (Rs.)	Particulars	Sched-ule	Amount as on 31.3.2020 (Rs.)
			Profit from Operations		**72,472,638.47**
Advertisement Expenses		1,009,685.50	Buffer Stock Interest Subsiday received		7,778,917.00
AGM Expenses		589,383.00	Building Rent (Canteen)		12,000.00
Audit Fees		689,451.00	Discount Received		880,478.41
Business Promotion Expenses		305,428.58	Dividend Received		1,758,300.00
Director's Sitting Fees		553,500.00	Export Sugar Transportation subsiday from Government		7,988,928.00
Sahre Member Welfare Fund(Death)		5,000.00	Harvestor's Medical Welfare Contribution		108,728.58
Bonus		7,136,056.00	Export Sugar Subsidy from Central Government		29,653,828.00
Fuel Chrages		15,646.00	Claim received		64,410.00
Testing & Stamping Charges		47,740.00	Interest From Bank Received		172,190.41
Telephone & Internet Charges		27,012.32	Nominal Membership Fees		1,987,000.00
Loan processing fees		353,200.00	Other Income		188,031.43
Mobile Phone Charges		167,739.93	H & T Gangs Additional Milage Recovery		87,089.00
Employees Expenses	22	85,579,781.29	Non Refundable Deposit		1,129,272.00
Insurance	23	588,636.04	Soft loan interest subsidy from CG		4,404,298.00
Interest Expenses	24	110,398,701.98			
Legal Fee & Govt Fee	25	1,460,429.00			
Misc Expenese	26	342,986.78			
Office Expenses		82,223.96			
Office & field Rent		258,900.00			
Interest on Excise & GST late payment		952,781.00			
Penalty and Interest		645,307.00			
Postage & Courier Charges		14,970.00	***Net Loss for the year***		***115,750,235.34***
Printing & Stationery		304,277.25			
Other Expenses		25,337.00			
Depreciation		26,235,869.65			
H & T recovery expenses		40,675.00			
Professional Tax (Factory)		2,500.00			
Repairs & Maintenance	27	1,232,001.47			
Seminar Fees		58,244.00			
Stipend for Apprentiship Trainees		146,589.00			
Discount on Member & employees sugar		1,356,129.15			
Travelling expenses	28	1,839,232.21			
Gratuity		1,000,222.00			
Written -off		970,698.53			
TOTAL		**244,438,344.84**	TOTAL		**244,438,344.84**

Accountant **Accounts Officer** **Managing Director** **Vice Chairman** **Chairman**

MS Ammanagi & CO
Chartered Accountants

SHREE SOMESHWAR SAHAKARI SAKKARE KARKHANE NIYAMITHA, BAILHONGAL

TRADING ACCOUNT FOR THE YEAR ENDING 31.03.2020

Particulars as on 31.3.2020	Amount as on 31.3.2020	Amount as on 31.3.2020	Particulars as on 31.3.2020	Amount as on 31.3.2020	Amount as on 31.3.2020
	(Rs.)	(Rs.)		(Rs.)	(Rs.)
Opening Stock:			**Sales:**		
Free Sugar (287391 QTL @ RS.3100/-)	890,912,100.00		Sales - Bagasse (4727.920 MT)	6,351,150.50	
Molasses (4248.378 @ 5305/-)	22,537,645.00		Sales - Brown Sugar (915 QTL)	2,170,000.00	
Pressmud (3002.781 MT @ 511.25/-)	1,535,172.00		Sales - Molasses (9289.840 MT)	83,680,312.00	
Bagasse 6067.764 MT @ 1450/-	11,085,526.00		Sales - Pressmud (1575.16 MT)	753,969.70	
Brown Sugar (925 MT @ 2415.15/-)	2,234,014.00	928,304,456.91	Sales - Sugars (Free) (283610 Qtl)	854,082,760.00	
			Sales - Tender Form sales	82,000.00	
			Sales - Store Materials	469,786.49	
			Sales - Boiler Ash (441.920 MT)	88,384.00	947,678,362.69
Sugar Manufacturing Expenses		692,136,222.78			
(Tr. from Manufacturing account)					
Packing & Forwarding Charges					
Gunny Bag and PP Bags	8000968.44	8,000,968.44	**Closing Stock:**		
			Free Sugar (223370.5 QTL @ RS.3129.15/-)	698,959,800.00	
			Molasses (4507.538 @ 8775/-)	39,553,646.00	
			Pressmud (2820.891 MT @ 481.94/-)	1,359,500.00	
			Bagasse 6622.09 MT @ 1600/-	10,595,344.00	
			Brown Sugar (1157MT @ 2820.891/-)	2,767,634.00	753,235,923.91
Profit from Operations		72,472,638.47			
(Trasferred to Profit & Loss account)					
TOTAL		1,700,914,286.60	**TOTAL**		1,700,914,286.60

Accountant **Accounts Officer** **Managing Director** **Director** **Director** **Vice Chairman** **Chairman**

MS Ammanagi & CO
Chartered Accountants

FINDING-

- The size of inventory is decrease in the year of 2019-2020
- Inventory to working capital it was decrease for year 2019-2020.
- Inventory to current assent it was consisting from the year of 2017-2020.
- Inventory to turnover ratio it was decresed for year 2018-2019.
- Inventory to sale ration it was decresed for year 2017-2018.
- Inventory to conversion period it was increase for year 2018-2019.
- Monthly meetings are conducted to review the inventory status.
- Physical verification of all the materials is done when they received and also periodically.

SUGGESTION-

- The company should avoid over stocking or under stocking in the stores and spares department. This can be done by maintaining stock levels.

- The Decrese in Inventory might results from industry producing less product.

- The company can improve its inventory turnover ratio either by increasing the sales or decreasing investment.

- The Increse in Inventory of sales ratio Industry is selling goods quickly and there is considerable demand for their product.

- Internal control \check is to be strictly maintained to prevent the wastage of raw materials.

Company should take measure for maintenance of proper stores and spare so also avoid the storage of products.

- The company should avoid over stocking in the stores and spares department.

CONCLUSION

SSSSKN Industry is a well-managed Industry earning profit. The overall study shows that the company is maintaining a good inventory system and also trying to increase its efficiency in managing the fund. This I came to know by analysing different type of ratios like inventory to working capital ratio etc., which is improving compared with other years.

The INVENTORY MANAGEMENT study for Shree Someshwar Sahakari Sakkare Karkhane Niyamith implies that investment in the inventory is reduced in order to avoid blockage of funds.

Thus the study indicates that the Shree Someshwar Sahakari Sakkare Karkhane Niyamith is function very well and trying to adopt new techniques in order to increases its efficiency in the management.

BIBLIOGRAPHY

- Company records

  Working capital book

- Internet
  http://seminarprojects.com\Thread-inventory- management

S.K.E. Society's

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

DEPT. OF BUSINESS ADMINISTRATION

BELAGAVI.

(Affiliated to Rani Channamma University, Belagavi)

A project report on

"EFFECTIVENESS OF EMPLOYEE WELFARE MEASURES "

AT

Abhishek Alloys Pvt. Ltd.

KARNATAKA.

Submitted by

Mr. Kartik V. Raikar

Reg. No. B1811210

Submitted to

RANI CHANNAMMA UNIVERSITY, BELGAVI

In the partial fulfilment of the award of

BACHELOR'S DEGREE OF BUSINESS ADMINISTRATION

2020-2021

S.K.E. Society's

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

DEPT. OF BUSINESS ADMINISTRATION

BELAGAVI.

(Affiliated to Rani ChannammaUniversity, Belagavi)

Certificate of Approval of Project Report

CERTIFICATE

This is to certify that Mr. **Kartik V. Raikar** has satisfactorily completed the project at **Abhishek Alloys Pvt. Ltd**, Belgaum, in partial fulfilments of award of Bachelor's Degree by Rani Channamma university Belagavi for the year 2020-2021

Director

Prof. S.S. Shinmangoudar

InstitutionGuide

Prof. S.S. Shinmangoudar

ACKNOWLEDGEMENT

I got opportunity to express my deep sense of obligation in the **Abhishek** Alloys Pvt. Ltd. for their kind permission to undertake this project in their organization.

I am grateful to HR Manager **Mr Pramod Jalihal.** for giving me the permission to do my project on

"A STUDY ON EFFECTIVENESS OF EMPLOYEE WELFARE MEASURES" I sincerely thanks other Department manager.

I also would like to thank all the workers& employees for spending their time with me to explain my doubts with their kind support.

I would like to thank Prof. S.S. Shinmangoudar &for guidance& correction of my project.

I would like to thank my parents & friends who motivated me to complete to this project report.

Kartik V. Raikar

DECLARATION

I here.by, declare that the project report entitled **“EFFECTIVENESS OF EMPLOYEE WELFARE MEASURES”** at Abhishek Alloys Pvt. Ltd. is original work of study prepared by me independently and carried out by me as apart on BBA degree under the guidance of Prof. S.S. Shinmangoudar for partial fulfilment required for the award.

Date:

Place: Belgaum

Kartik V. Raikar

EXECUTIVE SUMMERY

The project was undertakenin Abhishek Alloys Pvt. Ltd. Belgaum, as a part of BBA program with the objective to study "**EFFECTIVENESS OF EMPLOYEE WELFARE MEASURES**" in the company.

The study was conducted systematically. The primary data required for the study was obtained from Employees with the help of Questionnaire which was given to employees randomly. The secondary data was collected through company handbook. The study was limited to 30 days is intended to evaluate EFFECTIVENESS OF EMPLOYEE WELFARE MEASURESIN THE ORGANIZATION.

Kartik V. Raikar

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CHAPTER 1

INTRODUCTION OF INDUSTRY

INDUSTRY PROFILE

FIGURE NO 1.1

Casting is a manufacturing process in which a liquid material is usually poured into a mould, which contains a hollow cavity of the desired shape, and allowed to solidify. The solidified part is also known as a casting, which is ejected or broken out of the mold to complete the process. Casting materials are usually metals or various cold setting materials that cure after mixing two or more components together; examples are epoxy, concrete, plaster and clay. Casting is most often used for making complex shapes that would be otherwise difficult or uneconomical to make by other methods. Casting is a 6000-year-old process. The oldest surviving casting is a copper frog from 3200 BC.

The Indian foundry industry manufacturers metal cast components for application in Auto, Tractor, Railways, Machine tools, Defense, Earth moving /Textile/ Cement / Electrical / Power machinery, Pumps/ Valves etc. Foundry Industry has a turnover of approx.USD 19 billion with exports approx. USD 2.5 billion. However, Grey iron castings have the major share i.e. approx. 68% of total castings produced. There are approx. 5000 units out of which 90% can be classified as MSMEs.

The Indian metal casting (Foundry Industry) is well established & producing estimated 10.21 million MT of various grades of castings as per International standards and total sale approx. USD 19 billion.

Major Foundry Clusters: -

Each cluster is known for its products. The major foundry clusters are located in Batala, Jalandhar, Ludhiana, Agra, Pune, Kolhapur, Sholapur, Rajkot, Mumbai, Ahmedabad, Belagavi, Coimbatore, Chennai, Hyderabad, Howrah, Kolkata, Indore, Faridabad, Gurgaon etc.

Typically, each foundry cluster is known for catering to some specific end-use markets. For example, the Coimbatore cluster is famous for pump-sets castings, the Kolhapur and the Belagavi clusters for automotive castings the Rajkot cluster for diesel engine castings, Howrah cluster for sanitary castings etc.

Approx. 1500 units are having International Quality Accreditation. Several large foundries are modern & globally competitive. Many foundries use cupolas using LAM Coke. However, these are gradually shifting to Induction Melting. There is growing awareness about environment & many foundries are switching over to induction furnaces & some units in Agra are changing over to coke less cupolas.

MANPOWER

The total manpower in foundry sector is approx. 5,00,000 Directly & 15,00,000 indirectly. The foundry sector is highly labor intensive & currently generates employment for 2 millions directly & indirectly mainly from socially & economically weaker sections of society. It has potential to generate additional employment of 2 million in next 10 years.

Literature Review

Dr. Elnaga Amir (2013), In their research article title "The Effect of Training on Employee Performance" intends to study provides brief overviews of the training effectiveness and how it contributes in enhancing the employee performance and ultimately applying different level of training practices on employee performance. Objectives to identify the significance of employee performance. The study revels that under consideration to better understand the effective training performance and improving employee . The author suggest that the importance of training and its effect on employee performance or they believe that training increases the company cost. Finally authors concludes that the every training session is to add value to the performance of employees,

Dr. Tanwar Manish (2017), In their research title "Effect on Employees Welfare In Service Industries" Intend to study will be attempt to find how employee welfare, facilities, different provisions effect the working of employee. Objective to explore the different researches already carried out in the relevant area. The study revels that employee welfare is a dynamic concept. Welfare includes various facilities services and amenities provided to workers for improving their health, social status, It includes everything such as facilities, benefits, and services. The author suggest that were focused on voluntary welfare and satisfaction level of employee and its effect on there working. Authors conclude that the above researches has conduct a fresh study to identify the in depth impact of employee welfare on service industries.

Princitta R. and AmirthaGowari P. (2015) In there research article title "A study on Employee Welfare Measures" Intend to study that early days in India, for the provisions of welfare meaures for employees. Objective to find out safety measures and other facilities provided by the organization. The study revels that welfare is comfortable living and working conditions. Authors suggest that the management can provide housing loan facility for their employees.

Dr. supriyaChoudhary(2017) in the research title," Employee welfare: A scheme of wise investment" the study reveals that " The employee welfare facilities in the organization affect the behavior of the employees as well as on the productivity of the organization. The management should provide good facilities to all employees in such way that employees become satisfied and they work harder and more efficiently and effectively. Study also write employee is a back done of every organization, without employee no work can be done. The term " labor welfare", "employee welfare" and "workers welfare" are used inter chargeable to various services provided by the employers. Authors concludes that labor welfare is the various welfare measures (health, safety and welfare) provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness and overall efficiency of the worker and thereby contributing to the higher productivity.

Srinivas KT (2013) in their research article title, "A study on employee welfare facilities Adopted " The study reveals that Employee welfare facilities in the organization affects on the behavior of the employee as well as on the productivity of the organization. Welfare facilities like medical, canteen, working environment, safety measures are provided by the company. And most of the employees are satisfied with the welfare facilities adopted by the company towards the employee's welfare. The study also write labor welfare measures includes various facilities, services and amenities provide to workers for improving their health, efficiency. At the last authors concludes that employee welfare covers state of well being, happiness, satisfaction, protection and enlargement of human resources and also helps to motivation of worker. So that efficiency, effectiveness and productivity can be enhanced to the organizational goals.

K. LOGASAKTHI & K. RAJAGOPAL(2013) in their research article title ," A Study on employee health, Safety & Welfare Measures " The study reveals that " Labor health, safety & welfare are the measures of promoting the efficiency of labor. The various welfare measures provided by the employer will have immediate impact on the health, physical & mental efficiency alertness, morale & overall efficiency of the worker and their by contributing to the higher productivity. Study also write the main objective of their employee welfare scheme is to happy employer & employee relations. Authors concludes that the labor extend their maximum support for the improvement of the company. The management provides all the health safety & welfare to the employees that will help to produce better performance in the work & working environment.

Dr. M SuratKumari& Mr. MallareddyTatareddy (2014) in their research article title, " Impact of Employee Welfare Facilities on Job Satisfaction" the study reveals that Employee welfare is a comprehensive term including various services, benefits and facilities offered to employee by the employer. The basic purpose of employee welfare is to enrich the life of employee & keep them happy and contented. Employee welfare and benefits motivate the employees for the better performance. Authors conclude that welfare measure aim at integrating the needs of employees, requirement of particular technology, the structure and process of the organization.

Dr. K. Vijayarani (2015) in the research article title " Employees Welfare Measures Towards Productivity " intend to study identified the employees working in the mines and thermal power station is more affected with the health facilities, safety measurements for the workers provided by the corporation. Objectives to ascertain the employees welfare measures provided by the corporation. The study intervals that welfare facilities are designed to take care of the well being of the employees, they do not generally result in any monetary benefits to the employees nor are these facilities provided by employers alone, government and non-governmental agencies and trade unions too contribute towards employee's benefits. Finally authors conclude that the present study observed that, welfare measures are having positive and significant effect on productivity at the corporation. The intramural welfare facilities will directly influence employee productivity.

Kumar Praveen S. and Peter Magdallene(2017) in the research article title " A Study On Effectiveness Of Welfare Measures" To study their effectiveness of welfare measures on employee morale in an organization benefits the management by providing information through a survey of employee morale in order to make sound decisions, solving employee problems and increase the efficiency. The study intervals that efforts to make life worth living for workmen. These efforts have their origin either in some statute formed by the state or in some local custom. Finally authors conclude that the education on effect of well-being measure on worker confidence helps the running to know.

CHAPTER 2

COMPANY PROFILE

FIGURE NO 2.1

Abhishek Alloys Pvt. Ltd. Is a medium scale industry situated in Machhe Industrial Estate, Belagavi. It was promoted by Shri. Madhwa. N. Acharya, the Managing Director of the organization. The manufacturing process started in the year 1991 under the name of M/S Abhishek Industries and later on the operations were shifted to Abhishek Alloys Pvt. Ltd. , in the year 1994. Since its launch, Abhishek Alloys Pvt. Ltd. Has expanded its production capacity of 200 tonnes per month to 300 tonnes per month . The company has a total built up area of 2.5 acres and manufactures C.I. and S.C. iron castings with 100% shell molding process. The company's clientele consists of patrons from automobile, hydraulics, power generations, construction businesses.

Abhishek Alloys Pvt. Ltd. Was established in the year 1991. The firm has evolved on its own pace of growth. The firm possesses adequate space and frame. The firm is a foundry producing basic metal castings. Thanks to the Central Government's "Make in India" drive to boost exports of the industry , metal casting is currently one of the rapidly flourishing industries in the country with a clear focus on substantially increasing its revenues by 2025. Abhishek Alloys Pvt. Ltd. has incorporated accepted standards of production while upgrading their technologies from time to time . Firm has a reputation for the good services it renders.

COMPANY PROFILE

Name of the company	Abhishek Alloys Pvt. Ltd.
Corporate official and works location	Abhishek Alloys Pvt. Ltd. Regd. Office & works: Plot No. 58, Machhe Belagavi – 590014.
Managing Director	Madhwa. N. Acharya
Year of Establishment	1991
Number of Employees	350
Parent line of business activity	Manufacturing of metallic products (cast iron and SGs)
Registrar of companies	Belgaum
Company category	Company limited by shares
Company sub category	Indian non-Government company
Class of company	Private
Authorized capital	10,00,000
Date of incorporation	21/1/1992
Company status	Active
Website E-mail	www.abhishekalloys.com mnacharya@abhishekalloys.com

SIZE OF THE INDUSTRY

AAPL has total four units situated in Machhe industrial area within a periphery of half km.

As per the MSME categorization AAPL falls under medium scale industry.

Unit -1 Plot no 58 is considered as corporate unit which has control on all units.

Unit-2 Plot no 102 is machine shop

Unit-3 Plot no 112 and 113 is shell and core making

Unit-4 Plot no 35 is resin coating of sand

In total including all units the work force is 350 numbers

WHY ABHISHEK ALLOYS?

- Keen on developing complex design castings with ultimate quality.
- Capable of producing wide range of C.I and S.G Iron castings weighing from 1 kg to 100 kgs in shell moulding process.
- Fully equipped with machine shop and Austempering Process.

COMMITMENT

- Committed to meet customers expectations by improving product quality through continual improvement process.
- By meeting delivery schedules as per changing needs of the customers.

OBJECTIVE OF THE ORGANIZATION

- To provide products of premier quality and value.
- To achieve technological distinction and competitive edge.
- Assurance for continuous improvement in process, methods, productivity and quality.
- To increase employees mutual trust, respect and training.
- To trim down wastage throughout supply chain.
- Human resource development.

ABHISHEK ALLOYS TODAY

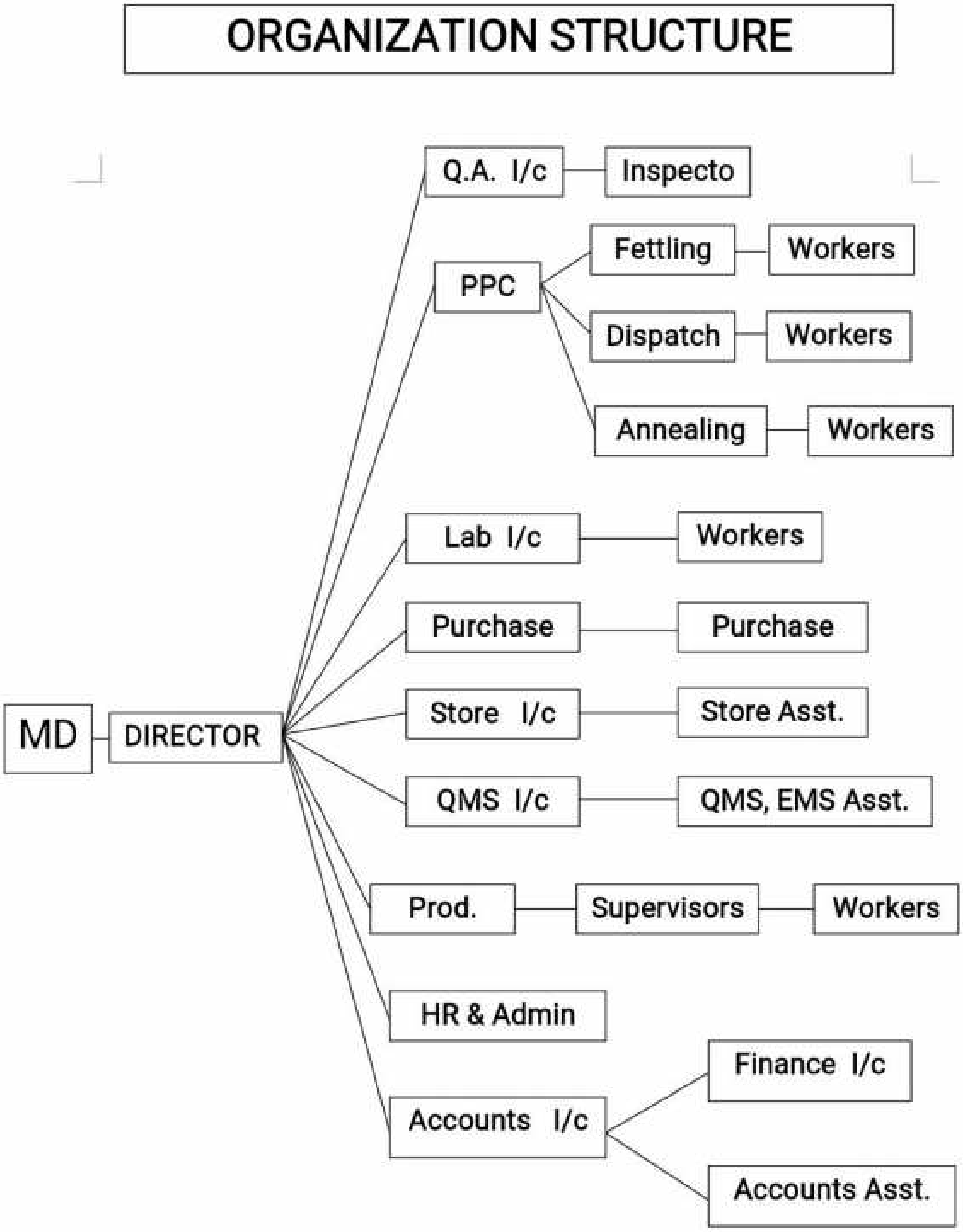
Is in a position to develop any intricate castings at a price customer can afford, quality as per customer requirements that sets apart.

VISION

Abhishek Alloys vision is to upgrade infrastructure facilities with the advanced technology, healthy environment for catering the needs of the customers.

MISSION

The firm focuses on meeting and exceeding customers necessities and establishes a customer oriented and globally accepted quality system. It has opted a quality policy, which is framed, by taking into account clients' needs and focus on unremitting development by contribution and involvement by all the employees. The organization believes in nurturing the skill and ability of all the employees and treats them as a family and utmost significance is given for the safety and protective aspects and excellent environment.


ORGANIZATION STRUCTURE
MD
DIRECTOR
Q.A. I/c
Inspecto
PPC
Fettling
Workers
Dispatch
Workers
Annealing
Workers
Lab I/c
Workers
Purchase
Purchase
Store I/c
Store Asst.
QMS I/c
QMS, EMS Asst.
Prod.
Supervisors
Workers
HR & Admin
Accounts I/c
Finance I/c
Accounts Asst.

DEPARTMENT OVERVIEWS

1. HUMAN RESOURCE DEPARTMENT

HR department comes under unit number 1 consider as middle level management.HR department handles the most delicate section of the company. The HRD manager is in charge of the whole department.

Responsibilities:-

- Recruiting people in the organization.
- Handles all policy matters regarding HRD.
- Selection procedure.
- Maintain discipline in the company.
- Training to employees.
- Maintain good relations between employer and employees.
- Providing necessary information to the department heads.
- Maintain time keeping of employees through punch machine.

HR Recruitment Process:

- **Step 1** Database search
- **Step 2** Advertising
- **Step 3** Networking and Referrals
- **Step 4** Processing of Applicants
- **Step 5** Submission and Interview
- **Step 6** Feedback and offer
- **Step 7** Commencement and Retention

2. PRODUCTION PLANNING CONTROL DEPARTMENT

- In Abhishek alloys pvt ltd PPC department plays the vital role in communicating with the customer First most important thing is company is interaction with customer if ordered is received, company realize the capacity to produce and stock availability, if it's possible to produce product purchase order will be placed to procure required raw material
- Detailed weekly and daily planning of production will be prepared to meet target and monitored.
- Communication with customer is most important thing since company gives priority and reschedule the requirements.

3. QUALITY CONTROL DEPARTMENT

Quality department set up where company mainly focus on producing quality material they never compromise in quality, the quality department must help in building system in place so that they work and communicate effectively about product requirement, performance and testing and be able to identify non conformity and work with other department to put in place a effective corrective and follow up on its application. According to NNFA GMPs, the responsibilities for QC are as follows;

Approve or reject all procedures, specifications, methods and results. Approve or reject all raw materials, packaging materials, labeling and finished products. Review all production records for accuracy and completeness before approving for distribution. Establish procedures for revising procedures, formulas etc.

Perform all the required tests to ensure identify, purity, potency and composition to ensure that products are not contaminated.

4. STORE DEPARTMENT

Indent preparation: Indent will be prepared as per the requirement received from different sites on priority bases.

Handling: Handling of incoming material and final product will be handled manually. Handling during in process will be manually/overhead crane.

Incoming inspection will be carried out as per procedure for inspection and testing; the information for incoming inspection will be through GRN. The material will be accepted based on the remarks mentioned on GRN and material will be taken into stock. Issue of any material will be done through issue slips duly approved by the production supervisor. Issue slips are raised for all material except pig iron and M S scrap. Store in charge will daily monitor the consumption of pig iron and M S scrap through furnace logbook and update daily stock register. Consumption of fuel used for generator is monitored and recorded in fuel consumption register. Monthly stock statement is prepared by stores I/C and will be submitted to purchase department. Minimum stock of materials is prepared based on the trends of consumption and customer schedule. Identification of material in store will be done as per procedure for identification and Traceability.

5. SUPPLIERS AND PURCHASE DEPARTMENT

Before approving any supplier, purchase manager will gather information on volume of automotive business, financial stability service complexity, required technology adequacy of available resource design and development capability, manufacturing capability change management process, business continuity planning, logistic process, customer service and other relevant information for raw material suppliers by sending registration and evaluation form. In case of machining supplier/outsourced processes, personal visit will be made to the suppliers works/premises if required. After receiving the form, the purchase manager will scrutinize the information furnished in the form. On being satisfied on the above terms trial order will be placed on the supplier through purchase order. In some case, the supplier may submit sample of the material required.

6. MARKETING DEPARTMENT

The customers directly approach to this cast manufacturing industry for the products with their required type of specifications, which are bound with different terms like information of the product, price, technical specification, transportation cost, tax and excise duty payables, payment terms, delivery date and other general T&C. Then quotation about the same is issued to the customer and if the customer is satisfied with the quotation issued then he will place an order, and after receiving the orders as such the production work begins.

Objectives

- Customer satisfaction.
- Maximization of profits.
- Capturing the present market.
- Achieving a target return.
- To achieve product quality leadership.

7. ACCOUNTS DEPARTMENT

Abhishek alloys Pvt. Ltd accounts departments work under unit 1.All the company financial activity is recorded and maintained systematically in this department Four senior accountants are working including manager. This department is centralized department for all 4 units

Here centralized means all the financial activity are taken and controlled by top level management means company MD or CEO.

8. QMS DEPARTMENT

Purpose - To verify the complains of standard at all functions.

Scope- All the department within the organization

1. Internal system audit
2. Management review meeting
3. QMS implementation

9. MAINTENANCE DEPARTMENT

Purpose – To ensure all the machines are in working conditions as require.

Scope – All the units connected to the organization.

Work carryout

Breakdown maintenance

1. Predictive maintenance
2. Overhaul maintenance
3. Servicing by external agency maintenance
4. Identification of critical parts

10. TRAINING PROCESS:

Purpose: To establish a procedure for determining competence, identifying training needs and impart training to support organizational objective of enhancing knowledge, skills and effective utilization of human resource.

Scope: Applicable for preparing competence Matrix, Skill matrix, identification of training needs, organizing and conducting training program for all employees of the organization.

For newly recruited employees, HR conduct the induction training program for knowing the roles of employee, following activities are covered in induction program. Based on the current knowledge of employees and changing needs and trends, Training plan is prepared. If any additional knowledge is required, the same will be provided by Internal/External training programs and updated in the training records.

The following are the training procedures followed by the company;

The training are classified as:-

- On Job Training.
- Awareness Training.
- Performance Improvement Training.
- Development Programs.
- Customer Complaint Training.

Achievements

- Achievement of National Award to small scale Entrepreneurs, which was handed over by the president of India in the year 1993 for performance as outstanding entrepreneur.
- In the year 2005 Abhishek Alloys Pvt. Ltd. Achieved, the ISO/TS 16949-2009 certification.
- Facilitated by Mico, Adugodi for achieving "O" ppm for the year 2005-06.
- Facilitated by MICO "Best Supplier of casting" for the year 2009.
- Best casting of the year in international exhibition at Gujarat in the year 2014.
- An appreciation for delivering a paper for Foundry Innovation and Technology at New Delhi.

FUTURE GROWTH AND PROSPECTS

- Abhishek alloys private limited are planning to introduce own company products.
- Company has planned to extend the market in the diversified manner and introduce assembly line and adopted Austempering duct to survive competition.
- Company has planned to increase machine activity.
- Company has planned to adopt more advanced technology whatever company require its production process.

ATTITUDE

The organization focuses on meeting and exceeding customers requirement and established a customer oriented and internationally accepted quality systems. It has established a quality policy, which is framed, considering customer requirements and focus on continuous improvement through involvement of all the employees. Abhishek Alloys believes and nurtures the skill of all the employees as a family and utmost importance is given for the safety aspects and good environment.

PRODUCT PROFILE

Abhishek alloys private limited manufacturer, and suppliers of various products. Product is in the different field as shown below

1. Automobile
2. Construction
3. Hydraulics
4. OEM(original equipment manufacturer)
5. Power generation

AUTOMOBILE PRODUCTS

Some automobile products are Drive end flange castings, Flange yoke, Slip yoke castings, Pump housing castings.

CONSTRUCTION PRODUCTS

Some construction products are Cylinders.

HYDRAULICS PRODUCTS

Hydraulics product is monoblockdcv castings body, Solenoid casting body, Valve bodies and Strainer cap.

OEM'S PRODUCTS

OEM products are Body retarder, Main press body, and Main body end plate.

POWERGENERATION PRODUCTS

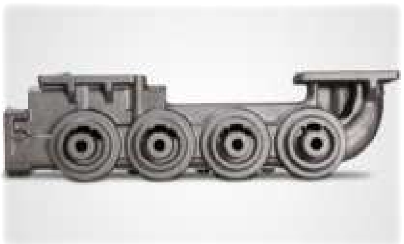
Power generation products are Housing thermostat, Impellers, Manifold air intake, Head fuel filter, Connection.

OTHER PRODUCTS

Other products are Rotor, Rubber, Stators and Sprockets

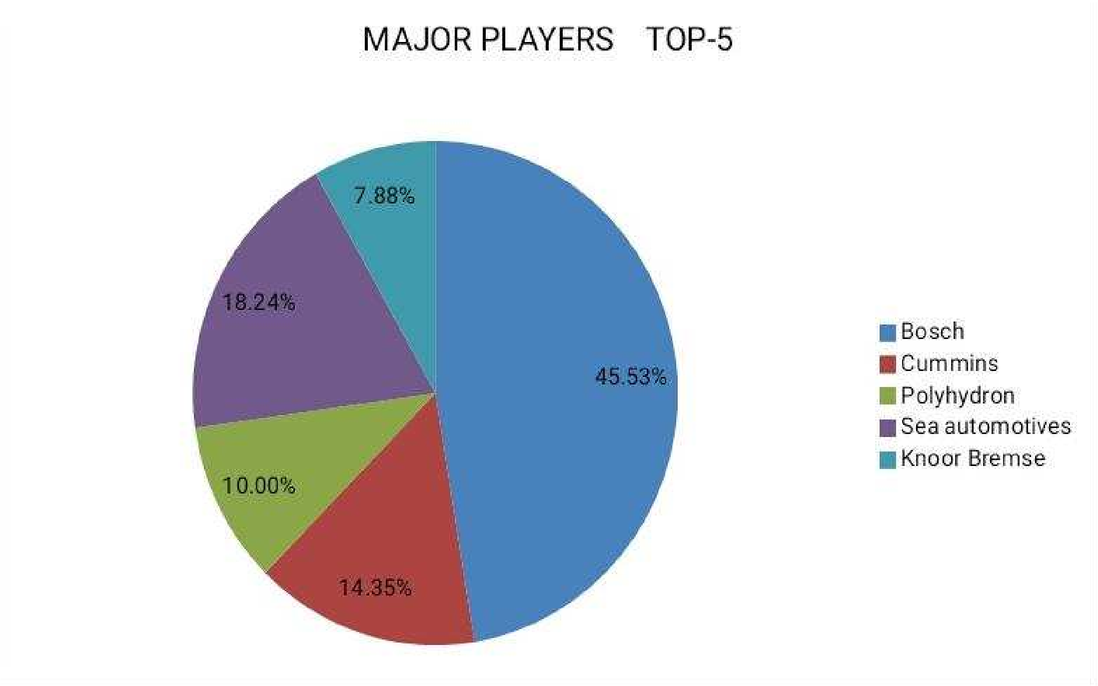
PRODUCTS:

FIGURE NO: 4.1

 Rotar	 Valve Covers
 Spool Housing	 Head fuel filter
 Cover oil lump pump	 Impellers
 Port plates	 Stator

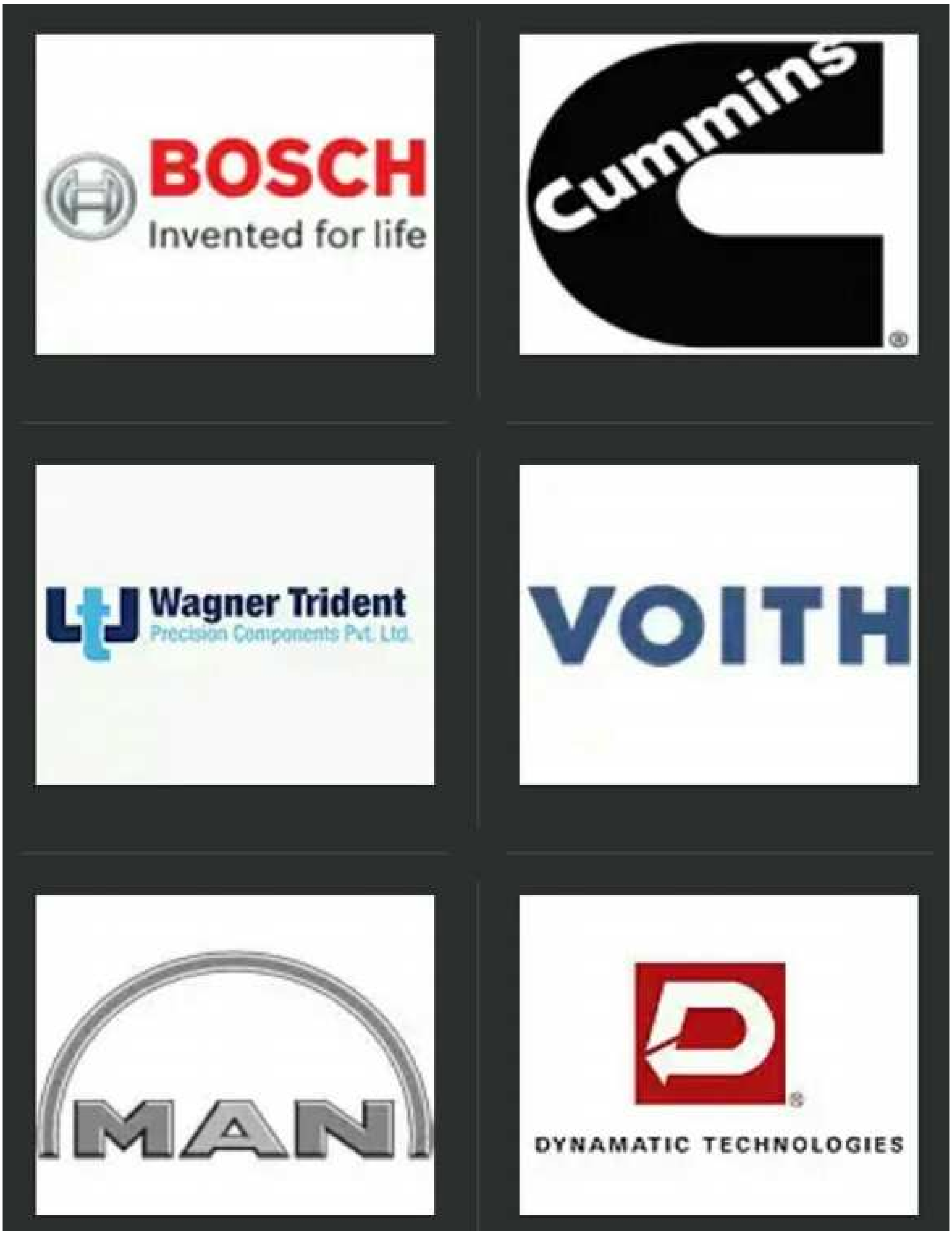
Major players/ companies/ ranking/top 5 companies

Major Players



CLINTS

FIGURE NO: 4.2



COMPITITORS TO ABHISHEK ALLOYS PVT LTD

1. A K P Foundries Private Limited
2. Shanti Iron & Steel
3. The Allied Foundries Pvt. Ltd
4. Big Casting Pvt. Ltd
5. REC Engineering Pvt. Ltd
6. Belgaum Foundry Cluster
7. Prabhat Casting Unit 2

OWNERSHIP PATTERN

Abhishek Alloys Pvt. Ltd is a family owned business where organization runs by three directors

Director Identification No.	NAME	DESIGNATION	Date of Appointment
00820394	Madhwa N Acharya	Whole time Director	21st Jan 1992
03556921	Mayur M Acharya	Director	15th July 2011
00888008	SunitaAcharya	Director	1994

IMPORT/ EXPORT:

IMPORT:

Imports are foreign goods and services bought by resident of a count

Residents include citizens, business, and the governments.

EXPORTS:

Exports are the goods and services produced in one country and purchased by citizen in another country. I t does not matter what the goods or services is it doesn’t matter how it is sent. Abhishek Alloys exports castings to knoorbremse export is 7.88%.

Quality Policy

The ABHISHEK ALLOYS PVT.LTD. Will strive to constantly improve the effectiveness of the quality management system by :

- Meeting customer necessities always and develop customer satisfaction.
- Involve all personal at various levels in improving processes by taking the same as departmental objectives.
- Manage all activities as process, take decision and implement action based on analysis of data and information.
- Add value through mutually beneficial relationship with supplier.

INFRASTRUCTURE:

M/S Abhishek Alloys Pvt. Ltd. Is a medium scale industry located at Machhe Industrial Area ,Belagavi. The organization is engaged in manufacturing of Cast Iron & SG Iron casting of all grades. M/S Abhishek Alloys Pvt. Ltd. Is well equipped with required infrastructure facilities.

It was promoted by Mr. MadhwaAcharya, the Managing Director of the organization . The MD has 20 years of Industrial Experience in the Foundry manufacturing processes, which has played a vital role for the development of the organization.

FACILITIES :

- Generators
- Compressors
- Annealing furnaces
- Universal testing machine of 40-ton cap.
- Microscopic testing equipment
- Hardness testers
- Dual track medium frequency furnace with 2-500kgs/ pot.
- Four station shell molding machine
- Core shooters
- Manual molding machines
- Resin coating sand mixers
- Shot blasting and tumblasting machines

SWOT ANALYSIS

STRENGTHS

- Skilled Manpower
- Proper organization structure
- Backward integration
- Good quality system – ISO/IATF 16949
- Integrated own Foundry, shell making, R.C. sand and ADI units
- Expansion of the business
- Good in-house testing facilities and well equipped laboratory

WEAKNESS

- No planning for outsourcing
- No defined accountability
- More lead time to development
- Sharing process technology with visitor

OPPORTUNITIES

- Strong technical team for new products
- Demand foe finished parts is in increasing due to boom in industry
- Export market has improved due to sampled government regulations

THREATS

- Loosing order of existing customer for quality issues
- Perception of customer not measured
- Sensitive price for new part
- Development of parts by competitors using low level technology

CHAPTER 3

EFFECTIVENESS OF EMPLOYEE WELFARE MEASURES

THEORETICAL BACKGROUND

Introduction

Welfare is comfortable living and working conditions. Employee welfare means the efforts to make life worth living for workman. In India had set up a committee on employee welfare in 1969. The report of the committee has referred to welfare as abroad concept implying a condition of well-being of labor . As such, labor welfare providing better working conditions: which includes proper lighting, heat control, low noise pollution, toilets, drinking water measures, rest rooms, canteens, health, safety and reasonable hours of work and holidays, besides welfare facilities like housing, education, transportation, counseling and recreation.

MEANING

It means anything done for the comfort and improvement , organization provide welfare facilities to their employees to keep their motivation levels high.

Employee welfare refers to the facilities provided to employee inside and outside the organization premises such as canteens , rest rooms and recreation facilities , and other services that contribute to the well being of employee and efficiency of workers.

Employee welfare defines as efforts to make life worth living for workmen. These efforts have their origin either in some statute formed by the state.

Employee welfare measures has an important role in the industrial production. Employee welfare work is work for improving the health, safety and general well being and the industrial efficiency of the workers beyond the minimum standard laid down by labor legislation. " employee welfare measures are also provided by the government, trade unions and non-government agencies in addition to the employer.

The necessity of employee welfare in India can easily we realize if we see the working conditions of the class. The working environment in the factory adversely effects the health of employees because of excessive heat or cold, noise, fumes, dust and lack of sanitation and pure air such oppressive conditions create health problem for workers. These have to content through preventive steps aimed at improving the lot of workers.

Employee welfare “The efforts to make life worth living for workmen”. Employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not necessity of the industry. “organizations provide welfare facilities to their employees to keep their motivation levels high. The employee welfare schemes can be classified into two categories – statutory and non-statutory welfare schemes. The non-statutory schemes differ from organization to organization and from industry to industry.

Statutory welfare schemes

The statutory schemes are those schemes that are compulsory to provide by organization as compliance to the laws governing employee health and safety. The statutory welfare schemes include the following provisions:

1. **Drinking Water:** At all the working places safe hygienic drinking water should be provided.
2. **Facilities for sitting:** In every organization, especially factories, suitable sitting arrangements are to be provided.
3. **Canteen facilities:** canteens are to be provided by the employer so as to provide hygienic and nutritious food to the employees.
4. **Lighting:** Proper and sufficient lights are to be provided for employees so that they can work safely during the night shifts.
5. **Washing places:** Adequate washing places such as bathrooms, wash basins with tap and tap on the stand pipe are provided in the port area in the work places.
6. **Changing rooms:** Adequate changing rooms are to be provided for workers to change their cloth in the factory area premises. Adequate lockers are also provided to the workers to keep their clothes and belongings.
7. **Latrines and urinals:** A sufficient number of latrines and urinals are to be provided in the office and factory premises and are also to be maintains in a neat and clean conditions.
8. **Rest rooms:** Adequate numbers of restrooms are provided to the workers with provisions as water supply, wash basins, bathrooms, etc.

Non-statutory schemes

The non-statutory schemes differ from organization to organization and from industry to industry. Many non statutory welfare schemes may include the following schemes:

1. **Personal Health Care:** Some of the companies provide the facility for extensive health check-up.
2. **Flexi- time:** The main objective of the flextime policy is to provide opportunity to employees to work with flexible working schedules. Flexible work schedules are initiated by employees and approves by management to meet business commitments while supporting employee personal file needs.
3. **Employee Assistance Programs:** Various assistant programs are arranged like external counseling service so that employees or members of their immediate family can get counseling on various matters.
4. **Harassment Policy:** To protect an employee from harassments of any kind, guidelines are provided for proper action and also for protecting the aggrieved employee.
5. **Maternity & Adoption Leave:** Employees can avail maternity or adoption leaves. Paternity leave policies have also been introduced by various companies.
6. **Medi-claim Insurance scheme:** This insurance scheme provides adequate insurance coverage of employees for expenses related to hospitalization due to illness, disease or injury or pregnancy.
7. **Employee Referral Scheme:** In several companies employee referral scheme is implemented to encourage employees to refer friends and relatives for employment in the organization.
8. **Transportation:** The committee on employee welfare recommitment the provision of transport facilities to workers so that they can reach the workplace punctually and comfortably.

Features of employee welfare measures

- Employee welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status.
- Welfare measures are in addition to regular wages and other economic benefits available to workers due to legal provisions and collective bargaining.
- Employee welfare schemes are flexible and ever- changing. New welfare measures are added to the existing ones from time to time
- Welfare measures may be introduced by the employers, government, employees or ant social or charitable agency.
- The purpose of employee welfare is to bring about the development of the whole personality of the workers to make a better workforce.

Major benefits of employee welfare

Following are the major benefits employee welfare

- Improved Industrial Relations
- Increase in the General Efficiency
- High morale
- Creation of permanent labour force
- Improvement in the mental and Moral Health
- Change in the Outlook of Employee
- Social Benefit

Improved Industrial Relations

These measures provide great satisfaction to the workers and also help in maintaining industrial peace. Conflicts, chaos, unrest etc. Are minimised. A feeling of oneness with the organisation is created.

Increase in the General Efficiency

Welfare facilities make the workers happy and the factory and it brings improvement in their general efficiency. Their efficiency and productivity may not be up to the mark, if they are not relieved of their domestic worries like poor housing, insanitary conditions etc. one they are relieved of these worries, and they work with full Zeal and enthusiasm.

High morale

The welfare measures shall also help in securing the willing cooperation of the worker. Once satisfied they will be less tempted to destructive and anti-social activities. Thus, a high degree of employee morale is ensured.

Creation of permanent labour force

These facilities will provide an attraction to the workers to stay longer in the undertaking. In the absence of such facilities, the workers often leave for their villages in search of recreation etc. Efficient workers can also search for better chances and may switch over to other establishments. In order to create a permanent labour force, such facilities are essential.

Improvement in the mental and moral health

These facilities bring a drastic a change in the outlook of the workers, improve their mental faculty and help them in becoming good citizens. In the absence of such facilities, they are bound to fall prey to the various social evils like drinking, gambling etc.

Change in the outlook of employers

A change in the attitude and outlook of the employees and their heartfelt co-operation shall also change the outlook of the employees as well. They will become more sympathetic toward them. They will not even hesitate to share the fruits of their hard labour with the workers.

Social benefits

Beside the various economics advantage to the employers and employees, these measures also offer various social advantages. The increase in the efficiency of the workers ultimately leads to an increase in production, productivity and the earning of the undertaking. The increase earnings also lead to higher wage and make the workers happier and enable them to live “a richer and fuller life”. Finally, the living standard of the society is raised.

CHAPTER 4

RESEARCH METHODOLOGY

Research Methodology

1. Research design

For the purpose of research, information is collected from both primary and secondary sources.

Sample type	:-	Descriptiv
Population	:-	Employees of Abhishek Alloys
Sample size	:-	10
Sampling method	:-	Convenience sampling method
Survey method	:-	Questionnaire
Interpretation	:-	SPSS
Location	:-	Belagavi

OBJECTIVES OF THE STUDY

- To study different welfare facilities provided by AAPL foundry.
- To study whether better life and health is provided to the workers at AAPL foundry.

NEED FOR THE STUDY

- To know the organization of Abhishek Alloys Pvt. Ltd. Belagavi and the aspect of the employee welfare.
- The study will provide a scope to study the organization and to identify the attrition rate of workers in Abhishek Alloys.
- An attempt is made to analyze the company's performance in comparison to the theoretical aspects.
- It aims to understand the skill of the company in the areas like technological advancements, competition and in management.

LIMITATIONS OF THE STUDY

Every study has its own limitations. This study also suffers from some limitations. Following are the limitations of the study.

- The study is limited to Abhishek Alloys Pvt. Ltd.
- As per the company rules many information was not disclosed.
- As per the managers are busy in their daily schedules it is not possible for us to spend more time in interaction and discussion with them.

SCOPE OF STUDY

The study on "Effectiveness of employee welfare measures in Abhishek Alloys Pvt. Ltd. Machhe, Belagavi . has through light to the welfare measures of employee in the organization. This study will help the top management to improve their employee welfare measures favorable to employees of Abhishek Alloys Pvt. Ltd. The study covers the whole organization is taken into consideration and the survey is conducted among the workers through the questionnaire. And it was conducted at Abhishek Alloys Pvt. Ltd. Machhe, Belagavi to understand the work culture, production process and effectiveness of employee welfare measures.

Statement of the problems

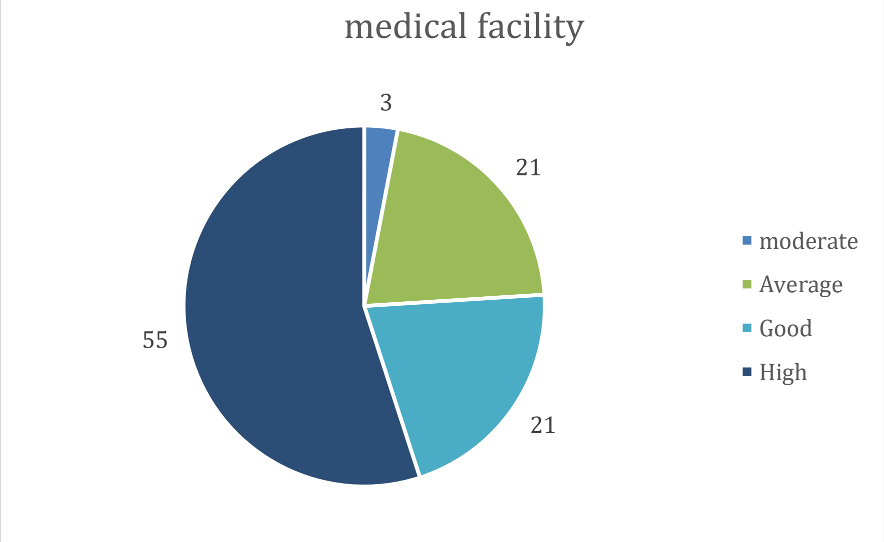
In Abhishek Alloys Pvt. Ltd. are providing many welfare measures for their employees. The effectiveness of welfare measures and their impact on the employees. This study is conducted to know about the employee's satisfaction level towards the welfare measures. And also find out the additional measures can be adopted. Thus, this study is made to find out the level of employee's welfare measures existing in the organization and the needs and expectation of employee's welfare measures of the organization

CHAPTER 5

DATA ANALYSIS AND INTERPRETATION

1. how do you rate the medical facility provided by the Abhishek Alloys Pvt. Ltd?

	Frequency	Percent	Cumulative Percent
Moderate	3	3	3
Average	21	21	24
Good	21	21	45
High	55	55	100
Total	100	100	



ANALYSIS:

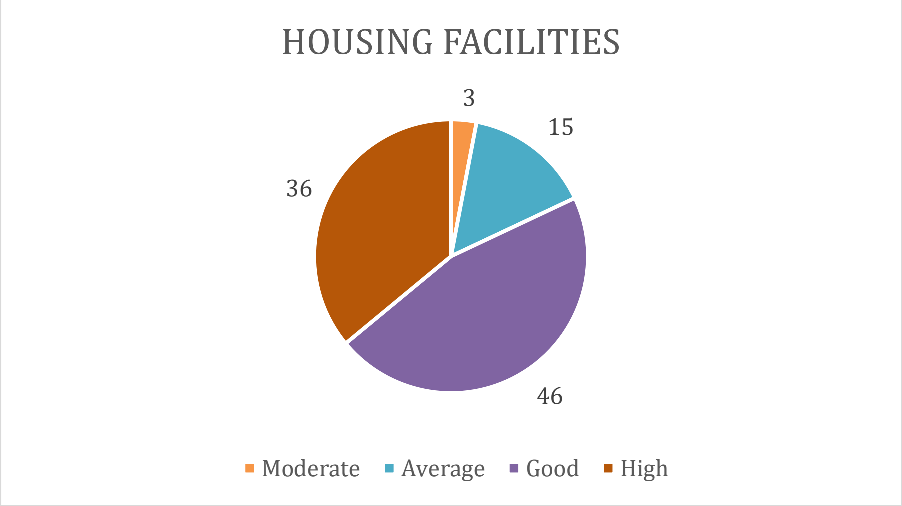
The above table shows that the majority 55% employee feel that medical facilities are highly satisfied with the Abhishek Alloys, 21 % are employees feels Goood, whereas 21% of employees feel its average

INTERPRETATION:

majority 55% of the employees feel that medical facilities provided by the Abhishek Alloys Pvt. Ltd. to them are satisfactory.

2. how do you rate the Housing facility provided by the Abhishek Alloys Pvt. Ltd

	Frequency	Percent	Cumulative Percent
Moderate	3	3.0	3.0
Average	15	15.0	18.0
Good	46	46.0	64.0
High	36	36.0	100.0
Total	100	100.0	



ANALYSIS:

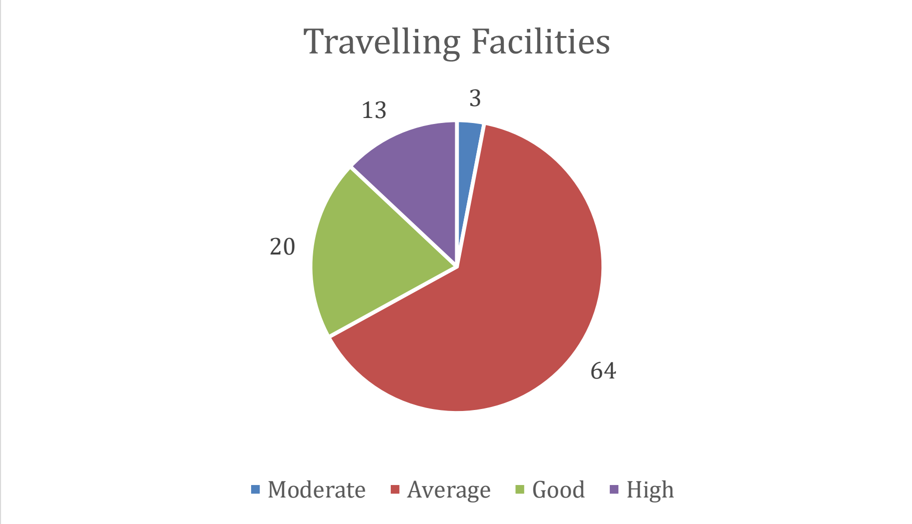
The above table shows that the majority 46% employee feel that housing facilities are good and satisfied with the Abhishek Alloys, 36 % are highly satisfied, whereas 15% of employees feel its average.

INTERPRETATION:

It means Most of the employee's feels the housing facility provided by the Abhishek Alloys Pvt. Ltd is Good.

3. how do you rate the travelling facility provided by the Abhishek Alloys Pvt. Ltd

	Frequency	Percent	Cumulative Percent
Moderate	3	3.0	3.0
Average	64	64.0	67.0
Good	20	20.0	87.0
High	13	13.0	100.0
Total	100	100.0	



ANALYSIS:

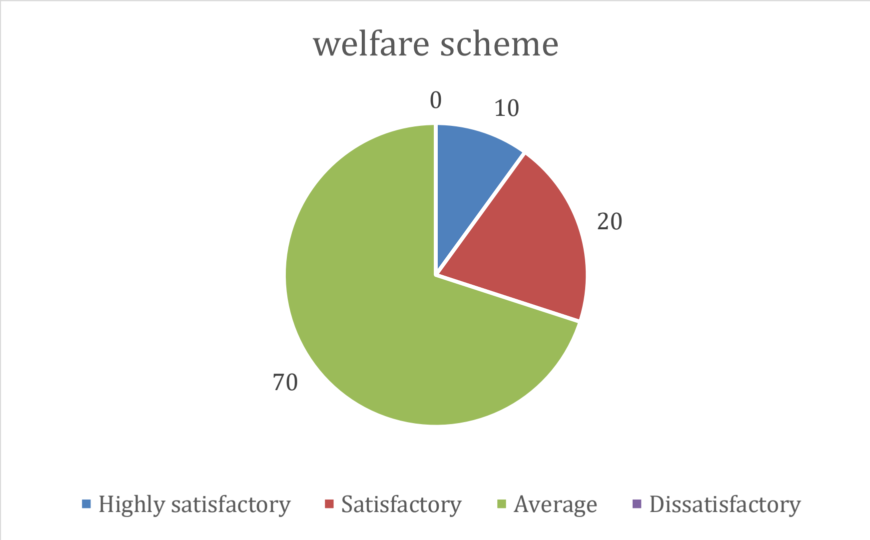
The above table shows that, majority of 64% of the employee feel that the traveling facilities provided by the Abhishek Alloys Pvt. Ltd. to them are satisfied, 20% say it's good and few employees say its moderate.

INTERPRETATION:

It means Majority of the employees feels the travelling facility is average in Abhishek Alloys Pvt. Ltd

4. Are you satisfied with statutory welfare scheme like rest room?

Rate	Workers	Percentage
Highly satisfactory	10	10
Satisfactory	20	20
Average	70	70
Dissatisfactory	0	0
Total	100	100



ANALYSIS

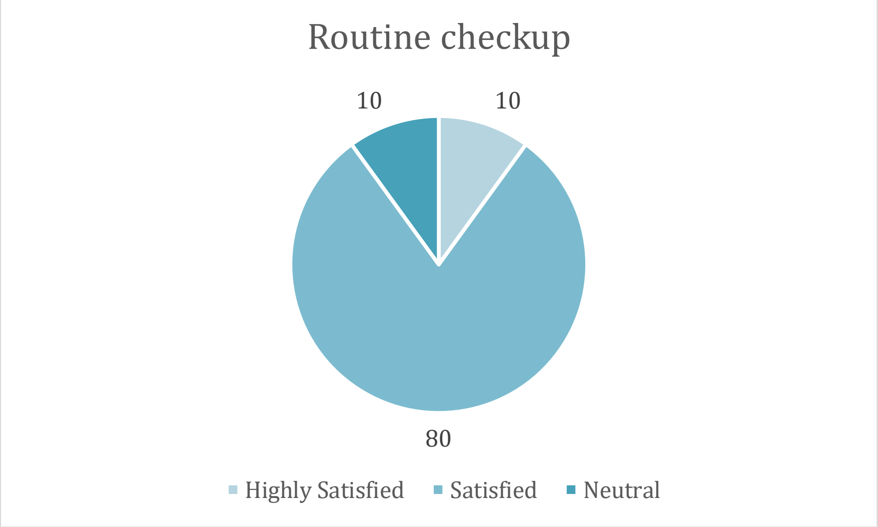
From the above table we find that 10% of the employees are highly satisfied,20% of the employees arer satisfied,70% of the employees are averagely satisfied,0% of the employees are dissatisfied from the rest room facility provided by company.

INTERPRETATION

It means that the most of the employees averagely satisfied with statutory welfare scheme like rest provided by the company.

5. Rate the satisfaction level towards Routine checkup provided by Abhishek Alloys

	Frequency	Percent	Cumulative Percent
Highly satisfied	10	10.0	10.0
Satisfied	80	80.0	90.0
Neutral	10	10.0	100.0
Total	100	100.0	



ANALYSIS:

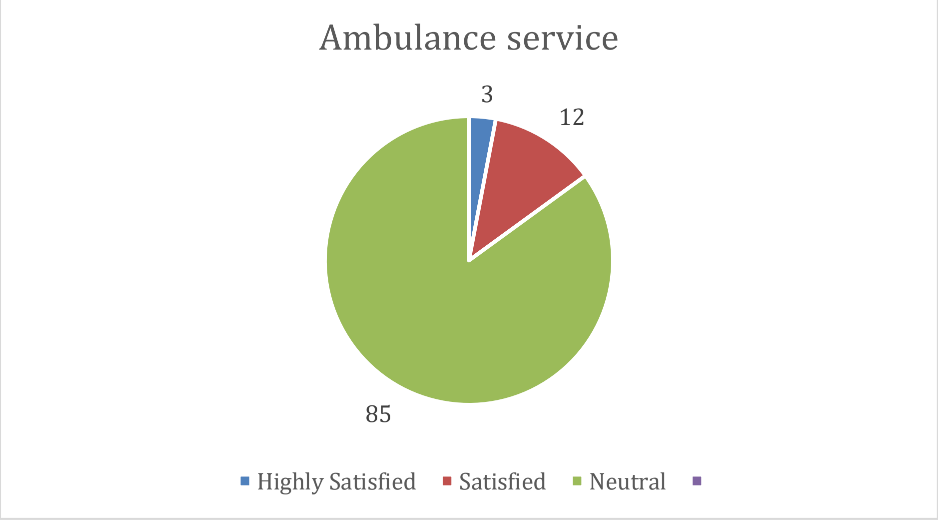
The above table shows that, out of 100 employees, 80% of the employees are satisfied with the provide medical facilities by organization, 10% of them are highly satisfied, and 10% of the employee's neutral.

INTERPRETATION:

It means that the employees are satisfied with routine checkup which is provided by the organization.

6. Rate the satisfaction level towards Ambulance service provided by Abhishek Alloys

	Frequency	Percent	Cumulative Percent
Highly satisfied	3	3.0	3.0
Satisfied	12	12.0	15.0
Not satisfied	85	85.0	100.0
Total	100	100.0	



ANALYSIS:

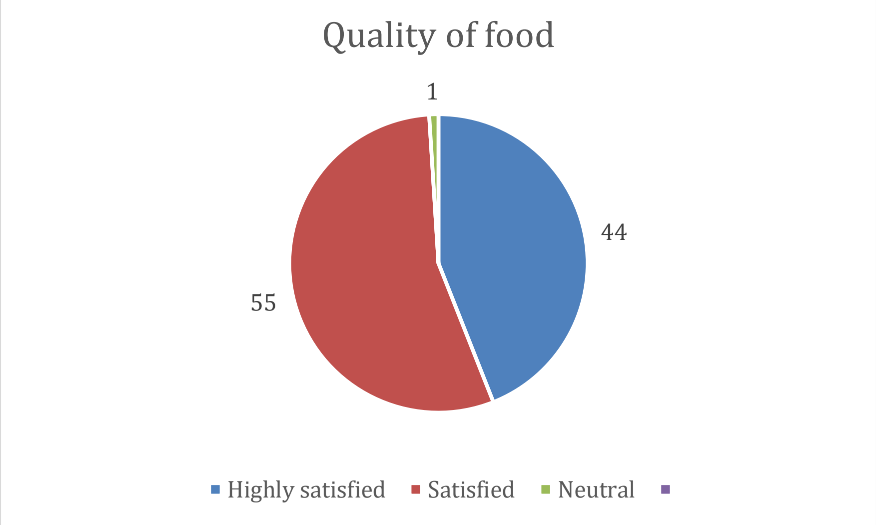
The above chart shows that, out of 100 employees, 85% of them are not satisfied with Ambulance service provide by Ashok Alloys, 12% of employees are satisfied with the Ambulance service which is provide by Abhishek Alloys, and 3% of employees are highly satisfied with the ambulance service provide by Abhishek Alloys.

INTERPRETATION:

It means that the Ambulance service provided by Abhishek Alloys is not so good.

7. Rate the Quality of food provided by Abhishek Alloys

	Frequency	Percent	Cumulative Percent
Highly satisfied	44	44.0	44.0
Satisfied	55	55.0	99.0
Neutral	1	1.0	100.0
Total	100	100.0	



ANALYSSIS:

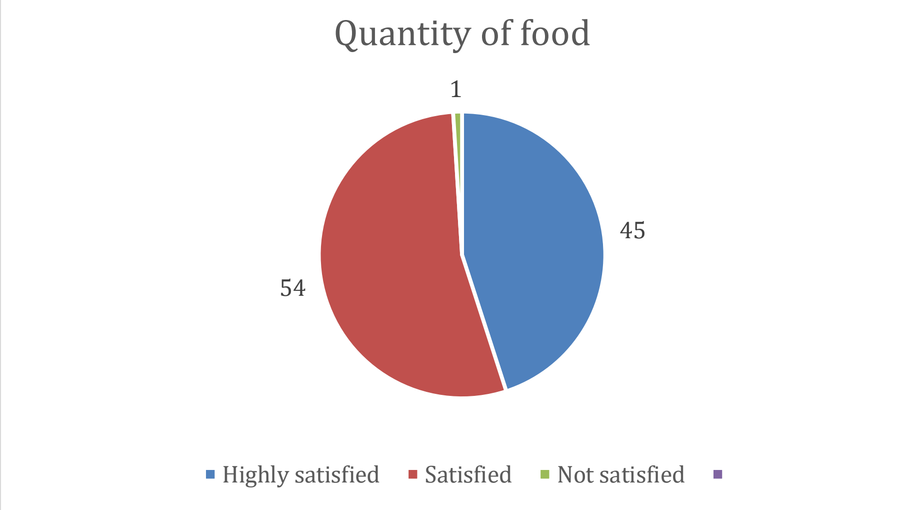
The above table shows that, out of 100 employees, 55% of them satisfied with the quality food provide by Abhishek Alloys, 44% of employees are highly satisfied with the quality food, only 1% of employees neutral with the quality food which is provide by Abhishek Alloys.

INTERPRETATION:

By looking at the data we can understand that the the Quality of food provided by the organization is satisfactory.

8. Rate the Quantity of food provided by Abhishek Alloys

	Frequency	Percent	Cumulative Percent
Highly satisfied	45	45.0	45.0
Satisfied	54	54.0	99.0
Not satisfied	1	1.0	100.0
Total	100	100.0	



ANALYSIS:

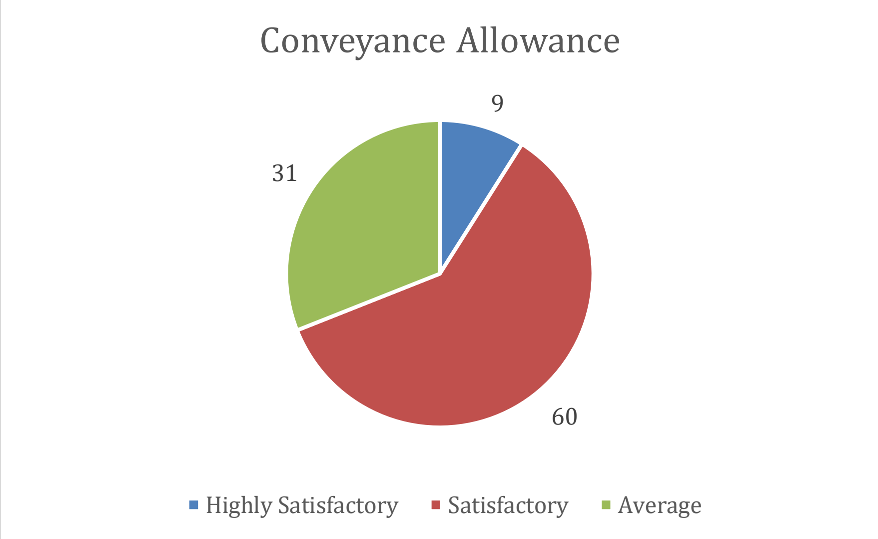
The above table shows that, out of 100 employees, 54% of them satisfied with the quantity food which is provide to them, 45% of employees are highly satisfied with the quantity food, only 1% of employees neutral with the quantity of food provide to employees.

INTERPRETATION:

From above data we can say that the most of the employees are satisfied with the Quantity of food provided by Abhishek Alloys.

9. How do you rate the Conveyance Allowance offered by the organization

	Frequency	Percent	Cumulative Percent
Highly Satisfied	9	9.0	9.0
Satisfied	60	60.0	69.0
Average	31	31.0	100.0
Total	100	100.0	



ANALYSIS:

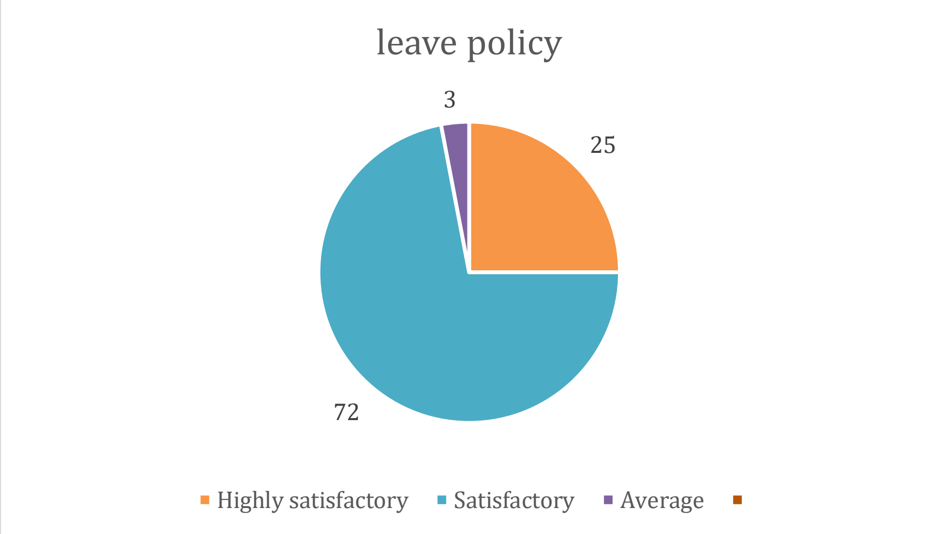
The above table shows that, out of 100 employees, 60% of them satisfactory with the conveyance which is provide by Abhishek Alloys, 31% of them said average about conveyance, and 9% of them highly satisfactory with the service of conveyance offered by the Abhishek Alloys.

INTERPRETATION:

From above graph we can say that the majority of the employees are satisfied with the Conveyance Allowance offered by the organization.

10. How do you rate leave policy of the organization.

	Frequency	Percent	Cumulative Percent
Highly satisfactory	25	25.0	25.0
Satisfactory	72	72.0	97.0
Average	3	3.0	100.0
Total	100	100.0	



ANALYSIS:

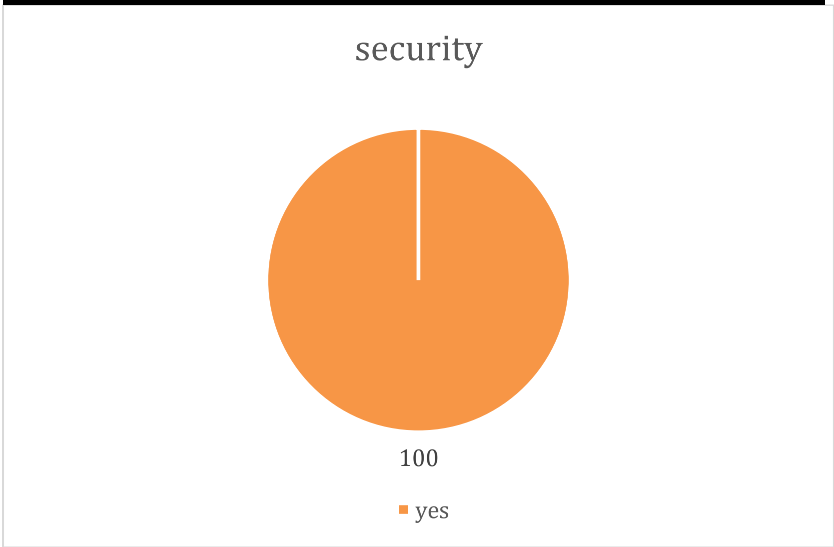
The above table shows that, out of 100 employees, 72% of the employees are satisfied with the leave policy in the organization, 25% of the employees are rated to highly satisfied, and only 3% of the employees rated average.

INTERPRETATION:

Majority of the employees are satisfied with the leave policy of the organization.

11. Does working in the organization give you a feeling of security?

	Frequency	Percent	Cumulative Percent
Yes	100	100.0	100.0
No	100	100.0	



ANALYSIS:

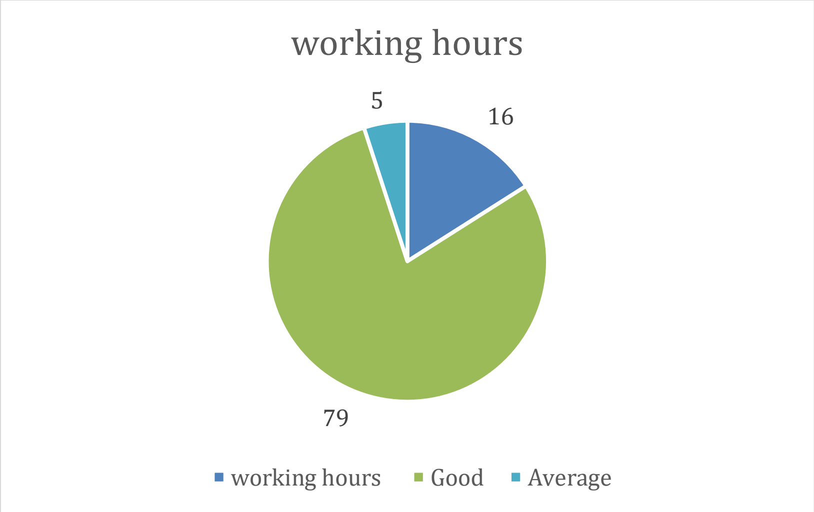
The above table shows that, out of 100 employees, all employees are satisfied with the security which is provided by Abhishek Alloys.

INTERPRETATION:

Employees of the Abhishek Alloys feel secure working in the organization.

12. What do you feel about working hours of your organization?

	Frequency	Percent	Cumulative Percent
Very Good	16	16.0	16.0
Good	79	79.0	95.0
Average	5	5.0	100.0
Total	100	100.0	



ANALYSIS:

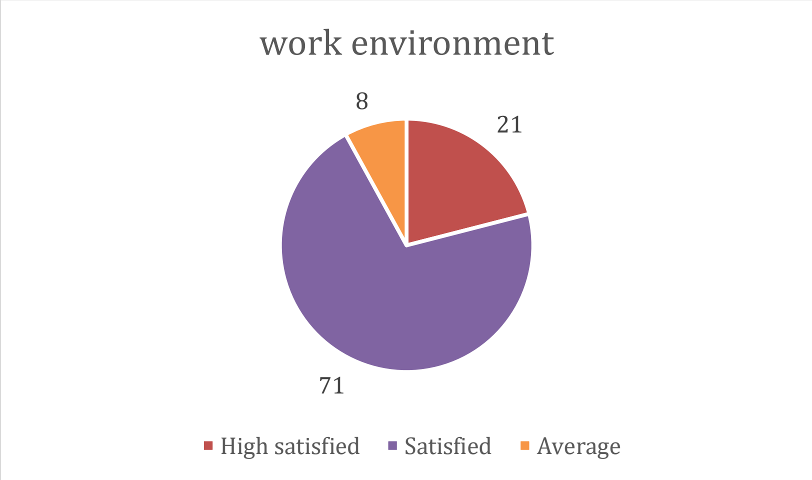
The above table shows that, out of 100 employees, 79% of them feel good about the working hours of organization, 16% of them feel very good, and 5% of employees feel average about the working hours of organization.

INTERPRETATION:

Majority of the employees feel that the working hour in organization is them and flexible.

13. How do you feel about the work environment in this organization?

	Frequency	Percent	Cumulative Percent
High satisfied	21	21.0	21.0
Satisfied	71	71.0	92.0
Average	8	8.0	100.0
Total	100	100.0	



ANALYSIS:

The above table shows satisfaction level of employees regarding their working environment in the organization, It is observed that 71% of employees are satisfied, 21% of employees are highly satisfied and 8% of employees feel average.

INTERPRETATION:

It means that the majority of employees are satisfied with work environment in this organization

14. Is there vehicle parking facilities to all employees?

	Frequency	Percent	Cumulative Percent
Yes	100	100.0	100.0

ANALYSIS:

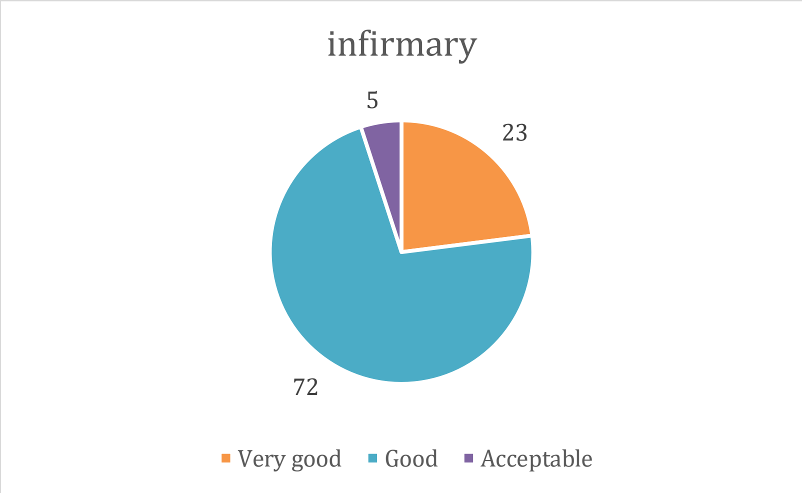
The above table shows a clear picture that 100% of employees agree with the vehicle parking facilities to all employees by the organization.

INTERPRETATION:

There is parking facility for all the employees in the organization.

15. How good is company's infirmary?

	Frequency	Percent	Cumulative Percent
Very good	23	23.0	23.0
Good	72	72.0	95.0
Acceptable	5	5.0	100.0
Total	100	100.0	



ANALYSIS:

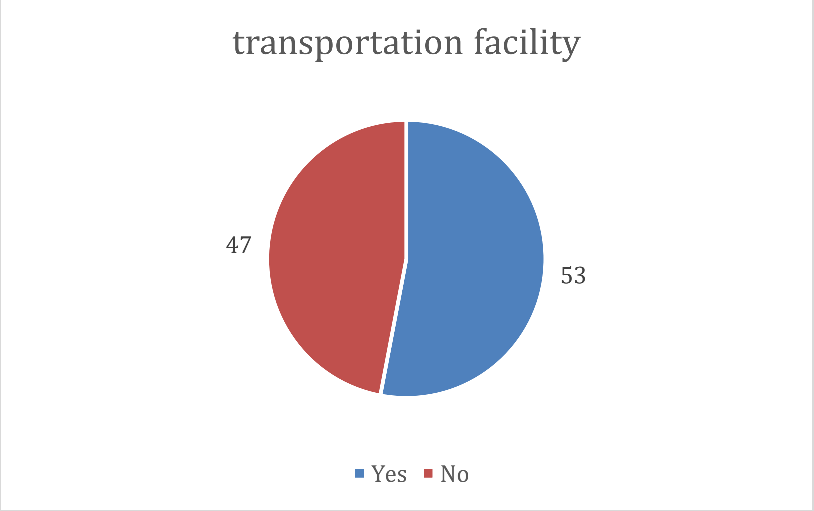
The above table shows that company's infirmary facility, where 72% majority of employees feel good, 23% employees feel very good and 5% of employees feel acceptable.

INTERPRETATION:

Majority of the employees Agree that the company's infirmary is good.

16. Does the company provide transportation facility from home to work place?

	Frequency	Percent	Cumulative Percent
Yes	53	53.0	53.0
No	47	47.0	100.0
Total	100	100.0	



ANALYSIS:

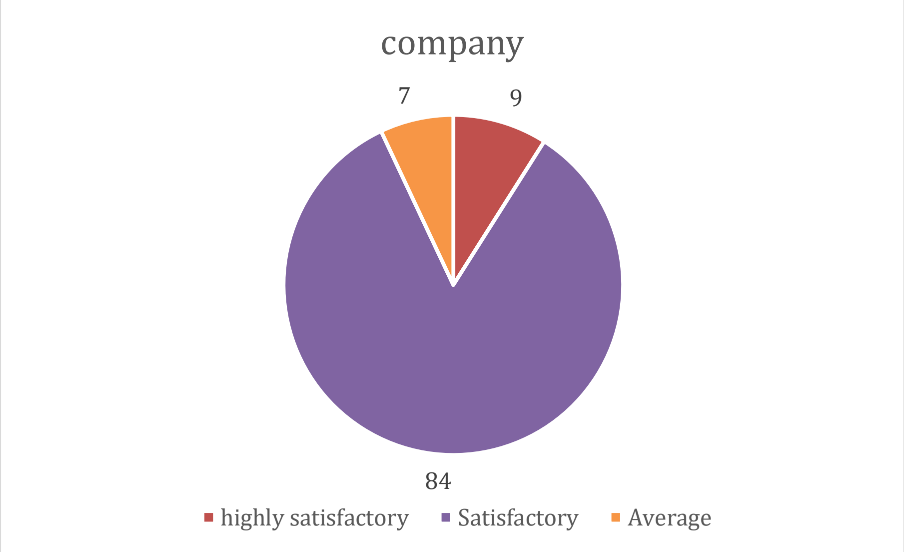
The above table shows that 53% majority of employees agree to the transportation facility provided from home to work place by the organization, whereas 47% of employees are not agree the same.

INTERPRETATION:

There is transportation facility from home to work place for 53% of the employees.

17. Overall how do you rate the company?

	Frequency	Percent	Cumulative Percent
Highly Satisfactory	9	9.0	9.0
Satisfactory	84	84.0	93.0
Average	7	7.0	100.0
Total	100	100.0	



ANALYSIS:

The above table shows that 84% majority of employee’s rate satisfied, 9% employee rate highly satisfied and 7% of employee feel average with the overall facilities of the organization.

INTERPRETATION:

From above data we can say that Employees of Abhishek Alloys Pvt. Ltd are satisfied with the company.

CHAPTER 6

FINDINGS

- The study reveals that the employees are highly satisfied with medical facilities provided by Abhishek Alloys.
- The study found that the employees feel good about housing facilities provided by the organization hence more focus has to be given towards it.
- The study reveals that majority of the employees feel traveling facilities is better which is provided by the organization.
- The study found that maximum number of employees are satisfied with routine checkup which is provided by the organization.
- The study found that the majority of employees are not satisfied with the ambulance facilities.
- The study found that the majority of employees are satisfied with Canteen facility by the organization.
- The study found that the majority of employees are satisfied with the quantity of food provided in the canteen.

SUGGESTION

- Organization should have more focus on its facilities like housing, better working conditions and education facilities.
- Company should give more importance to the ambulance facilities, because more employees feel the organization needs to focus on its facilities.
- Organization needs to improve its transportation facility to all employees, which will indirectly enhance the working capacity of the employees.
- New HR Policies have to be implemented for attracting new talents like EPF, Dress code policy, Award recognition policy.

CONCLUSION

Human resources plays important role in the organisation. Employee welfare facility are concern to this department, if the employees in the company are happy with the welfare facility then only the productivity of the organisation can be increased.

Based on study, effectiveness of employee welfare measures facility in Abhishek Alloys Pvt. Ltd. the company has clear and focused view in promoting all the welfare facility by Abhishek Alloys Pvt. Ltd.

Employees are all satisfied with the facilities which are available for them. Really company has to take care of employees in working hours.

Finally, study concludes that the most of the employees are satisfied with the present welfare facility in the organisation and it also needs some improvement to survive in the competitive situations.

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CHAPTER 7

ANNEXURE

QUESTIONNAIRE

Dear Sir/Madam

I am Mr. Kartik Raikar student of Rani Channamma University, Belagavi have undertaken summer internship project on "Effectiveness of employee welfare measures at Abhishek Alloys Pvt. Ltd Belagavi."

You are requested to give your valuable opinion about the following questions, I assure that the data provided by you will be kept confidential and used only for academic purpose only.

Name of the Respondent: ____

Department: ______________________________

Gender: ______________________________

Age: _________________________________

Since how long are you working in that Department: ___________________________

Since how long are you working with this company: ____________________________

In what working hours do you work: _________________________

1. how do you rate the medical facility provided by the Abhishek Alloys Pvt. Ltd?
a) moderate b) Average c) Good d) High

2. how do you rate the Housing facility provided by the Abhishek Alloys Pvt. Ltd

a) moderate b) Average c) Good d) High

3. how do you rate the travelling facility provided by the Abhishek Alloys Pvt. Ltd
a) moderate b) Average c) Good d) High

4. Are you satisfied with statutory welfare scheme like rest room?

a) Highly satisfactory b) satisfactory c) Average d) Dissatisfactory

5. Rate the satisfaction level towards Routine checkup provided by Abhishek Alloys

a) Highly satisfactory b) satisfactory c) Neutral

6. Rate the satisfaction level towards Ambulance service provided by Abhishek Alloys

a) Highly satisfactory b) satisfactory c) Not Satisfied.

7. Rate the Quality of food provided by Abhishek Alloys

a) Highly satisfactory b) satisfactory c) Neutral

8. Rate the Quantity of food provided by Abhishek Alloys

a) Highly satisfactory b) satisfactory c) Neutral

9. How do you rate the Conveyance Allowance offered by the organization

a) Highly satisfactory b) satisfactory c) Average

10. How do you rate leave policy of the organization?

a) Highly satisfactory b) Satisfactory c) Average

11. Does working in the organization give you a feeling of security?

a) Yes b) No

12. What do you feel about working hours of your organization?

a) Very Good b) Good c) Average

13. How do you feel about the work environment in this organization?

a) High Satisfied b) Satisfied c) Average

a) Yes b) No

14. Is there vehicle parking facilities to all employees?

a) Yes b) No

15. Is Uniform provided to you yearly?

a) Yes b) No

16. How good is company’s infirmary?

a) Very good b) Good c) Acceptable

27) Does the company provide transportation facility from home to work place?

a) Yes b) No

29) Overall, how do you rate the Company?

a) H. Satisfactory b) Satisfactory c) Average

S.K.E SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE
DEPT OF BBA
BELAGAVI – 590006

(Affiliated to Rani Channamma University,Belagavi)

A Project Report on

"RATIO ANALYSIS"

Undertaken At

"VINSAVI INDOTECHS"

Submitted by

Ms. KOMAL RAJU JADHAV
Reg.No.B1811211

Submitted to

RANI CHANNAMMA UNIVERSITY, BELGAVI

In the partial fulfilment of the award of

BACHELOR'S DEGREE OF BUSINESS ADMINISTRATION

2020-2021

S.K.E SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

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Reg.No.B1811211

BBA 6thSem

Under the guidance of

Organizational guide	Institutional Guide
Mr. Laxman Sagrekar	**Prof. Poonam Kadapure**
(FINACE MANAGER)	

SKE SOCIETY'S
RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE
DEPT OF BBA
BELAGAVI-590006

(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

Certificate

This is to certify that **Mrs. KOMAL RAJU JADHAV** has satisfactorily completed the project at. **"VINSAVI INDOTECHS, Belagavi"**in partial fulfilment of award in of Bachelor's Degree by Rani Channamma University, Belagavi for the year2020-202

Director	**Institution Guide**
Prof.S.S.Shimangoudar	**Prof. Poonam Kadapure**

DECLARATION

I, **KOMAL JADHAV**, hereby declare that the Project report entitled on **"Ratio analysis at Vinsavi Indotech Pvt Ltd Udyambag Belagavi"** prepared by me under the guidance of **Prof. Poonam kadapure,** faculty of B.B.A Department, RANI PARVATI DEVI COLLEGE OF ARTS & COMMERCE, Belagavi Department of BBA and external assistance by **Mr. Laxman Sagrekar (Finance Manager),** Vinsavi Indotech Pvt Ltd Belagavi.

I also declare that this Internship work is towards the partial fulfillment of the university regulations for the award of degree of **BACHELOR OF BUSINESS ADMINISTRATION** by Rani Channamma University, Belagavi.

I have undergone a summer project for a period of one month. I further declare that this project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University/Institution.

Place: Belagavi. **Signature of the student**.

Date:

ACKNOWLEDGEMENT

It is my pleasure to be indebted to various people, who directly or indirectly contribution in successful completion of my **BBA P**roject work.

I extend my sincere thanks to **Prof. Poonam Kadapure** who has provided is valuable suggestions and precious time in accomplishing my project work.

I express my sincere gratitude to **Mr. Laxman Sagrekar (Finance manager)** for providing me an opportunity to undergo the project work at Vinsavi indotech Pvt Ltd, Belagavi.

I thank our respected Director Prof**. S.S.Shimangoudar** for his support and Encouragement.

With Heartfelt Thanks To The And All

Komal R. Jadhav

EXECUTIVE SUMMARY

The project was undertaken at Vinsavi Indotechs pvt ltd, belagavi. The training was undertaken to understand the **"Ratio Analysis "** at Vinsavi Indotechs pvt ltd.

My project conducted at company consists of two parts:

1. The first part belongs to overall study relating to the organization.
2. The second part belongs to the finance project is specially focused on Ratio Analysis.

Ratio analysis is a one of the important part of the analysis of financial statement. Ratio is a process of analysis of the ratio in such a manner so that the management can take actions on standard performance.

Analysis means establishing a meaningful relationship between various items of the two financial statements with each other in such a way that a conclusion is drawn by financial statements, we mean two statement –

(1) Profit and loss A/C.

(2) Balance Sheet.

These are prepared at the end of a given period of time. They are indicators of profitability and financial soundness of the business concern.

After preparation of the financial statements, one may be interested in knowing the position of an enterprise from different points of view. This can be done by analyzing the financial statement with the help of different tools of analysis such as ratio analysis, funds flow analysis, cash flow analysis etc. here I have done the **RATIO ANALYSIS** technique. In this process, a meaningful relationship is established between two or more accounting figures for comparison

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INDUSTRY PROFILE

HISTORICAL BACKGROUND

The Indian metal casting (Foundry Industry) is well established. According to the recent World Census of Casting by Modern Castings, USA India Ranks as 2nd largest casting producer producing estimated 9.05 Million MT of various grades of Castings as per International standards.

The various types of castings which are produced are ferrous, non-ferrous, Aluminum Alloy, graded cast iron, ductile iron, steel etc. for application in Automobiles, Railways, Pumps Compressors and Valves, Diesel Engines, Cement/Electrical/Textile Machinery, Aero & Sanitary pipes and Fittings etc. and Casting for special applications. However, Grey iron castings is the major share approx. 70% of total casting produced.

There are approx. 4500 units out of which 80% can be classified as Small Scale units and 10% each as Medium and Large Scale units. Approx. 500 units are having International Quality Accreditation. The large foundries are modern and globally competitive and are working at nearly full capacity. Most foundries use cupolas using LAM Coke.

The foundry is backed by two fully equipped machine shops and supplies nearly 75% of iron castings in fully machine condition to Origin Equipment Manufacturers (OEMs). The company is graded cast iron to National Thermal Power Corporation (NTPC) and Nuclear Power Corporation of India ltd (NPCIL).

Vinsavi Indotechs (India)

Company have backup of well-trained engineers to take of the assurance of the quality needs in house as also at our subcontractors. Our focus is on good house keeping, planning and implementing SYSTEM at all places so that the work is SYSTEM dependent.

They are in process of adding more facilities to give better services & engineering solutions for their customers & look forward to associate ourselves with their esteemed organization.

ti exclusive, long-term contracts. In their quest to achieve total customer satisfaction, they have been implemented ISO 9001:2000 quality management systems in our organization and final audit was completed by TUV SUD South Asia Pvt. Ltd.

Proprietor

Sunil Kangralkar.

Vinsavi Indotechs was actively involved in supply of engineering components in machined, fabricated and as cast condition for corporate customers . They are supplying a range of items from valves to maintenance spares for the steel industry. Over the years they have developed a strong competency in manufacturing all types of components as per the needs of the customer.

They added more facilities & look forward to associate ourselves with our esteemed organization. They have backup of well-trained engineers to take of the assurance of the quality needs in house as also at our subcontractors. The company's focus is on good house keeping, planning and implementing SYSTEM at all places so that the work is SYSTEM dependent.

The company set up now is consisting of

1. A well equipped machine shop with 5000 sq ft.
2. Set up of 12 machines with latest measuring instruments.
3. Well-equipped fabrication set up.

M/S Vinsavi Indotechs adds value by supplying the components complete in all respects as per the customer specifications, so that the customer has the benefit of "One Stop Buying". M/S Vinsavi Indotechs manufacture components and sub-assemblies as per customer's requirements under exclusive, long-term contracts. In their quest to achieve total customer satisfaction, they have been implemented ISO 9001:2000 quality management systems in our organization and final audit was completed by TUV SUD South Asia Pvt. Ltd.

Proprietor

Sunil Kangralkar.

- **BACK GROUND AND INSPECTION OF THE COMPANY:**

M/S Vinsavi Indotechs was started in 1996 with expertise in manufacturing and foundry, by Mr. Sunil Basavant Kangralkar. Since inception, they are primarily engaged in manufacture of various engineering components such as machined valve components, valve subassemblies, Bushes, Shafts, Pins, Ni-hard Machine spares, Small Fabrication, Press components, Ceramic washers etc.

- **NATURE OF THE BUSSINESS CARRIED:**

M/S Vinsavi Indotechs is the manufacturing industry. This company is producing casting materials. It has initiated the process of converting an iron casting into finished product.

This company is equipped to produce wide range of casting both Ci Casting and Alloy steel casting

- **Objectives:**

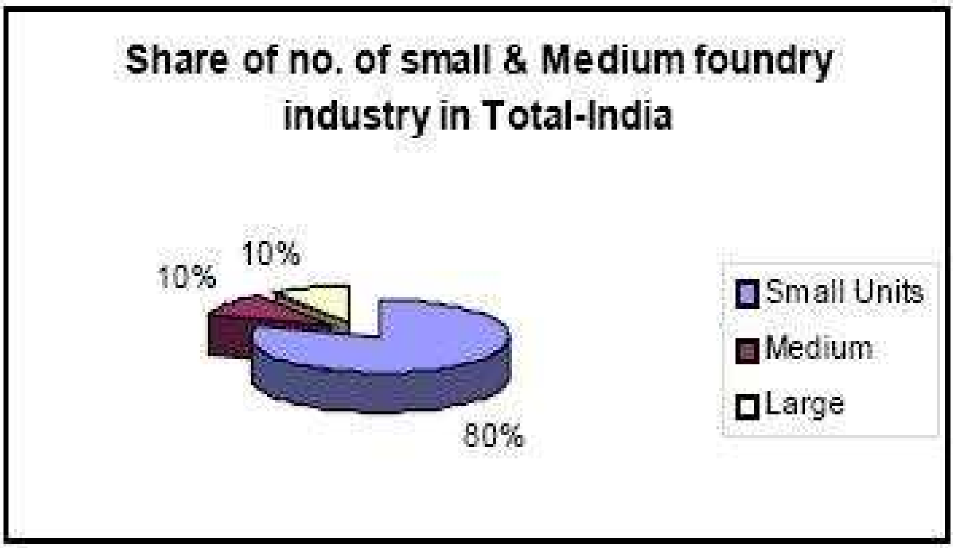
The main objectives of foundry Industry is to develop and continuously update and upgrade integrated information system on Foundry and make the information available to IIF members and other interested users and overseas companies in the interest of Indian Foundry industry. This can broadly be given as below.

- To build up information system and periodically update for foundries in order to monitor trends and statistics and profiles of individual associated company regarding their capacity, capability, specialty and in house manufacturing and testing facilities, Quality accreditations etc.
- To identify suitable sources of cast component, foundry materials, equipments, consultants etc.
- To generate information of special plant machinery and technology overseas in developed countries.
- To maintain profiles of exporters in foundry.

To maintain Indian Standards of metal casting, foundry equipments, sands, additives, input materials inspection methods to represent IIF in various sectional committees

- **Salient features of foundry cluster:**

  - Up gradation of physical infrastructure.
  - Modern communication and information centre.
  - Common effluent treatment plant.
  - Common testing laboratory.
  - Common tool room facility.
  - Common marketing effort to promote their product



Total Area of the Plant

Sl. No	PARTICULARS	Area(In Sq. Ft)
1	Foundry / Furnace	1500
2	Molding Area	3000
3	Core Shop	1000
4	Felting Area	1500
5	Machine Shop	3500
6	Inspection Area	500
7	Office	1000
8	Foundry Storage	1000
9	Machine Shop Storage	1000
	Total	14000

AREA OF OPERATION - NATIONAL / REGIONAL:

M/S VINSAVI INDOTECHS operates in national / domestic markets.

FUTURE GROWTH AND PROSPECTS:

M/S VINSAVI INDOTECHS planning to expand their business units and earn more profits and also they want to grow globally and enter into foreign markets & export their products to other countries.

- Updating of humidification plant R & D.
- Updating of laboratory equipment.
- Development of product & process cost reduction.
- Diversify in to contract manufacturing

No. of Machine Installed

Sl.No	Description of the Machine MACHINES	No of Machine Installed
1	VMC	3
2	CNC Turning Center	5
3	Milling Machining 2 Toss make	2
4	Milling Machine Universal	2
5	Geared Drilling Machine up to 63mm capacity	4
6	Double Band Saw Cutting Machine	1
7	Lathe Machines	9
8	Slotting Machine	1
9	Granite Inspection Table	2
10	Welding machine	5
11	Plate Cutting Machine	2

COMPANY'S ESTEEMED CLIENTS:-

- Kirloskar Ferrous industries Ltd. → Koppal
- Kalyani Steels Ltd. → Koppal
- X-India steels ltd. → Koppal
- Janaki Corporation Ltd. → Bellary.
- BEML Limited → Bangalore
- Disa India Ltd. → Hoskote, Tumkur
- expert engineering enterprises → belgaum
- Baba Atomic Research Centre → Mumbai & Mysore

STRENGTH OF EMPLOYEES

SL.NO.	Particulars	NOS.
1	Manager	2
2	Manager Administrative	1
3	Engineers	7
4	Supervisions	6
5	Quality Engineers	4
6	Skilled Operators	36
7	Unskilled Operators	34
	Total	90

FACILITIES TO EMPLOYEES

- Yearly PF/ESI
- Gratuity (after 5years)
- Yearly bonus
- Yearly one safety kit

ORGANIZATION PROCESS

Shift	Timing
1	9:00am to 1:00pm
2	1:30pm to 5:30pm

• COMPANY PROFILE

Logo	:	
Company Name	:	M/S. VINSAVI INDOTECHS, BELGAUM
Address	:	PLOT NO M 30, R.S. NO.8,
		INDUSTRIAL ESTATE, UDYAMBAG
		BELGAUM – 590008, KARNATAKA, INDIA
Year Established	:	1996
Constitution	:	Registered Sole Proprietorship
Business Type	:	Manufacturer/Supplier
Turnover	:	Rs 8.30 crores (2018-19)
Standard Certification	:	ISO 9001:2000
Product Manufacturing	:	CI casting and Alloy Steel casting and engineering components
Total Area	:	14000 Sq.Ft
Founder	:	Mr. SUNIL KANGRALKAR
		(SOLE PROPRIETOR)
Phone No	:	(0831)2405621
Fax No	:	(0831) 2405620
Email Id	:	vinsavi_indotechs@yahoo.co.in
		Vinsaviindotechs08@gmail.com
Name Of The Bank	:	State Bank Of India
Total Employees	:	90 Employees
Total Machines	:	33 No's

VISION AND MISSION :

- **VISION:**

  “Our Company will inspire its employees to be the best they can be. We will engage in sustainable practices and anticipate the needs of our customers. & we will strive to maintain the quality in our products.”

- **MISSION:**

  “We are a market-focused, process-centered organization that develops and delivers satisfaction to our customers, provides a dynamic and challenging environment for our employees,”

QUALITY POLICY

vinsavi indotechsis committed to achieve total customer satisfaction. by delivering quality products on time every time through continuous improvement of all our processes & systems with focus onefficient planning & production.

- **ENVIRONMENTAL POLICY**

We at the M/S VINSAVI INDOTECH, BELGAUM are committed to

- Keep the environment in our foundry as per applicable statutory and regulatory environment requirements.
- Keep the environment, which is friendly to our employees.
- Keep the environment, which compliments health and safety requirement of our employees.
- Create an environment, which does not effect adversely to air, water, and land surrounding us.
- Create environment management system (EMS) awareness to our employees as well as society so as to enable them to understand the value of good environment.

- **INFRASTRUCTURAL FACILITIES**

M/S VINSAVI INDOTECHS has good infrastructure facilities such as buildings, workspace, production machines & associated utilities, physical infrastructure in office space such as personal computers, internet connection, telephone lines and common infrastructure facilities like file server, fax machine, printer, scanner, photocopier, meeting / conference room with protection equipment.

- **BUSINESS POLICY**

M/S VINSAVI INDOTECHS, BELGAUM will strive to improve quality and skills to world standard. They will manufacture products of consistent quality & price viable to their customers. They will specialize in certain products for certain selected customers. They will adopt a policy of continuous learning & improvement to retain our premier status.

ISO CERTIFICATE

ZERTIFIKAT ◆ CERTIFICATE ◆ 認証書 ◆ СЕРТИФИКАТ ◆ CERTIFICADO ◆ CERTIFICAT

South Asia

CERTIFICATE

The Certification Body
of TÜV SÜD South Asia Private Limited
certifies that

M/s Vinsavi Indotechs (Unit - I)
Plot No. 28, SY No. 336/1, Udyambag,
Belgaum – 590 008, INDIA

has implemented a Quality Management System
in accordance with **ISO 9001:2008**
For Scope of

Manufacture & Supply of Metal Machined Components

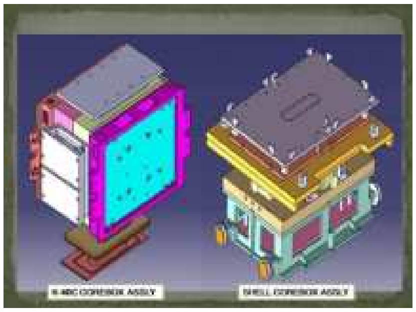
The certificate is valid From **2014-08-22** until **2017-08-21**
Subject to successful completion of follow up audit before **2016-08-12**
The present status of this Certificate can be obtained on www.tuv-sud.in
Further clarifications regarding the scope of this certificate may be obtained by consulting the certification body
Certificate Registration No. **99 100 03032**
Date of Initial certification : **2007-08-29**

Certification Body
of TÜV SÜD South Asia Private Limited, **Mumbai**
Member of TÜV SÜD Group

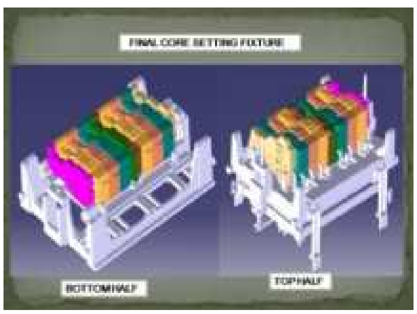
QM011

TÜV SÜD South Asia Pvt. Ltd. • TÜV SÜD House • Saki Naka • Andheri (East) • Mumbai – 400072 • Maharashtra • India

PRODUCT PROFILE



K-40C COREBOX ASSLY **SINTER PLANT SPARES**



FINAL CORE SETTING FIXTURE **SINTER PLANT TOLLEY CASTING SGI 400X12**

SINTER PLANT

THERMOCAL PATTERN

W-201 WATER JACKET

SHELL CORE BOX

H1 OINB TRANS CASE

CASTINGCUT SECTION

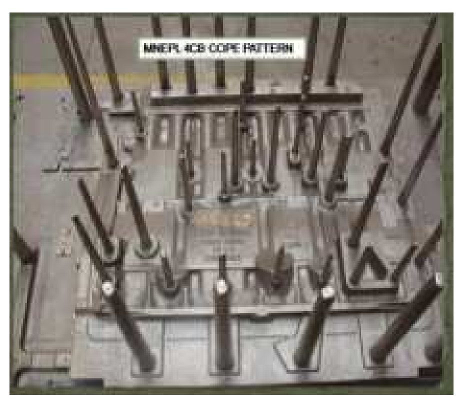
H1 OIB TRANS CASE

H1 OIB TRANS CASE

PATTERN

MNEPL 4CB CRANECASE CBX

MNEPL 4CB HPA CORE BOX



MNEPL 4CB COPE PATTERN

ESCORT 179 4CB DRAG

ESC 3CB TCI COREBOX ASSLY

ESC 3CB TCI DRAG PATTERNESC

3CB TCI FINAL CORE SETTING FIXTURE

H1 OIB TRANS CASE CASTING

ESCORT 179 4CB CASTIN

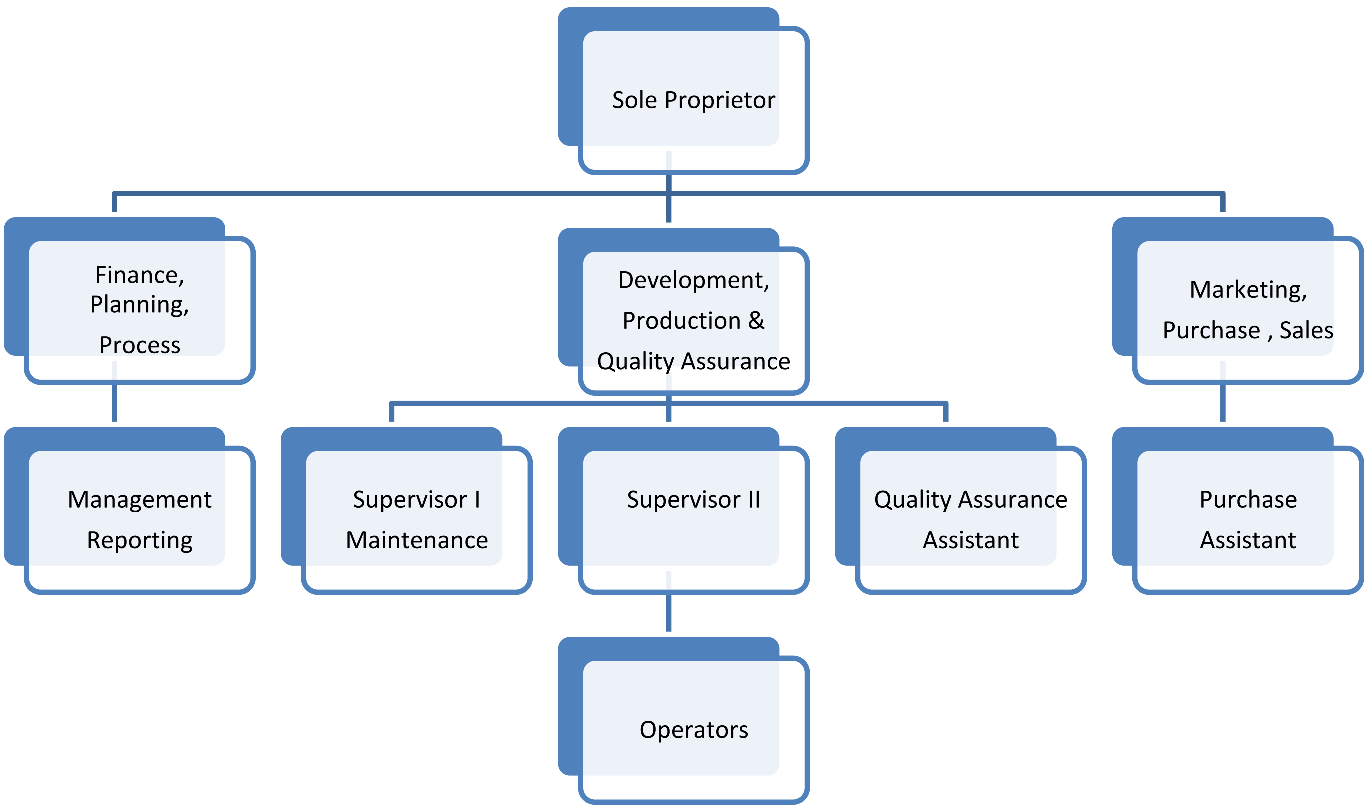
Iron is sometimes melted in a special type of blast furnace known as a cupola, but more often melted in electric induction furnace or electric arc furnaces. After melting is complete, the molten iron is poured into a holding furnace or ladle.

They produced Cast Iron Castings for which the raw material required is Pig Iron, C.I. Scrap, Coke, and other foundry chemicals like Fe.silicon, Manganese, Bentonite powder, Graphite. Etc.

First the moulds are made out of the silicon sand and different Shapes are given to the sand with the help of the patterns as per the Requirement of the product. The Cupola is set to charge with the Help of the firewood and coke. When the coke gets heated then charges are dumped in the cupola these charges are of 200 kgs, this is a mixture of Pig Iron, C.I. Scrap, Fe Silicon, Fe Manganese etc.

After the cupola attains a temperature, of approximate 1300 the metal starts coming out of the cupola valve. Then this liquid metal is collected in the ladle and is poured in the molded sand where it gets the shape as per the respected mould and then the product is ready. Then the product is send to fettling section, where it is properly shot blasted grinded and then dispatched to respected party

ORGANIZATIONAL CHART



DEPARTMENTS

- Purchase department.
- Sales & marketing department.
- Finance department.
- Production & quality control department.
- Quality assurance department

PURCHASE DEPARTMENT

The purchase department is responsible directly for the procurement of materials like raw aterials, internal department's requirement, and statements on packing materials, size. Quantity, and stock verification, requirements of all the departments, placing orders against the requirement, quotations, rates, quality, delivery and quality of the material purchased. With the help of production and marketing department, the purchase department, will forecast the materials required. Identification of vendors is done through yellow pages, the chamber of commerce etc. then vendor analysis is done on the basis of price rating, delivery rating and past history of the vendor. Then order is sent to the suitable vendor. On the receipt of goods, they are inspected and checked.

SALES AND MARKETING DEPARTMENT

Market is one of the most dynamic activities of the firm marketing emphasizes on quality, value, customer satisfaction and relationship building along with ethical marketing behaviour. Marketing department is main department at both marketing and sales departments are merged. All the free sales activities are handled by this section, Marketing department has to co-ordinate between various departments customers. As it is a custom built, after sales services is made whenever registered.

This department identifies customers need and wants, determines which target markets the firm can serve best, and designs appropriate products to serve the markets. The company does not deal directly with customers the employees take care of distribution of the product.

FINANCE DEPARTMENT

Capital is necessary for any organization for a smooth running of its activities it is necessary that the available finance must be properly utilized. To maximize the return on investments The basic functions of accounts department are to account the financial transaction of the organizations to pay the amount due to evidence and thirdly to receive the amount legally due to company and control its finance properly. The accounts department has dealings with all departments as it is core department

PRODUCTION & QUALITY CONTROL DEPARTMENT

Production manager manage this department. The raw material is purchased and then taking into consideration the quality policy. Production department work is doing the production planning, observing all the activities out in the manufacturing unit i.e. in foundry, machine shop and CNC Shop. Maintenance of the laboratory and see whether the material is correct or not, see whether the workers are punctual to their work and carry out their job activities effectively and efficiently.

QUALITY ASSURANCE DEPARTMENT

In this department of the product sample from every batch of production is taken and is tested, after the test the product is ready for packing and distribution. In this department even small tests and experiment are conducted for the development of the product.

a. For quality checks, carbon equivalent testing machine, dip type pyrometer and hydraulic operated hardness tester.
b. Vinsavi has installed one-ton capacity electric heat-treatment furnce for stress relieving and heat treatment. This furnace has electronic controls to achieve accuracy & proper heat treatment and recording
c. Chemical composition of each heat is analyzed on spectrometer.

SWOT ANALYSIS

The scan of the external & internal environment is an important part of the strategic planning process. Environmental factor internal to the firm can be classified as strength (s) or weakness (w) & those external to the firm can be classified as opportunities (o) or threat (t) such an analysis of the strategic environment is referred to as SWOT Analysis.

STRENGTH

- Total In-House Capacity .e.g. from design to finish component.
- Numbers of customer are home.
- Standard economic condition.
- Globalization.
- Raw material availability.

- Overhead cost will be more because of all facilities.
- High Tax regime.
- Decentralization of Raw materials.
- No on time delivery for all customers.
- Cannot compete with smaller companies.

OPPORTUNITIES

- Due to expertise in steel industries no competition because of In-House capacity.
- High demand both at domestic level.

THREATS

- Tough competition from other foundries
- Environmental policy and restrictions

PART B

RATIO ANALYSIS

The ratio analysis is one of the most important and powerful tools of financial analysis. It is the process of establishing and interpreting various ratios. It is with the help of ratios that the financial statement can be analyzed more clearly and decisions made from such analysis. Ratio analysis is a powerful tool of financial analysis. A ratio is defined as "the indicated coefficient of two mathematical expressions and as the relationship between two or more things." In financial analysis ratio is used as a bench mark for evaluating the financial position and performance of a firm. Ratio help to summarize large quantities of financial data and to make quantitative judgment about the firm's financial performance. The ratio reflection a quantitative relationship help to firm's qualitative judgment the focus of financial analysis is on the key figures in the financial statement and the significant relationship that exists between them. The analysis of financial statement is a process of evaluating relationship between component and performance. The first task of the analyst is to select the information relevant to the decision

under consideration from total information contained in the financial statement. The second step involved in the financial analysis is to arrange the information in a way to highlight significant relationship. The final step is interpretation and drawing of inferences and conclusions.
An analysis of financial statement with the help of 'ratio' is called 'ratio analysis.' The analysis of financial statement is an important aid to financial analysis. Various methods are adopted for financial statement analysis. Ratio analysis is one of the
Method used. Ratio analysis is one of the techniques of financial analysis. The ratios are used as yardstick for evaluation of the financial condition and performance of the firm only by pursuing the financial statement.

Thus, ratio analysis is a technique of analysis and interpretation of financial statement. It is the process of establishing and interpreting various ratios which facilitate managerial decision making. Ratio is only a comparison of the numerator with denominator. The ratio are designed to show one number as related to another. The ratio analysis is one of the most useful and common methods of analyzing the financial statement.The ratio enables the mass data to be summarized and simplified. Ratio analysis is an instrument of diagnosis for the financial health of an enterprise i.e. Efficiency of the enterprise. Some ratios indicate the trend or progress or downfall of the enterprise.

BASES OF COMPARISON:

As ratios are relative figure reflecting the relationship between variables the enable analysts to draw conclusions regarding financial operations the use of ratios as tool of financial analysis involves the comparison for a single ratio like absolute figures and fails to reveal the true position .Comparison with the related facts is the basis of ratio analysis. Importance of ratio analysis as a tool of financial management they are of crucial significance the importance ratio analysis lies in the fact that it presents facts on comparative bases and enables the drawing of inferences regarding the performance of the firm. Ratio analysis is relevant in assessing the performance of a firm in respect of the following aspects.

LIQUIDITY POSITION

With the help of ratio analysis conclusions can be drawn regarding the liquidity position of a firm. The liquidity position of the firm would be satisfactory if it is able to meet its current obligations when they become due.

LONG TERM SOLVENCY

Ratio analysis is equally useful for assessing the long term financial availability of a firm.The long term solvency measured by the leverage or capital structure and profitability ratio which focus on earning power and operating efficiency .Ratio analysis reveals the strength and weakness of a firm in this respect.

OVERALL PROFITABILITY

The management is constantly about overall profitability of the enterprises. This is possible if an integrated view is taken and all the ratios are considered together.

GUIDELINES FOR THE FINANCIAL STATEMENT ANALYSIS

- Use ratio to get clues to ask questions by themselves ratios rarely provide answers but they definitely help you to raise the right questions.
- Be selective in the choice of the ratios you can compute scores of the different ratios and easily drown you into the confusions.
- Employ proper benchmarks. It is a common practice to compare the ratios against some benchmarks. The benchmark may be the average ratios of the industry or the ratios of the industry leaders or the historic ratios of the firm itself.
- Know the tricks used by assessment since firms end to manipulate the reported income you should learn about the devices employed by them.
- Read the footnotes. They sometimes contain valuable information. They may reveal the things that the management may try to hide. The more difficult is to read a footnote.
- Remember the financial statement analysis and science. Financial statement analysis cannot be regarded as a simple structured exercise.

ADVANTAGES AND LIMITATIONS OF RATIOS ANALYSIS.

ADVANTAGES

- It simplifies the financial statements.
- It helps in comparing companies of different size with each other.
- It helps in ratio and trend analysis which involves comparing a single company over a period.
- Financial performance evaluation analysis shows the current position of the firm.
- Prediction of profitability and growth and earning prospect which is used by investors while comparing investment alternatives.

- Financial performance evaluation is an important tool in assessing and predicting bankruptcy and profitability of business failure.

LIMITATION

- The study is restricted to the period of three years.
- Due to inadequate time it is not possible to analyze all respects relevant to the study.
- Authorities were reluctant to reveal full information about the working of thecompany.

RESEARCH METHODOLOGY

Research is organization's inquiry designed and carried out to provide information to solve the problem. In fact it is the scientific investigation of a certain problem. "Research is the process of systematically obtaining accurate answer to significant and pertinent question by the use of scientific method in gathering and interpreting information."

Methodology is a systematic approach to the given problem. In other words, it is the way in which we go for the collection of data. Therefore, the better way of collecting data is more important than the data collected, because ultimately the data collected is depended upon how we approach the data.

Research methodology is the study of collection of data, arranging, analysis and tabulating of data. Research design refers to the system consisting of vocalizing two problems

.

- Collection the data or facts.
- Analyzing the fact and reaching at certain conclusion.

  The different steps in the research design are as follows:
- Collection of information in this line of activity.
- Interaction with the finance department to understand the means of cash management.
- Collection of firm details.
- Identification means enhancing of cash management and conclusion to the firm.

SOURCE OF DATA COLLECTION

The tools for data collection are divided into two parts i.e.

1. Primary data
2. Secondary data

1. PRIMARY DATA

Primary data called as collection of the first time and which may not have been collected from others. It is actual data collected by research for itself.

Source of primary data are:

- From the officials.
- From personal examination and survey.
- Questioning the executive of the firm.
- Detail discussion was also held with officials of the firm to understand the problem and requirements.
- Group discussion and observation.
- Collection of data from finance department.
- Interaction with organizational staff.

2. SECONDARY DATA

Secondary data was collected mainly from various sources which include financial journals, other published textbooks and various web sites and comparative balance sheet and ratio analysis, interpretation of the result has been done on graphical representation or graphs. The secondary data was collected from already published sources such as annual reports, return and internal records. Sources of secondary data are:

- From company website and other internet sources.
- Information from the materials provided by the company.
- Data collected from the annual reports of ‘m/s vinsavi indotech ltd for 3 years.
- Reference from journal and periodicals relating to financial management.
- Framework analysis for the purpose of analyzing the liquidity and profitability position of the company.
- The study makes use of various accounting ratios.
- Interaction with assistant accounts manager.

CONCEPTUAL FRAME WORK

TYPES OF RATIOS

Liquidity Ratios
- Current Ratio
- Liquidity Ratio
- Super Quick

Solvency Ratios
- Debt -Equity Ratio
- Propritary Ratio
- Capital Gearing Ratio

Efficiency Ratios
- Fixed Assets Turnovere
- Working Capital Ratio
- Stock Turnover Ratio
- Debtors Turnover Ratio
- Creditors Turnover Ratio

Profitability Ratios
- Gross Profit Ratio
- Net Profit Ratio
- Operating Profit Ratio
- Operating Ratio

LIQUIDITY RATIOS AND PROFITABILITY RATIOS

I. LIQUDITY RATIOS

Liquidity means the firm ability to pay its current liabilities, The survival of a firm depends on the adequacy of liquid assets. Liquidity a essential to increase the short term solvency of the firm by the management as well as the external increased parties before taking decisions.

1. CURRENT RATIO

It is calculated by dividing current liabilities So current ratio expenses relationship between current assets and current liabilities .It is also called as current working capital ratio.It makes the total current assets of the firm an its current liability.

$$\text{Current ratio} = \frac{\text{Current assets}}{\text{Current liabilities}}$$

Current ratio of 2:1 is considered to be ideal this means that current assets should be twice of current liabilities.

2. LIQUIDITY RATIO

This is the ratio of liquid assets to liquid liabilities

$$\text{Liquid ratio} = \frac{\text{Liquid assets}}{\text{Liquid liabilities}}$$

These are the assets which are immediately convertible into cash all current assets expect stock and prepaid expenses are treated as liquid assets

Liquid liabilities are those liabilities which are to be paid immediately all current liabilities expect bank overdraft are considered as liquid liabilities.A liquid ratio of 1:1 indicates highly financial position.

3. SUPER QUICK RATIO

It is also called as absolute liquid ratio.

$$\text{Super quick ratio} = \frac{\text{Absolute liquid assets}}{\text{Liquid liabilities}}$$

Absolute liquid assets includes cash in hand, cash at bank and short term or temporary investments and standard ratio for this is 1:2

I. SOLVENCY RATIO

These are the ratios used in analyzing the long term solvency of a firm. It indicates the pattern of financing. Some of the important ratios ar**e**

1. DEBT -EQUITY RATIO

This ratio indicates the relationship between the borrowed fund and owners fund. It is determine to measure the firms debt in the business. The standard ratio is 2:1

$$\text{Debt equity ratio} = \frac{\text{External equities}}{\text{Internal equities}}$$

2. PREPARATORY RATIO

It is the ratio of proprietors' fund to tangible assets of a firm

$$\text{Proprietary ratio} = \frac{\text{Shareholders fund}}{\text{Total assets}}$$

3. CAPITAL GEARING RATIO

This ratio indicates the relationship of fixed interest and divided bearing funds to the equity capital this ratio is used to analysis capital structure of a firm

$$\text{Capital gearing ratio} = \frac{\text{Fixed interest and dividend bearing funds}}{\text{Equity shareholders fund}}$$

II. EFFICIENCY RATIO

These ratios are use to analyzed how well a company uses its assets .higher ratio indicates efficient management of assets and vise versa

1. FIXED ASSETS TURNOVER RATIO

It measure how successfully a company is utilizing its fixed assets in generating revenue

$$= \frac{\text{Net sales}}{\text{Fixed assets}}$$

2. WORKING CAPITAL TURNOVER RATIO

This ratio shows that whether working capital is utilized efficiently in making sales higher ratio indicates to better efficiency and vise – versa

$$= \frac{\text{net sales}}{\text{Working capital}}$$

3. DEBTORS TURNOVER RATIO

It measures the relationship between credit sales and average account receivable. It proves with how many times a business can turn its accounts receivable into cash during period.

$$= \frac{\text{credit sales}}{\text{Average account receivables}}$$

4. CREDITORS TURNOVER RATIO

This ratio indicates the rate at which a company pay of its suppliers it indicates how quickly a company makes payment to its vendors. It is also used by the suppliers to decide whether to or not to grant credit to the business.

$$\text{Credit turnover ratio} = \frac{\text{credit purchase}}{\text{Avg. account payable}}$$

5. STOCK TURNOVER RATIO

This is also known as inventory turnover ratio. It shows relationship between cost of sales and average inventory. it indicates whether investment in inventory is proper or not

$$= \frac{\text{cost of goods sold}}{\text{Avg. inventory}}$$

Here cost of goods

=sales – gross profit

Or

= opening stock +purchases +direct expenses – closing stock

III. PROFITABILITY RATIOS

These ratios are calculated to know the result of the business activities. Profitability is the measure of efficiency and control.

Profit is an important element to boost up business activities. Profit is a must for the survival of a business firm. The measurement of profit and profitability occupies important place in the financial analysis.

Measurement of profit is the function of account whereas measurement of profitability is the function of financial analysis.

Accounting ratios as of financial analysis are computed to measure the profitability such ratio measuring the profitability are known as profitability ratios.

Profitability ratios reflect the capacity to earn profits. Such capacity to earn profit depends upon two factors viz. sales and investment.

- **SALES**

  Relationship between profit and sales is shown by computing ‘profit margin ratios’

- **INVESTMENTS**

  Relationship between profit and investment is shown through rate of return ratios’.

1. GROSS PROFIT RATIO

It indicates the relationship between gross profit and sales. It shows how much it cost you to produce the product.

$$\text{GROSS PROFIT RATIO} = \frac{\text{gross profit} * 100}{\text{Net sales}}$$

2. NET PROFIT RATIO

This ratio indicates the relationship between net profit and net sales in terms of percentage.

$$\text{Net profit ratio} = \frac{\text{net profit} * 100}{\text{Net sales}}$$

3. OPERATING RATIO / OPERATING COST RATIO

This the ratio of operating cost to net sales it indicates whether the cost components in the sales higher or low

$$\text{Operating ratio} = \frac{\text{operating cost} * 100}{\text{Net sales}}$$

4. OPERATING PROFIT RATIO

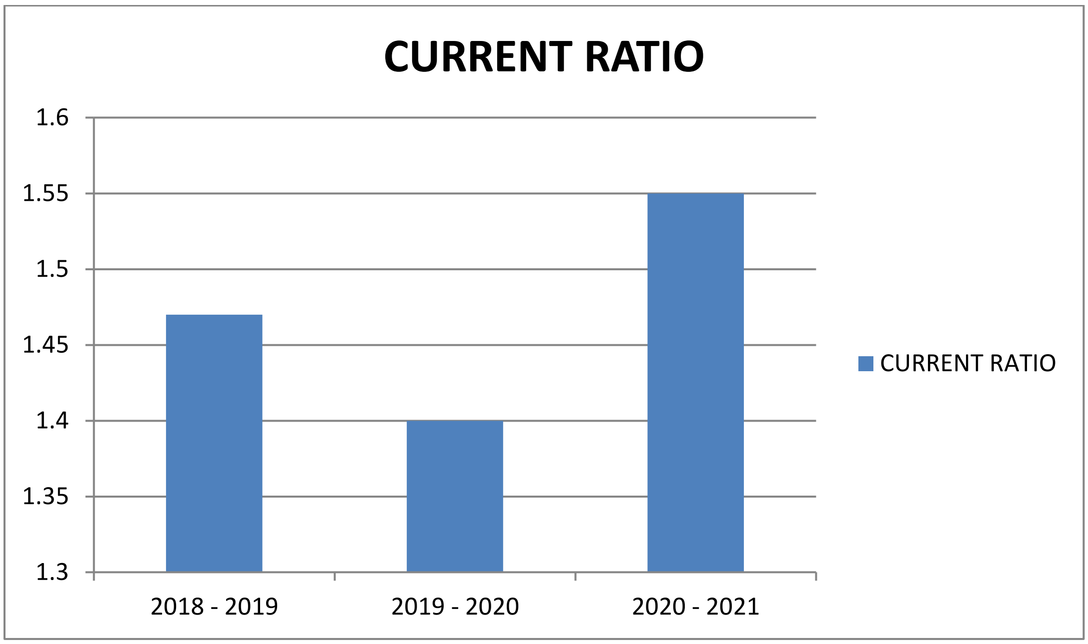
This ratio indicates the relationship between operating profit and net sales

$$\text{Operating profit} = \frac{\text{operating profit} *100}{\text{Net sales}}$$

DATA ANALYSIS
AND
INTEREPRETATION

1) CURRENT RATIO

YEAR	CURRENT ASSETS	CURRENT LIABILITIES	CURRENT RATIO
2018 - 2019	45947133	31186248	1.47
2019 - 2020	57027107.08	40691964.71	1.40
2020 - 2021	5881268.26	37920294.36	1.55



Analysis:

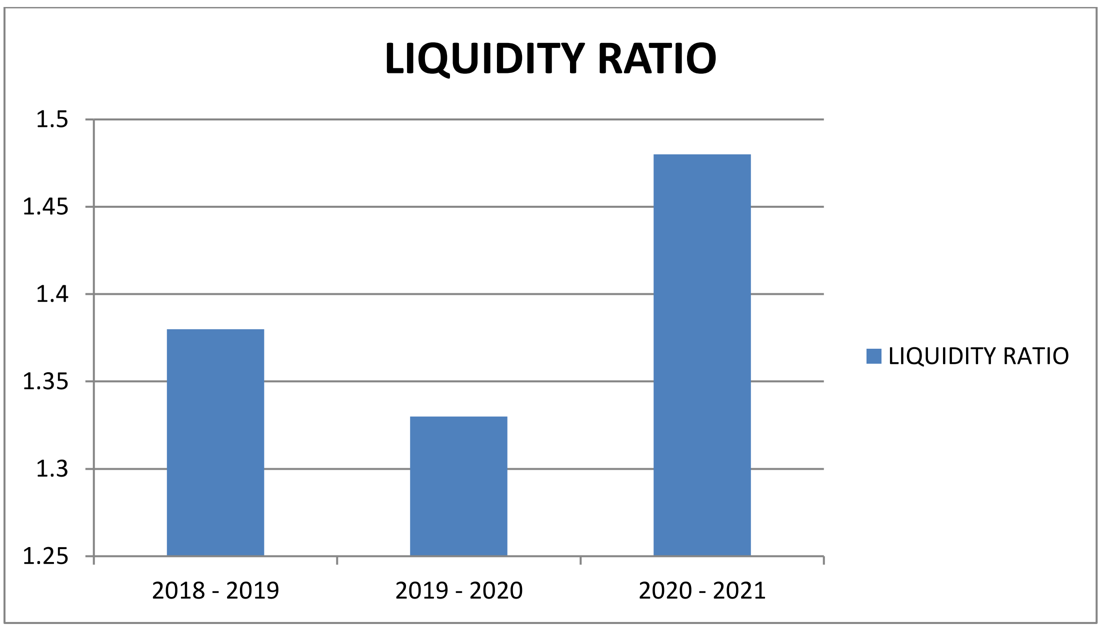
Company's current ratio of the company is 1.47 in the year 2019. Then it is decreased 1.40 in the year 2020. In the year 2021 it is increased to 1.55.

Interpretation:

If current ratio is more than the standard ratio it indicates that the firm has liquidity. The current ratio of vinsavi indotech for last 3 year in less than standard ratio of 2:1, which indicates that firm does not have sufficient liquidity.

2) LIQUIDITY RATIO

YEAR	LIQUID ASSETS	LIQUID LIABILITIES	LIQUID RATIO
2018 - 2019	43167979	31186248	1.38
2019 - 2020	54477085.89	40691964.71	1.33
2020 - 2021	56255772.07	37920294.36	1.48



Analysis:

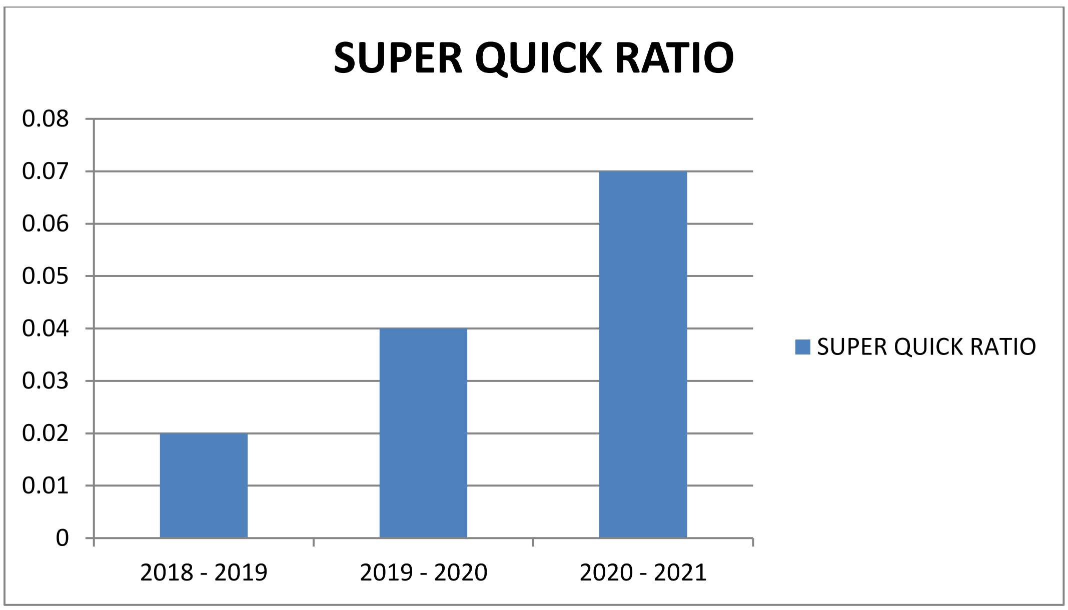
Company’s liquidity ratio of the company is 1.38 in the year 2019. Then it is decreased 1.33 in the year 2020. In the year 2021 it is increased to 1.48.

Interpretation:

The liquidity ratio of standard ratio 1:1,The liquidity ratio is equal or more than the standard ratio of 1;1, it indicates the sufficient liquidity, if the liquidity ratio is less than the standard ratio it indicates that the firm is not liquid, where as in last year 3 years ratio indicates that firm was highly liquid.

3) SUPER QUICK RATIO

YEAR	ABSOLUTE LIQUID ASSETS	LIQUID LIABILITIES	QUICK RATIO
2018 - 2019	813576	31186248	0.02
2019 - 2020	1742315.53	40691964.71	0.04
2020 - 2021	2751216.19	37920294.36	0.07



Analysis:

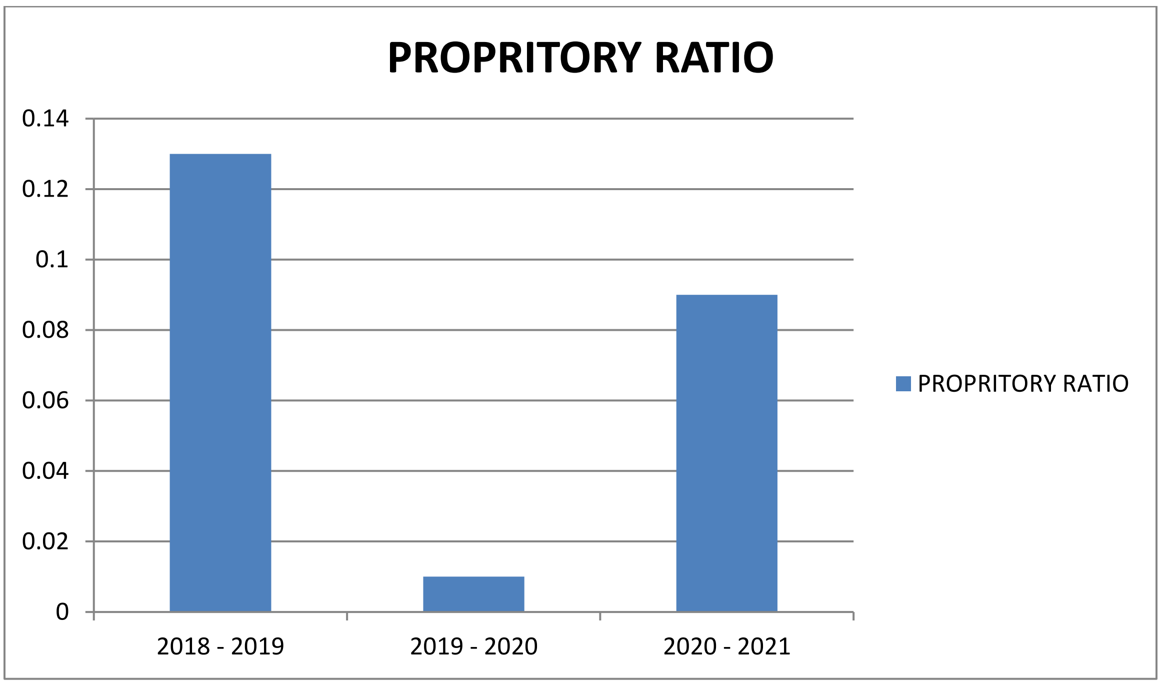
company's super quick ratio of the company is 0.02 in the year 2019. Then it is increased 0.04 in the year 2020. In the year 2021 it is increased to 0.07.

Interpretation:

This ratio include cash in hand, cash at bank, short term or temporary investment & standard ratio for this 1:1. The super quick ratio of vinsavi indotechs for last 3 year is less than standard ratio which indicates that the firm does not enjoy sufficient liquidity, here the firm does not have proper cash balance & short term investment.

4) PROPRITORY RATIO

YEAR	CAPTIAL	TOTAL ASSETS	PROPRITORY RATIO
2018 - 2019	10178529	76562624	0.13
2019 - 2020	8502093.85	79573352.08	0.01
2020 - 2021	7113164.91	78804338.21	0.09



Analysis:

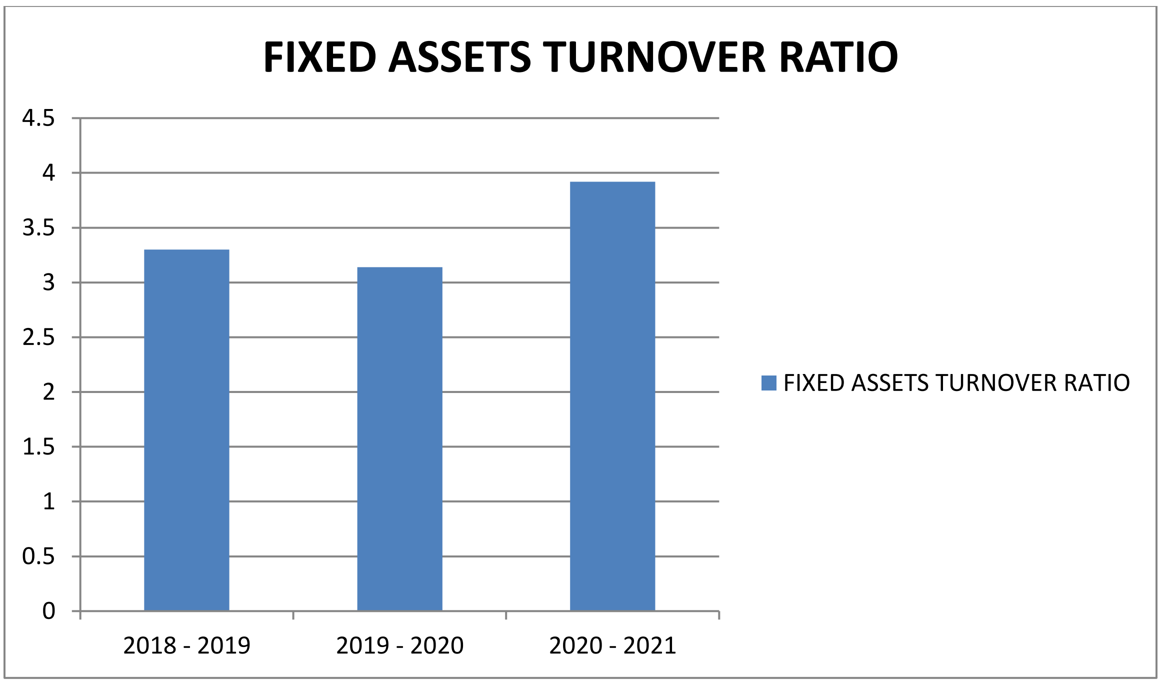
Company's propritory ratio of the company is 0.13 in the year 2019. Then it is decreased 0.01in the year 2020. In the year 2021 it is increased to 0.09.

Interpretation:

The propritory ratio is generally required high percentage which can shows profitability of firm. The ideal ratio of propritory depends on nature of business as well as investors risk.

5) FIXED ASSETS TURNOVER RATIO

YEAR	NET SALES	FIXED ASSETS	RATIO
2018 - 2019	73887476	22341442	3.30
2019 - 2020	61260570.52	19478526	3.14
2020 - 2021	66635002.80	16990309.52	3.92



Analysis:

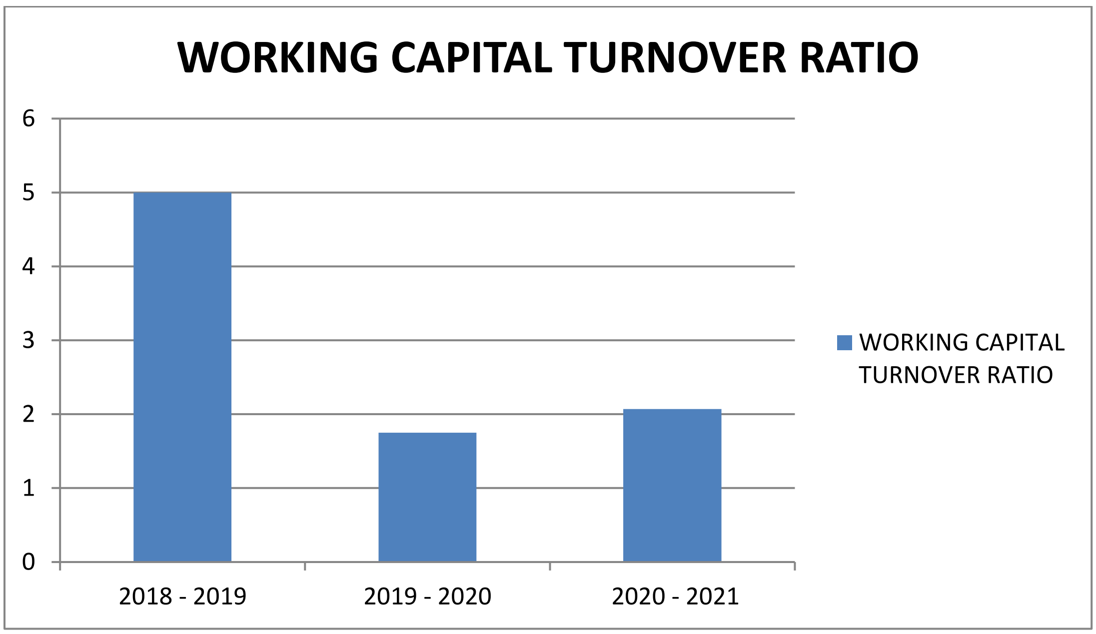
Company's fixed assets turnover ratio of the company is 3.30 in the year 2019. Then it is decreased 3.14in the year 2020. In the year 2021 it is increased to 3.92.

Interpretation:

This ratio indicates the extent to which the investment in fixed assets contributed towards sales. The fixed assets turnover ratio for last 2 year that is 2019 - 3.30 & 2020 - 3.14 is low which indicates that investment in fixed asset is high, & 2021 – 3.92 is high which indicates investment in fixed asset is low.

6) WORKING CAPITAL TURNOVER RATIO

YEAR	NET SALES	WORKING CAPITAL	RATIO
2018 - 2019	73887476	14760885	5.00
2019 - 2020	61260570.52	34989254.63	1.75
2020 - 2021	66635002.80	32039026.1	2.07



Analysis:

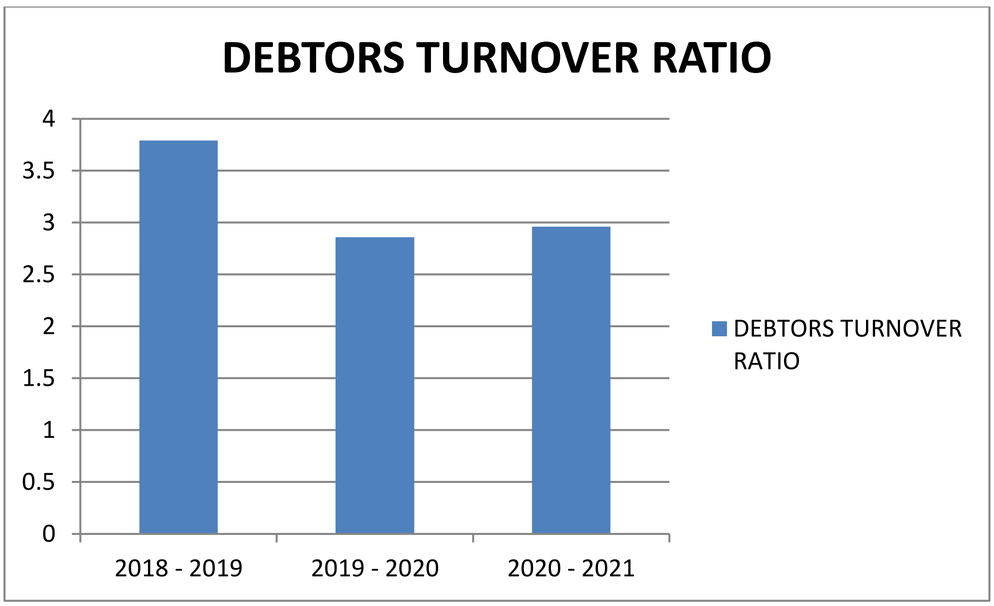
Company's fixed assets turnover ratio of the company is 5.00 in the year 2019. Then it is decreased 1.75 in the year 2020. In the year 2021 it is increased to 2.07.

Interpretation:

The high turnover ratio indicates that management is being extremely efficient in using a firm's short term assets & liabilities to support sales. Where as in year 2019 – 5.00 which is high in indicates firm using its funds in effective & productive manner, where as 2020 & 2021 which is low it indicates that business in investing is too many accounts receivables and inventory assets to support its sales.

7) DEBTORS TURNOVER RATIO

YEAR	CREDIT SALES	AVG.ACCOUNTS RECEIVABLE	RATIO
2018 – 2019	157408375	15134399	3.79
2019 - 2020	61260570.52	21374771.36	2.86
2020 - 2021	66635002.80	22484555.88	2.96



Analysis:

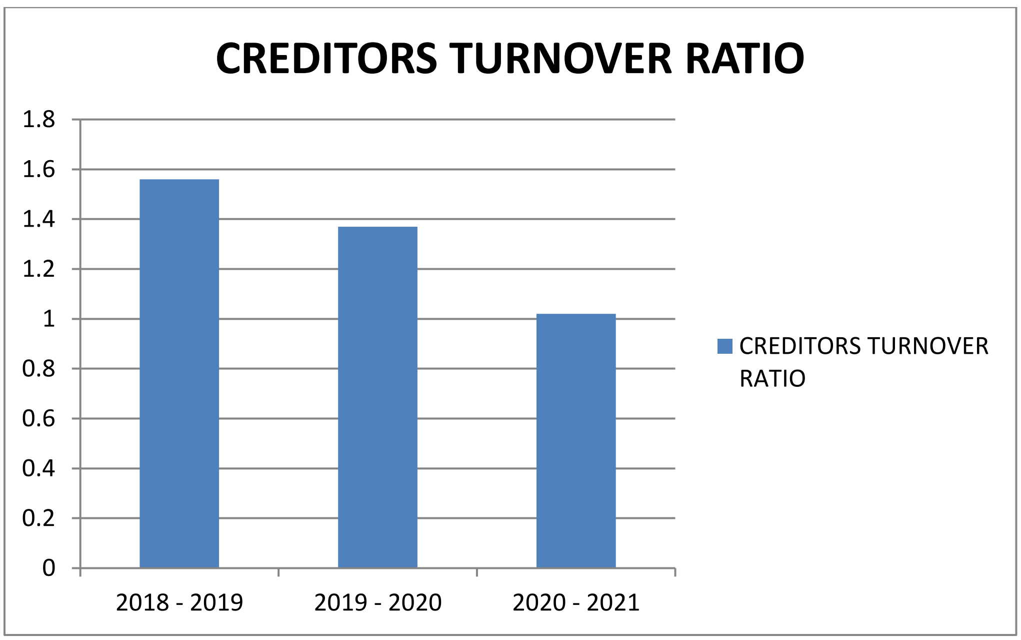
Company's fixed assets turnover ratio of the company is 3.79 in the year 2019. Then it is decreased 2.86 in the year 2020. In the year 2021 it is increased to 2.96.

Interpretation:

Higher debtor turnover ratio is good because it indicates the number of times the company is collecting its receivables from the debtors in a year. The overall debtors turnover ratio in vinsavi indotechs is satisfy.

8) CREDITORS TURNOVER RATIO

YEAR	CREDIT PURCHASES	AVG ACCOUNT PAYABLE	RATIO
2018 - 2019	40474486	25912250	1.56
2019 - 2020	44870317.04	32565203.86	1.37
2020 - 2021	34370421.37	33663832.44	1.02



Analysis:

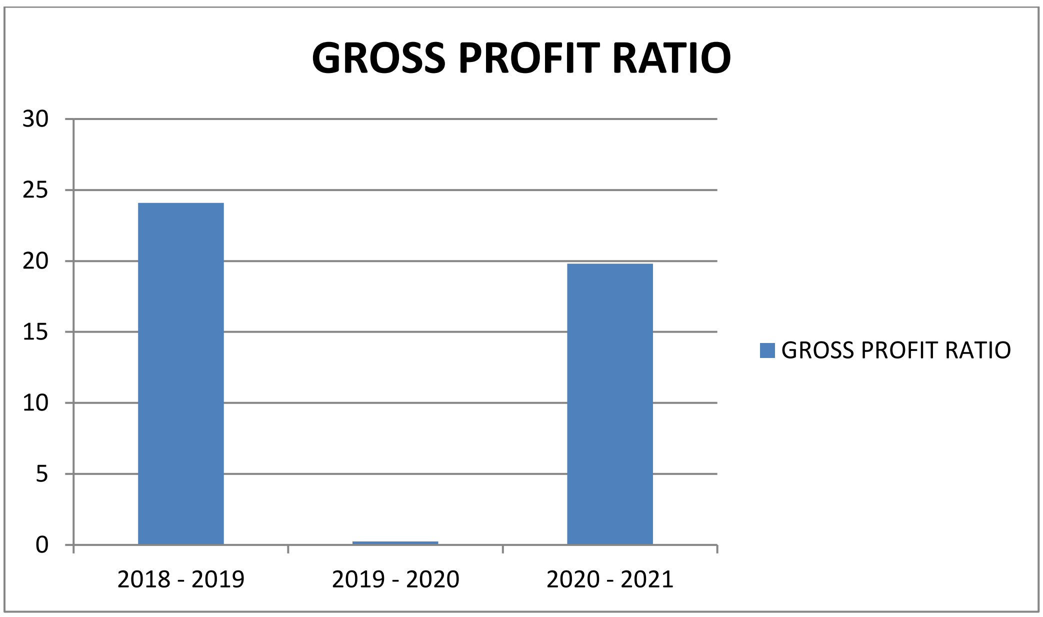
Company's fixed assets turnover ratio of the company is 1.56 in the year 2019. Then it is decreased 1.37 in the year 2020. In the year 2021 it is increased to 1.02.

Interpretation:

This ratio indicates the rate at which a firm pay of its suppliers.It indicates how quickly a firm makes payment to it vendors. The credit turnover ratio of vinsavi indotech for last 2 years is high i.e. 2019 – 1.56 7 2020 – 1.37 which indicates that the firm is quite good in making its payment in given time, Where as in 2021 – 1.02 it indicates the firm is not efficient to payment given time

9) GROSS PROFITS RATIO

YEAR	GROSS PROFIT	NET SALES	RATIO
2018 – 2019	17813391	73887476	24.1
2019 - 2020	14851625.16	61260570.52	0.24
2020 - 2021	13222355.46	66635002.80	19.8



Analysis:

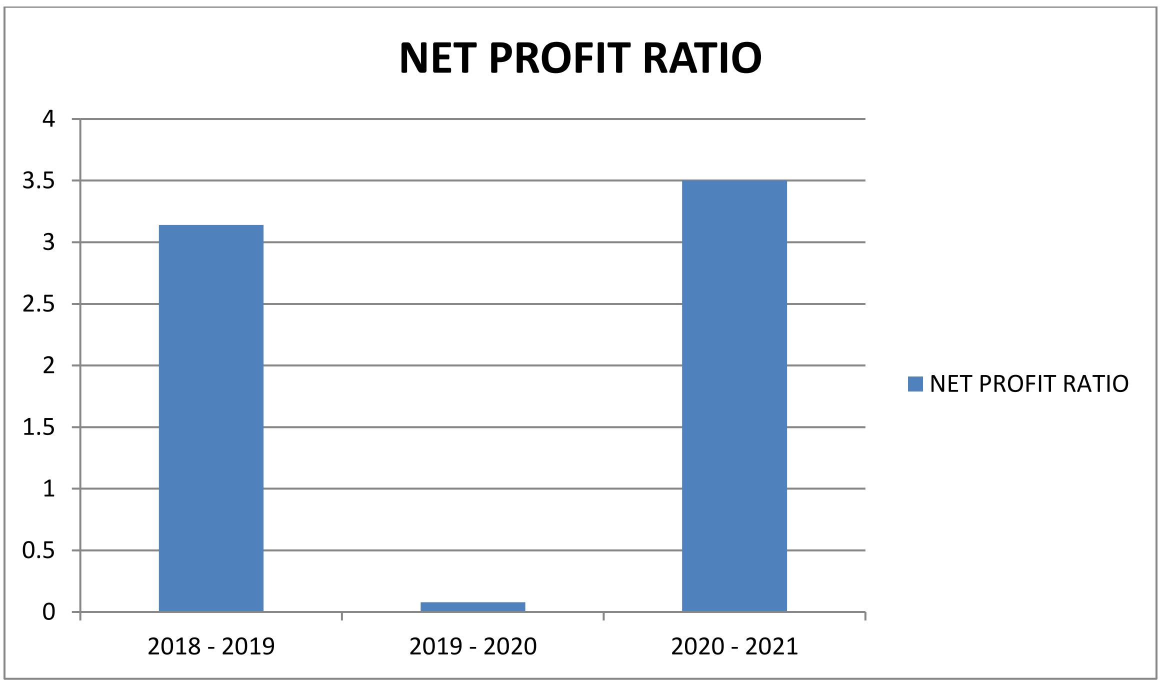
Company's fixed assets turnover ratio of the company is 24.1 in the year 2019. Then it is decreased 0.24 in the year 2020. In the year 2021 it is increased to 19.8.

Interpretation:

The gross profits ratio vinsavi indotechs are gradually declining year by year which is an indication of poor result. In year 2019 the ratio was 24.1 which indicates the good result than the its 2 succeeding year 2020 – 0.24 & 2021 – 19.8 respectively, Here firm spend more money on direct expenses & sales are less which decrease the profit of the firm.

10) NET PROFIT RATIO

YEAR	NET PROFIT	NET SALES	RATIO
2018 - 2019	2327089	73887473	3.14
2019 - 2020	527031.73	61260570.52	0.08
2020 - 2021	2357527.21	66635002.80	3.5



Analysis:

Company's fixed assets turnover ratio of the company is 3.14 in the year 2019. Then it is decreased 0.08 in the year 2020. In the year 2021 it is increased to 3.5.

Interpretation:

The net profit ratio of vinsavi indotechs of 2019 – 3.14 which is an indication that the profitability of firm is good, & 2020 – 0.08 ratio was poor , 2021 – 3.5 which is good that the previous year which is helpful in improving the firms conditions.

FINDINGS

1. The current ratio of the firm for last 3 years is less than the standard mark which indicates that the firm does not have the sufficient liquidity and shortage of working capital.

2. The fixed assets turnover ratio of Vinsavi Indotech for last 2 years that is 2019 – 3.30 and 2020 – 3.14 the investment in fixed assets is high and in the year 2021 – 3.92 investment is low.

3. The super quick ratio of the company for last 3 years is less than standard ratio. It means the firm does not have sufficient liquidity.

4. The gross profit ratio in year 2020-2021 indicates poor result, here firm spend more money on direct expenses and sales are less which decreases the profit of the firm.

5. The working capital turnover ratio where as 2020 – 1.72 and 2021 – 2,07 which is low it indicates that business investing in too many accounts receivables and inventory assets to support its sales

SUGGESTIONS

1. The firm needs to increase current ratio by investing in current assets or by decreasing current liabilities and try to maintain standard ratio of the firm.

2. The company should make proper financial planning so that the available funds are utilized in more efficient and effective manner.

3. The firm must try to maintain its short term liquidity position by investing only in those investments, which are easily convertible into cash.

4. In order to increase the profitability, the firm should have control on its cost of goods sold.

5. The firm should have to control its operating expenses to increase the net profit margin.

CONCLUSIONS

The ratio analysis done on the financial position of the company has provided a clear view on the activities of the company.

This project was very useful for the judgment of the financial status of the company from the Management point of view. This evaluation proved a great deal to the management to make a Decision on the regulation of the funds to increase the sales and bring profit to the company.

Before I conclude I wish to convey my thankfulness in regard to the training given to me in Vinsavi Indotechs. It gave me extreme satisfaction and practical knowledge of the financial activities carried out in the company. The kindness, attention, and co-operation extended to me buy all the officials in the company made my project easy and comfortable. Really it was very pleasant experience in Vinsavi Indotechs.

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APPENDIX

SKE SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

Department of BBA- Belagavi

(Affiliated To Rani Channamma University, Belagavi)

RANI CHANNAMMA UNIVERSITY, BELAGAVI

A Project report on

"EMPLOYEE SATISFACTION"

Undertaken At

"CHIDANAND BASAPRABHU KORE SAHAKARI SAKKARE KARKHANE NYAMIT, CHIKODI"

Submitted By

Mrs. MANISHA KONDEKAR

Reg.No. B1811212

Submitted to

RANI CHANNAMMA UNIVERSITY, BELAGAVI

In the Partial Fulfilment of the Award of

BACHELOR'S DEGREE OF BUSINESS ADMINISTRATION

2020-202

SKE SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

Department of BBA- Belagavi

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Submitted By

Mrs. MANISHA KONDEKAR

Reg.No. B1811212

BBA 6th Sem.

Under the Guidance of

Organizational Guide	**Institute Guide**
Mr. Raghvendra kamble	**Prof. S.S.Shimangoudar**

S.K.E. SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

BELAGAVI-590006

(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

Certificate

This is to certify that **Mrs. Manisha kondekar** has satisfactorily completed the project at

"CHIDANAND BASAPRABHU KORE SAHAKARI SAKKARE KARKHANE NIYAMIT, CHIKODI"

. In partial fulfilment of award of Bachelor's Degree in Business Administration by **Rani Channamma University, Belagavi** for the year 2020-21

Institution Guide	Director
Prof. S.S.Shimangoudar	**Prof. S.S.Shimangoudar**

DECLARATION

I Mrs. Manisha kondekar bearing Register No.B1811212 hereby declare that, the project report entitled "JOB SATISFACTION" in

"CHIDANAND BASAPRABHU KORE SAHAKARI SAKKARE KARKHANE NIYAMIT, CHIKODI"

Submitted to Rani Parvati Devi College of Arts and Commerce, Dept. of BBA, Belagavi, in partial fulfilment of the requirement for the awards of degree of Bachelor of Business Administration during the year 2020-2021, is record of bonafide reports carried out by me under the guidance of Prof. S. S. Shimangoudar. And no part of it has been submitted for any other degree or diploma.

Place: Belagavi **manisha kondekar**

Date

ACKNOWLEDGEMENT

It is my privilege to extend few words of all thanks to all the people have helped and encouraged me in completing this project successfully.

My heartily thanks to Chidanand Basaprabhu Kore Sahakari Sakkare kharkhane Niymit, chikodi for giving me opportunity to undergoing my in-plant project in their esteemed organization.

I sincerely thank the organization guide Mr. Raghvendra kamble, System in charge. I remain obliged to him for taking off time from his busy schedules to guide me in this project.

I would also like to thank the entire employee of the organization who have helped me directly and indirectly in the accomplishment of this project.

I express my earnest gratitude to my project guide Prof. S.S.Shimangoudar for his constant and timely support and supervision and valuable guidance during my project.

I also feel great pleasure to take this opportunity to my humble and deep sense of gratitude to our esteemed to our Director, Prof. S.S.Shimangoudar for his whole hearted support throughout the curriculum,

Manisha kondekar

EXECUTIVE SUMMARY

The project was undertaken in Chidanand Basaprabhu Kore Sahakari Sakkare kharkhane Niyamit, chikodi as a part of BBA degree with objective to study "EMPLOYEE SATISFACTION" in the company.

This report gives information about "EMPLOYEE SATISFACTION".

This report also involves the company profile, history, Achievements of the company and the information and the recruitment and selection level of the company.

The study was conducted systematically according to the requirements of subject. The primary data required for study was obtained from the employee with the strutured questionnaires and personal interview which was given employees randomly. The secondary data was collected through internet, company handbook.

The study was limited 30 days .the study is intended to evaluation of training given to the employees in organization. A good training evaluation process or design is very essential for the efficiency of the activities of organization to achieve the goal of the organization.

Manisha kondekar

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Introduction to the Company

ChidanandBasaprabhu Kore Sahakari SakkareKarkhane Niyamit, Chikodi is a co-operative society registered under Karnataka co-operative society's Act in 1969. It is how inspired our founder Late Shri. Chidanand .B. Kore, an agriculturist and co-operator, to establish this factory during 1972-73 with the financial support from cane growers of this area and the state government.

The industrial licence number of the factory is L-25/N-250/-LC dated 16/10/1970.

The factory was registered under the co-operative act on 05-03-1969 firstly the executive body was constituted under the chairmanship of Shri. ChidanandB.Kore. Being the strong will of the board commercial license was obtained on 02-09-1973. This has been a landmark event in the history of sugar in north Karnataka.

Establishment of the Company:

The construction of the factory was started after receiving the order for commitment of construction. The machinery of capacity 1250 metric tones per day was purchased from m/s Walechandanagar Industries at the cost of 146.50 lakh and the assembly work was started. The assembly work was completed with a period of 1 year i.e. on the year 27-10-1974 and factory was started producing sugar.

Chidanand Basaprabhu Kore Sahakari SakkareKarkhane Niyamit, Chikodi is a co-operative unit. It is situated near Nandi village at a distance of about 10km from Chikodi town and the factory at present has an attractive campus with magnificent building over it.

After a lot of dispute on location of plant, near Nanadi village, the construction work started in year 1971 and completed in the year 1974. The factory was inaugurated by Vice-president Shri B. D. Jatti on 6th Nov 1974. The regular production has been started from Dec 1974.

The area of operation covered 111 villages of which 102 villages are from Chikodi taluks, 5 villages are from Chikodi taluks, 5 villages are from Raibag taluk and 4 villages from Athani taluk.

The entire plant and Machinery has been supplied by M/s National Heavy Engineering Co-operative Ltd. Pune, A co-operative institution has also been installed to meet the present requirement of the Crushing capacity. Chidanand Basaprabhu Kore Sahakari Sakkare Karkhane Niyamit, Chikodi, at present is equipped with modern machines and skilled personals.

The crushing capacity was enhanced from 1250 TDC to 2000 in 1984-85 and from 2000 TCD to 3000 IN 1993-94. The factory house hold expenses of factory from 3500 to 5500 TCD. Every expansion was not easy and had created financial setbacks due to the lack of professionalism both in technical and financial managements.

Thus over the period of two and half decades, the factory had grown only in sizes but not adopted the range of different bi-product activities and had suffered due to a weak governance on efficiency, effectiveness, adaptability and internal and external accountability in the management. These things have brought the factory almost to the brink of sickness. Besides resulting a huge negative net worth and ever-high accumulated losses.

Company Profile

Name of the Organization: Chindanand Basaprabhu Kore Sahakari Sakkare Karkhane Niyamit, Chikodi

Location : Nanadi Village.
Tal.-Chikodi, Dist.- Belagavi Karanatka

Resi .office : Chikodi.

Ph. No. – 08338-276931 To 35

Fax: 08338 – 276105

E-Mail – dksugar@sancharnet.com

Construct Capacity : 5500 tones sugar cane crushing/day. 20.7 M. W. Power Generation. 30 K.L.P.D. Restrified Spirit.

Turnover : 550 to 600 Crores / Annum.

Employees : 819

Work Shifts : 3 Shifts / 8 hours per shift

Vision, Mission, and Objectives

Vision:
"Total customer satisfaction"

Mission:

To Encourage the agro-based co-operative industry.

To develop co-operative movement in the rural sector.

To encourage the farmers to grow sugar cane for the production of sugar and its byproducts.

Aims and Objectives of the Company:

The object is to encourage proper development of Agricultural Industrial amongst members on Co-operative lives by promotions of principal and methods of Co-operative and joint farming methods so as to secure best merits of modern large scale agriculture production to the owners of lands and for this propose.

To encourage self-help, thrift and co-operate amongst members.

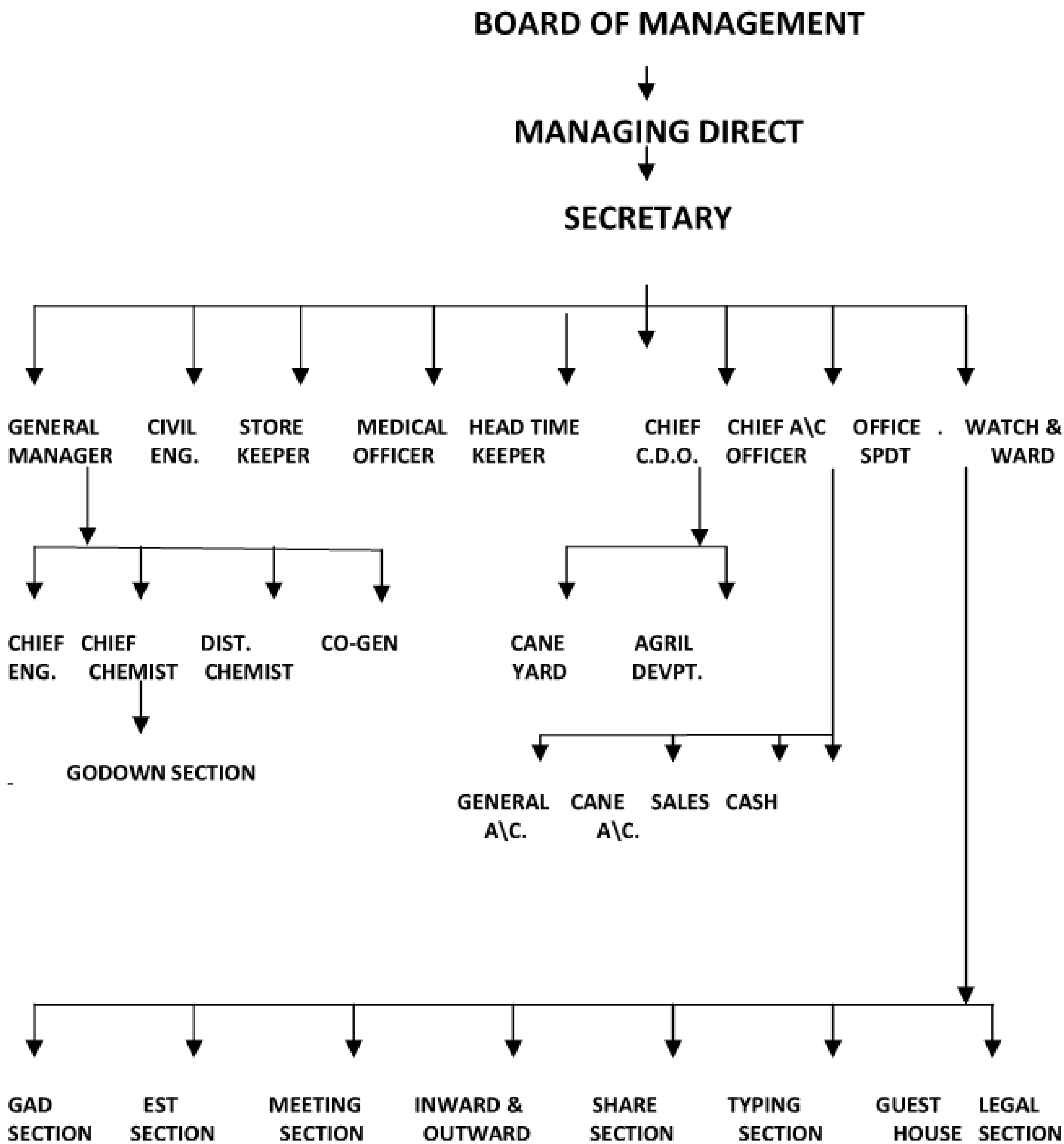
To acquire lands either by way of purchase or otherwise for the cultivation of sugar cane and other costs and for the erection of the building. Godowns staff quarters etc and for installations of machinery.

To manufacture sugar jaggery and the by-products out of sugar-cane grown and supplied by members of the society and others and to sell the same to the best advantage.

To undertake such other activities as are identical and conductive to the development of the society etc.

To acquire and install machinery for the utilization of the product and buy raw material and sell the finished products is the course of utilizing and marketing the by-products.

Organization Chart



Departments

The departments which are operating in the factory are as mentioned below.

Administration Departmeny:

Most of the work of the department is future planning as standardization of time and work and dealing with other companies. The work of the administration department is conceptual decision taking with the permission of Chairman, Director, M.D and senior manager.

Engineering Department:

The engineering department looks after mechanical, civil construction, improving production method, simplifying work and power generation, and also deals with good working conditions, maintenance of godown, installation of machinery, etc.

Cane Department:

This department deals with registration of sugar cane with growers, good quality maintenance, developing high yield varieties and also term loans and subsidies to the farmers who are growing sugar cane for this company and now giving seeds of sugar cane to grow variety sugar cane.

Accounts or Finance Department:

The company's growth in terms of turnover and profitability besides investment in the block assets and working capital has been satisfactory over a period of time. Unless proper accounting of the various transactions of the company taking place out systematically, the real control on the various functional areas of the company will be lost to management.

The main functions of the accounts department are as follows,

- Registration and scrutiny of sale orders pertaining to equipment and spare parts.
- Preparation and submission of an invoice to customers for payment.
- Accounting of sales and sales realization.

- Receipt of cash, cheque and bank drafts, etc and the issue of official receipts for the same.
- Follow up are watch for transfer or receipt of funds to and from regions or district offices. Operation of bank accounts.
- Maintenance of journal, expense ledger and general ledger.

Process Department:

The process department is given an integral part of the organization. It looks after work of the different processes of sugar cane into the consumer sugar.

Purchase Department:

Purchasing procedure very concededly according to the needs of the organization and authority delegated to porches manager the successes of the organization is based on an effective inventory management system and interrupted production schedule this is achieved with adequate purchasing function. .

The main functions of purchase department are as follows,

- To receive purchase requisition from the store's department production centers or any other authorized sources.
- To invite quotations from a number of suppliers.
- To make arrangements for the purchase of appropriate quantities at any given time.
- To ensure the purchase of the correct quality under a trade or brand name by sample, description.
- To follow up on the orders placed.
- To receive incoming suppliers, verity quantity tests and inspect them.
- To arrange for the stores and issue of materials.

Employee and Social Welfare Activities

Facilities for Employees:
It is also known as the personal department, which deals with workers or employees. In this department, the main role is to set the wage rate of workers, total house of work. It also attends to the problem of the workers and also solves turn.

The following are the facilities given to the employees or workers

- Half an hours rest interval
- Canteen facilities
- Weekly holiday (every Sunday)
- 15 days holiday in a year
- 12 days of casual leave in a year
- 12 days sick leave in a year
- Medical treatment
- Provident fund
- Employees pension
- Retirement relief fund
- Sport and recreation facilities etc.

Development Programme for Cane:

The unit is undertaking cane development programs, which will be a part of its activities they are:

- Loans are provided to formers to take up a new variety of cane activities.
- Subsidies are provided to formers.
- Presumed and by-products are supplied to former on fertilizers free to work.

Pollution Control Programme:

To arrest fly ashes and dust emerged out of boilers the factory has installed a machine called dust controller. Further, the factory has installed an efficient treatment plant to neutralize the efficiency by using lime.

SWOT Analysis

Strengths:

- Well established for a long time.
- Strong network from all aspects- location, transports, and infrastructure.
- Good financial supports whenever needed are provided by both state and central governments.
- Located in the heart of the city.
- Concept of multi joint-product.
- The new power plant, which is constructing now is needed for future growth.

Weakness:

- Absent of motivating incentives.
- A lot of training required for all levels of employees.
- Improper planning of investment for future growth.

Opportunities:

- Can implement change in technology.
- Frame proper policies and procedures.
- Restructuring of manpower.
- Re-engineering.

Threats:

- Competition.
- The decrease in sugar growth.
- Diversified resources such as raw material due to many subunits initializ

Theoretical Background

The Concept of HRM:

Human Resource Management is defined as the " The policies and practices involved in carrying out the "people" or Human Resource aspects of management position, including recruiting, screening, training, rewarding, employee's job satisfaction and appraising".

What exactly is 'human resource management?

Many people find HRM to be a vague and elusive concept-not least because it seems to have a variety of meanings. This confusion reflects the different interpretations found in articles and books about human resource management.
Human Resource Management in a Business Context includes a reasoned discussion on this topic.

Additional notes: Townely (1994) argues that much of the confusion over the role of human resource managers is due to two factors:-

1. The conflict between the 'welfare' tradition of personnel management and the strategic orientation of modern HRM.

2. A gender divide between 'female' or 'soft personnel management (particularly in respect of the welfare tradition) at lower management and administrative levels:-'male' hard-nosed human resource managers within upper management or corporate headquarters.

She contends that the gender issue should be taken further than 'counting the number of women' into an examination of language, role divisions, and power. In particulars, Townley (1994) holds that gender is inherent in how 'personnel' has become a subject of study.

Australian Human Resource Institute (AHRI) or the Society for Human Resource Management (SHRM) in the USA.

Townie (1994) points to the debate about the consequences of the name on employment prospects" ' debates centered on the image projected-welfare was thought to reflect the feminine'.

The consequence was that more 'strenuous terms' were used: in 1924 ` it became Industrial welfare Workers; in 1931 it changed to the Institute of Labor-Management in 1946, the Institute of Personnel Management, a title which remained for the next half-century.

Throughout the last century, there has been a polarization between male and female aspects of people management. As an example, Tonally cites industrial relations as a male preserve in the 1960s and 70s, whereas training was mainly staffed by females

.

More recently, she believes that: The present division between personnel and HRM equally reflects the same gendered elements. Put bluntly, the focus of HRM- an agenda, in the main, prescribed by men-has been important men in one filed talking to, reflecting and reporting on important 'men in another.

Functions of Human Resource Management

The main functions of human resource management are classified into two categories:
(a) Managerial Functions
(b) Operative Functions

Managerial functions

The following are the managerial functions of Human Resources Management.

1. Planning:

The planning function of the human resource department pertains to the steps taken in determining in advance personnel requirements, personnel programs, policies, etc. After determining how many and what type of people are required, a personnel manager has to devise ways and means to motivate them.

2. Organization:

Under organization, the human resource manager has to organize the operative functions by designing the structure of relationships among jobs, personnel and physical factors in such a way so as to have maximum contribution towards organizational objectives. In this ` way a personnel manager performs the following functions: (a) force; (b) allocation of work to individuals; (c) integration of the efforts of preparation of task the task force; (d) coordination of work of an individual with that of the department.

3. Directing:

Directing is concerned with the initiation of organized action and stimulating the people to work. The personnel manager directs the activities of people of the organization to get its function performed properly. A personnel manager guides and motivates the staff of the organization to follow the path laid down in advance.

4. Controlling:

It provides basic data for establishing standards, makes job analysis and performance appraisal, etc. All these techniques assist in effective control of the qualities, time and efforts of workers.

Operative Functions

The following are the Operative Functions of Human Resource Management

1. Procurement of Personnel:

It is concerned with the obtaining of the proper kind and number of personnel necessary to accomplish organizational goals. It deals specifically with such subjects as the determination of manpower requirements, their recruitment, selecting, placement and orientation, etc.

2. Development of Personnel:

The development has to do with the increase through training, a skill that is necessary for proper job performance. In this process, various techniques of training are used to develop ` the employees. Framing a sound promotion policy, determination of the basis of promotion and making performance appraisal are the elements of the personnel development function.

3. Compensation to Personnel:

Compensation means the determination of adequate and equitable remuneration of personnel for their contribution to organizational objectives.

To determine the monetary compensation for various jobs is one of the most difficult and important functions of personnel management. A number of decisions are taken into the function, viz., job evaluation, remuneration, policy, inventive and premium plans, bonus policy and copartnership, etc. It also assists the organization in adopting suitable wages and salaries, policy and payment of wages and salaries in the right time.

Employee's Job Satisfaction

Employee satisfaction is defined as " the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs". This definition suggests employee satisfaction is a general or global affective reaction that individuals hold about their job.

While researches and practitioners most often measure global employee satisfaction, there is also interest in measuring different "facets" or "dimensions" of satisfaction. Examination of these facet conditions is often useful for a more careful examination of employee satisfaction with critical job factors.

Traditional employee satisfaction facets include co-workers, pay, job conditions, supervision, nature of the work and benefits.

Employee satisfaction is in regard to one's feelings or state-of-mind regarding the nature of their work. Employee's job satisfaction can be influenced by a variety of factors, for example, the quality of one's ` relationship with their supervisor, the quality of the physical environment in which they work, the degree of fulfillment in their work, etc.

To my knowledge, there is no strong acceptance among researchers, consultants, etc., that increased employee satisfaction produces improve job performance—in fact, improved employee satisfaction can sometimes sit around all day and do nothing. That may make them more satisfied with their "work" in the short run, but their performance certainly didn't improve.

Meaning of Employee Satisfaction:

Employee satisfaction refers to a person's feeling of satisfaction on the job which acts as a motivation to work. It is not the self-satisfaction happiness or self Both satisfaction and dissatisfaction were seen as a function of the perceived relationship between what one prevail as offering one entailing.

Herzberg's theory

In the late 1950s, Frederick Herzberg, considered by many to be a pioneer in motivation theory, interviewed a group of employees to find out what made them satisfied and dissatisfied with the job. He asked the employees essentially two sets of questions:

1. Think of a time when you felt especially bad about your job. Why did you feel that way?

2. Think of a time when you felt especially bad about the job. Why did you feel that way?

From these interviews Herzberg went on to develop his theory that there are two dimensions to employee's job satisfaction: motivation and "hygiene" (see "Two dimensions of employee satisfaction").

Hygiene issues, according to Herzberg, cannot motivate employees but can minimize dissatisfaction, if handled properly. In other words, they can only dissatisfy if they are absent or mishandled.

Hygiene topics include company policies, supervision, salary, interpersonal relations, and working conditions. They are issues related to the employee's environment. Motivators.

On the other hand, it creates satisfaction by fulfilling individuals' needs for meaning and personal growth. They are issues such as achievement, recognition, the work itself, responsibility and advancement.

Once the hygiene areas are addressed, said Herzberg, the motivators will promote job satisfaction and encourage production

What are the statistically significant factors that affect employee satisfaction?

Bavendam Research identified six-factor that influenced employee satisfaction when these six factors were high, employee satisfaction was high. When the six factors were low, job satisfaction was low. These factors are similar to what we have found in all organizations.

1. Opportunity
2. Stress
3. Leadership
4. Work Standards
5. Fair Rewards
6. Adequate Authority

Opportunity:

Employees are more satisfied when they have challenging opportunities at work. This includes chances to participate in interesting projects; jobs with a satisfying degree of challenge and opportunities for increased responsibility.
Important; this is not simply "promotional opportunity". As organizations have become flatter, promotions can be rare. people have found challenges through projects. Team leadership, special assignment-as well as promotions.

Actions:

- Promote from within when possible.
- Reward promising employees with roles on interesting projects.
- Divide jobs into levels of increasing leadership and responsibility.

It may be possible to create job titles that demonstrate increasing levels of expertise which are not limited by the viability of positions they simply demonstrate achievement

Stress:

When negative stress is continuously high, employee's job satisfaction is low. Jobs are more stressful if they interfere with employees' personal lives or are a continuing source of worry or concern.

Actions:

- Promote a balance of work and personal lives. Make sure that senior managers model this behavior.
- Distribute work evenly (fairly) within work teams.
- Review work procedures to remove unnecessary "red tape" or bureaucracy.
- Manage the number of interruptions employees have to endure while trying to do their jobs.
- Some organizations utilize exercise or "fun" breaks at work.

Leadership:

Employees are more satisfied when their managers are good leaders. This includes motivating employees to do a good job, striving for excellence or just taking action.

Actions:

- Make sure your managers are well trained. Leadership combines attitudes and behavior. It can be learned.
- People respond to managers that they can trust and who inspire them to achieve meaningful goals.

Working Standards:

Employees are more satisfied when their entire workgroup takes pride in the quality of its work.

Actions:

- Encourage communication between employees and customers. Quality gains importance when employees see an impact on customers.
- Develop meaningful measures of quality. Celebrate achievements in quality.

Fair Rewards:

Employees are more satisfied when they feel they are rewarded fairly for the work they do. Consider employee’s responsibilities, the effort they have put forth, the work they have done well and the demands of their jobs.

Actions:

- Make sure rewards are for genuine contributions to the organization.
- Be consistent in your reward policies.
- If your wages sure competitive, make sure employees know this.
- A reward can include a variety of benefits and perks other than money.
- As an added benefit, employees who are rewarded fairly, experience less stress.

Adequate Authority:

Employees are more satisfied when they have adequate freedom and authority to do their jobs.
Actions:

- Let employees make decisions.
- Allow employees to have input on decisions that will affect them.
- Establish work goals but let employees determine how they will achieve those goals. Later reviews may identify innovative “best practices.”
- Ask, “If there were just one or two decisions that you could make, which ones would make the biggest difference in your job?”

Research methodology

Data Analysis:

The data was collected using the convenient method. I made a personal interview of the employees whenever I was called. With the help of this questionnaire the data was collected.

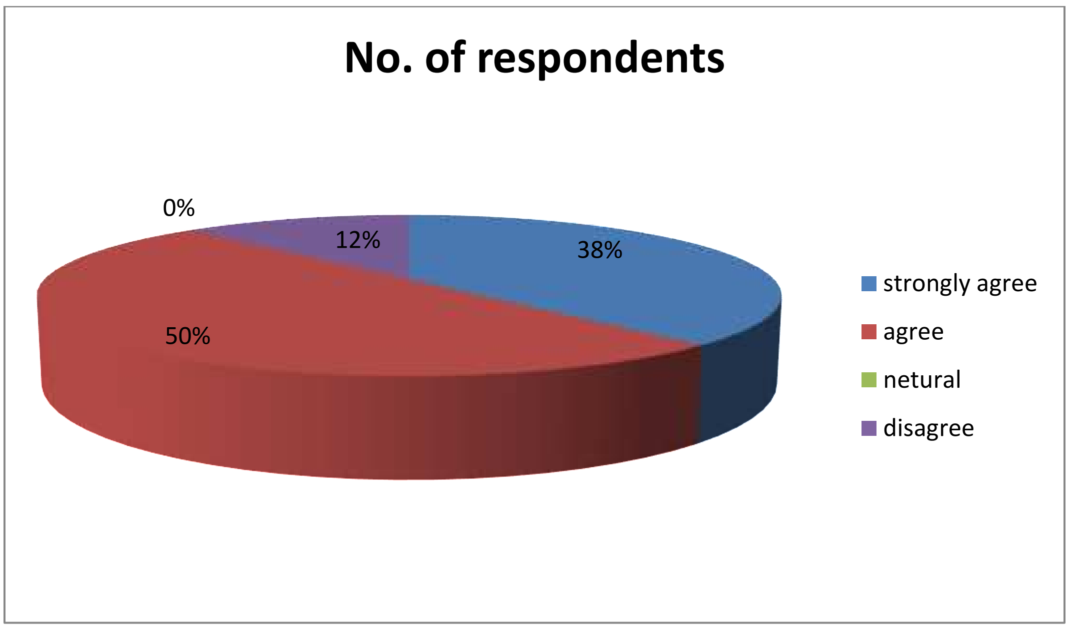
a) Pre-pilot Observation: For the purpose of collecting the information of the company I have personally met the heads of the various departments and collected the information.

b) Final Observation: The final information is collected through questionnaire were multidimensional questions were asked to collect the information.

Analysis and Interpretation

1. your work is according to your qualifications and skills?

Sl No.	Response	No. of respondents	Percentage
1	Strongly agree	38	38%
2	Agree	50	50%
3	Neutral	0	0%
4	Disagree	12	12%

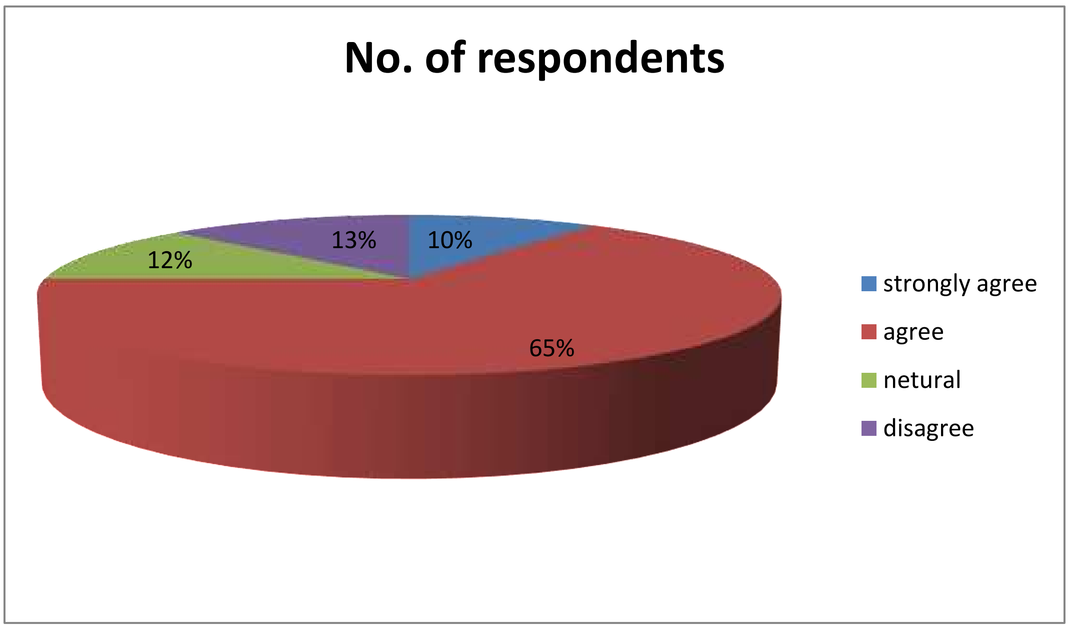


Analysis:
38% of the respondents strongly agree that the work assigned to them is according to their qualifications and skill of work.
50% respondents simply agree with this fact and only 12% of them disagree with this fact.

Interpretation:
This clearly shows that the organization gives importance to the skills and the qualifications of the employees who are working for them.

2. Employees are satisfied with top management ?

Sl No.	Response	No. of respondents	Percentage
1	Strongly agree	10	10%
2	Agree	65	65%
3	Neutral	12	12%
4	Disagree	13	13%



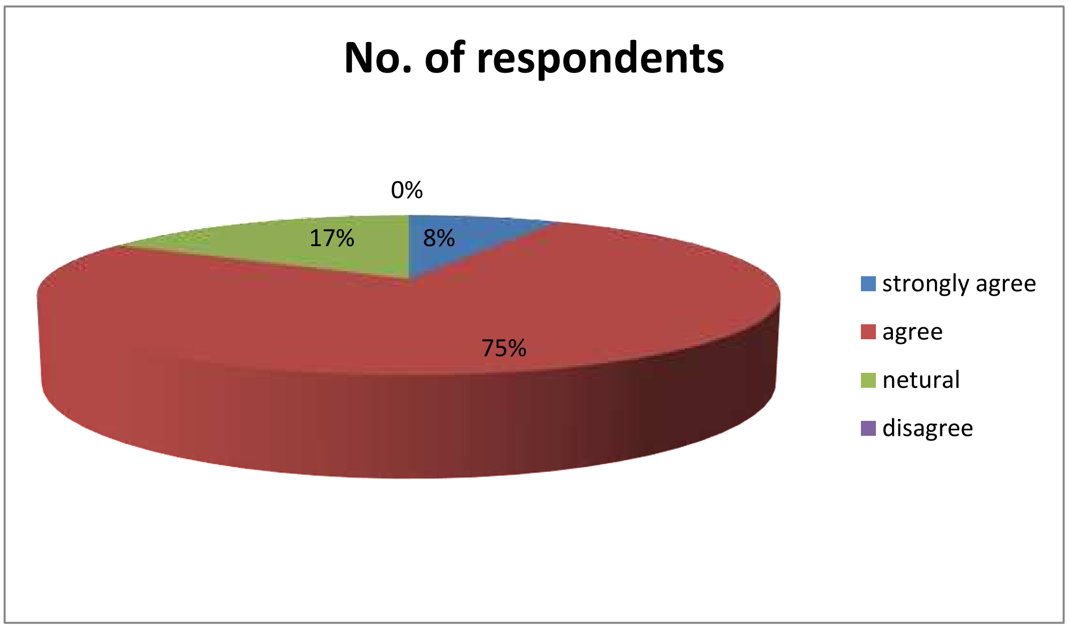
Analysis:
10% of the respondents strongly agree that they are satisfied with the top management of the company, 65% respondents agree with this fact whereas 10% are neutral and 10% are disagree.

Interpretation:

This data shows that 25% of the respondents don’t agree with the fact that the employees are satisfied with the top management of the company.

3. Working hours of the organization are satisfactory?

Sl No.	Response	No. of respondents	Percentage
1	Strongly agree	8	8%
2	Agree	75	75%
3	Neutral	17	17%
4	Disagree	0	0%



Analysis:

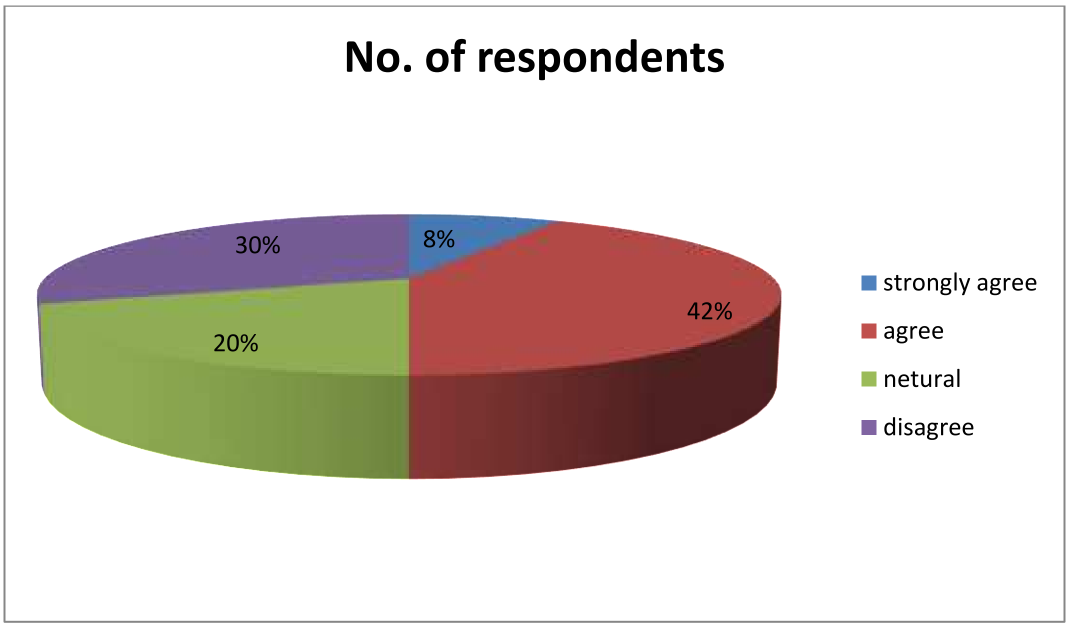
8% of the respondents strongly agree that the working hours of the company are satisfactory, 75% of them simply agree with this fact and 17% of the respondents are neutral about the satisfaction with the working hours.

Interpretation:

This above data shows that overall employees are satisfied with the working hours of the company.

4. Employees in the organisation have necessary authority to perform their duties effectively?

Sl No.	Response	No. of respondents	Percentage
1	Strongly agree	8	8%
2	Agree	42	42%
3	Neutral	20	20%
4	Disagree	30	30%



Analysis:

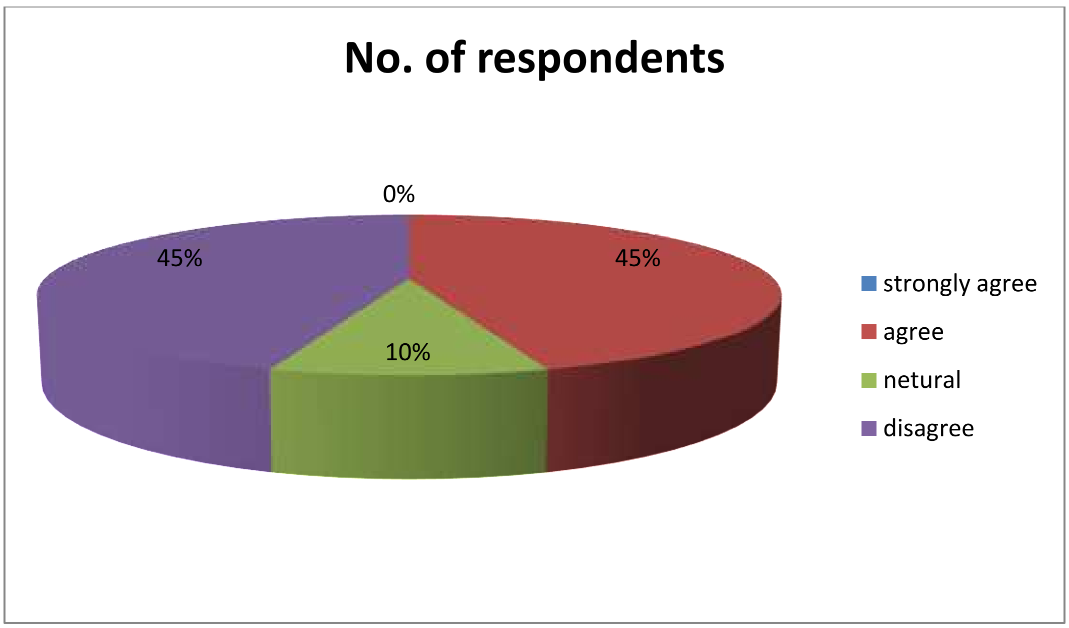
8% of the respondents strongly agree that they get necessary authority to perform their duties effectively.
42% of the respondents simply agree with this fact whereas 20% of the, are neutral about the proper delegation of the authority. Whereas30% of the respondents disagree.

Interpretation:

This data shows that the company should improve the delegation of authority to their employees which will help the employees to carry out their duties effectively.

5. Organises organizes counselling programmes for the employees regularly?

Sl.No.	Response	No. of respondents	Percentage
1	Strongly agree	0	0%
2	Agree	45	45%
3	Neutral	10	10%
4	Disagree	45	45%



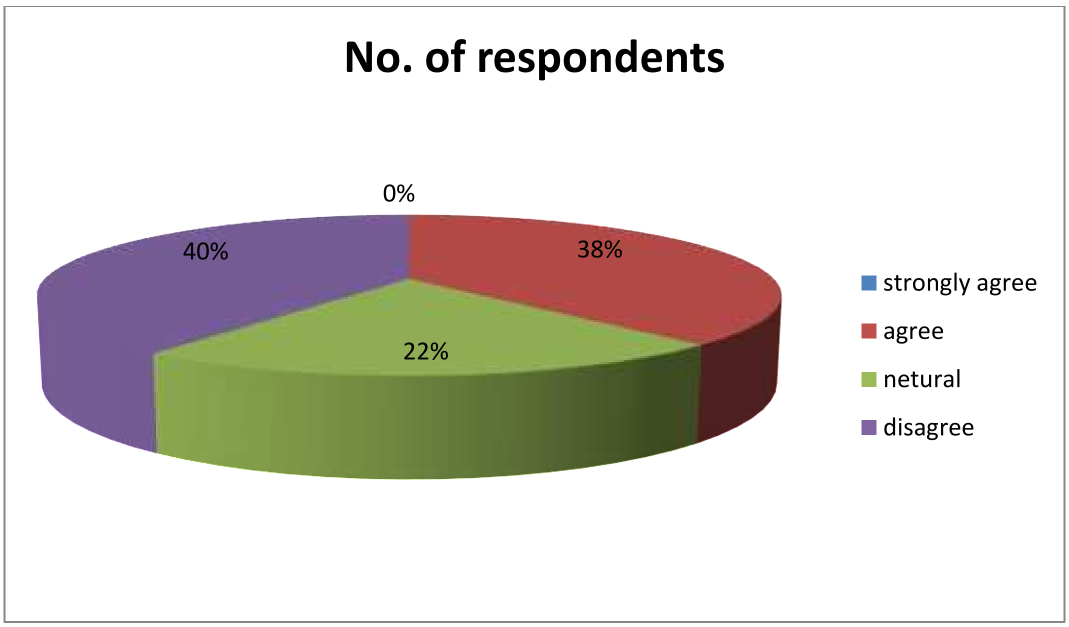
Analysis:
45% of the respondent agree that they get necessary authority to perform their duties effectively.
10% of the respondents are neutral about with this fact whereas 45% of the respondents disagree.

Interpretation:

This data says that there is a extreme need of arranging counseling programmes.

6. Employees get appreciation and rewards if the desired work targets are accomplished

Sl\No.	Response	No. of respondents	Percentage
1	Strongly agree	0	0%
2	Agree	38	38%
3	Neutral	22	22%
4	Disagree	40	40%



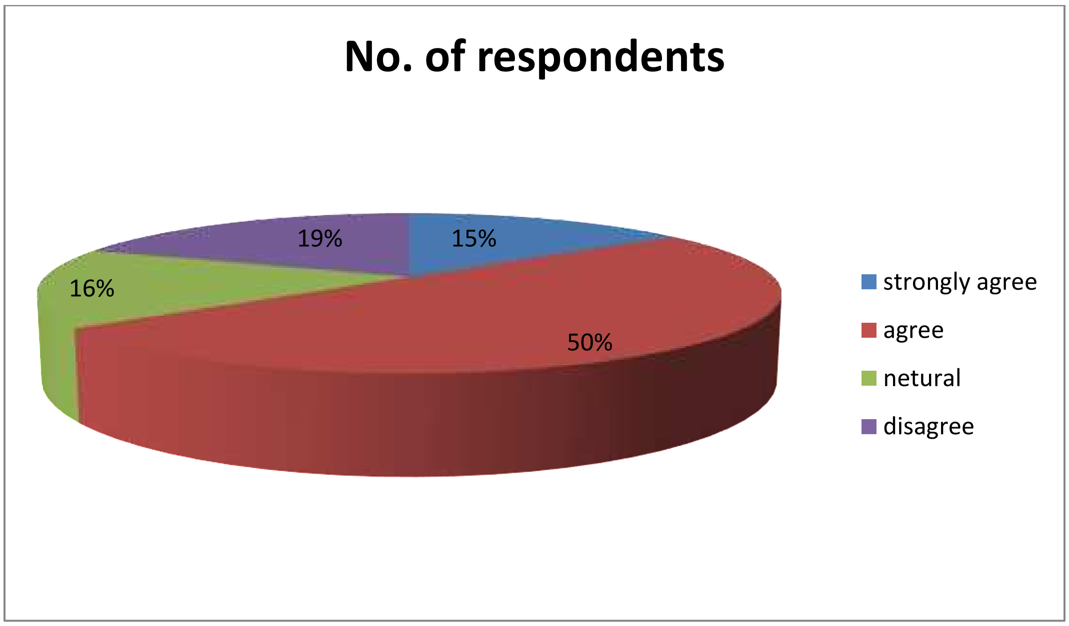
Analysis:

No one of the respondents strongly agree with this fact but 38% of them simply agree, 22% are neutral.
40% of the respondents disagree that the company organizes counseling programs regularly for the employees.

Interpretation:
As per data 40%of the employees disagree with the fact that they get appreciated if they accomplish their work targets on time.

7. Physical working conditions are satisfactory?

Sl No.	Response	No. of respondents	percentage
1	Strongly agree	15	15%
2	Agree	50	50%
3	Neutral	16	16%
4	Disagree	19	19%



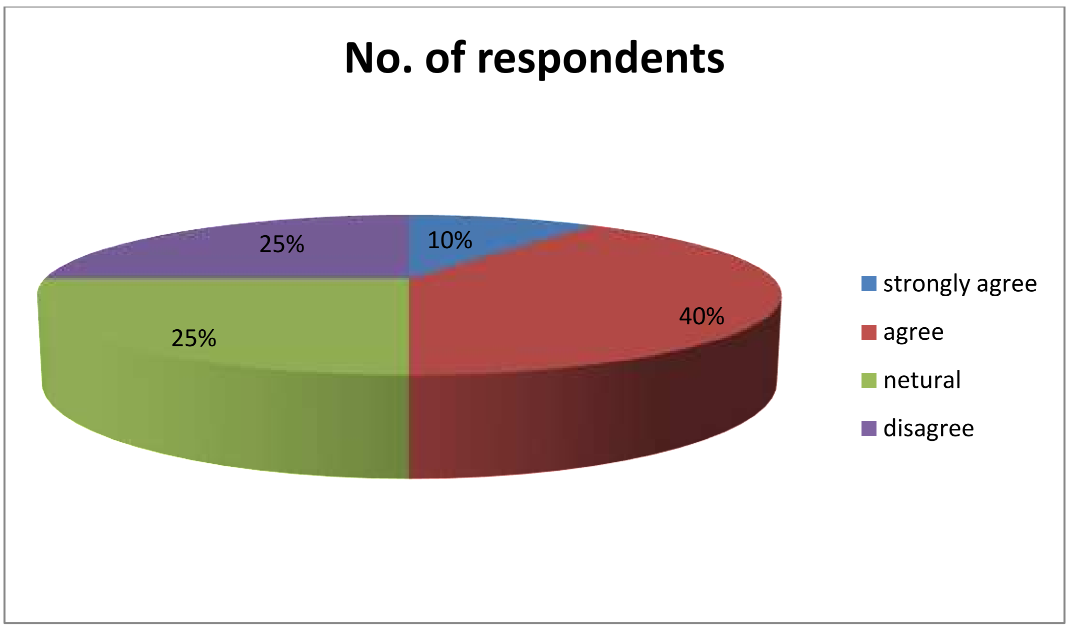
Analysis:

15% of the employees strongly agrees and 50% simply agrees with the fact that the physical working conditions in the company are satisfactory.
16% are neutral while 19% are disagree.

Interpretation:
This data shows that the employees of the company are satisfied with the physical working conditions.

8.Top management of the company involves employees in the management decisions?

Sl No.	Response	No. of respondents	Percentage
1	Strongly agree	10	10%
2	Agree	40	40%
3	Neutral	25	25%
4	Disagree	25	25%



Analysis:

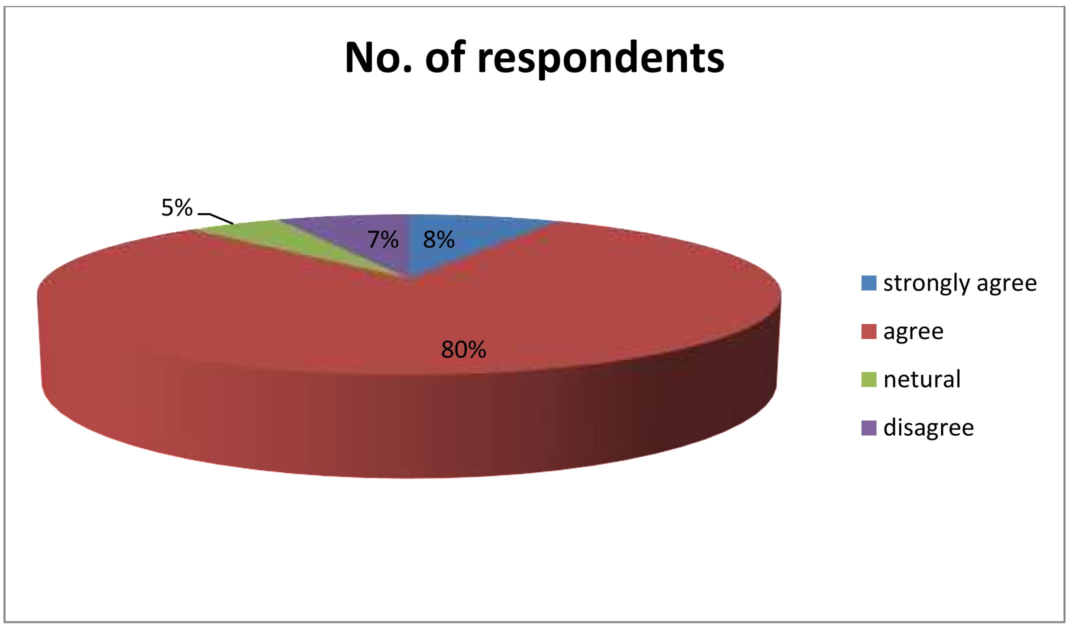
10% of the employees strongly agrees and 40% agrees with the fact that employees are involved in the management decisions by the top management.
25% are neutral while 25% are disagree.

Interpretation:

This data shows that the employees of the company are not that much satisfied with the management committee.

9.Welfare facilities provided to the employee by the organisation are satisfactory?

Sl No.	Response	No. of respondents	percentage
1	Strongly agree	8	8%
2	agree	80	80%
3	neutral	5	5%
4	Strongly disagree	7	7%



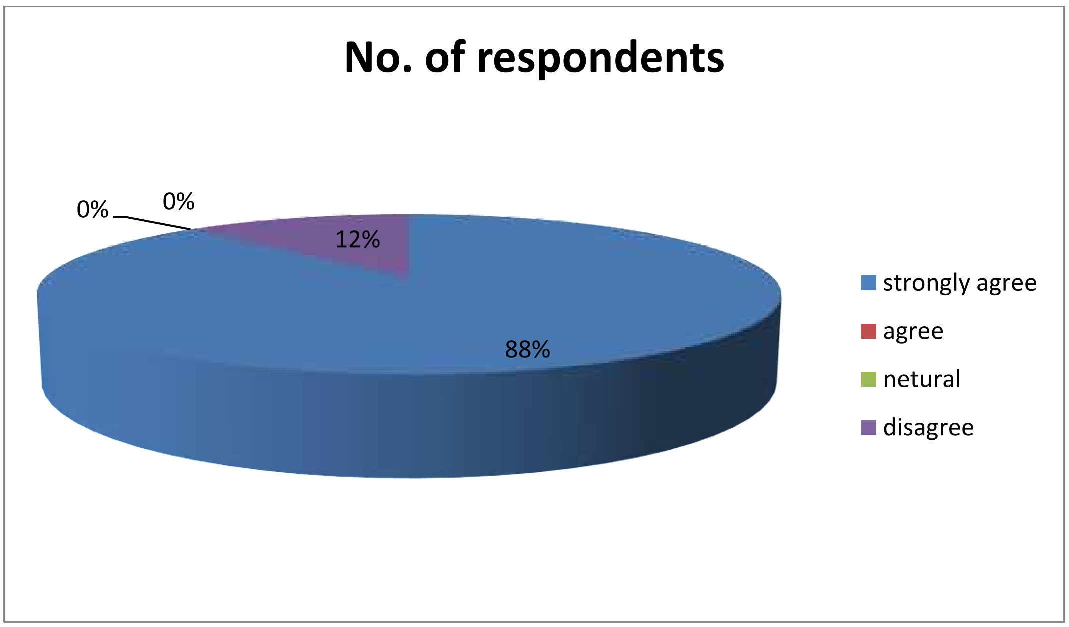
Analysis:

80% of them agree with the fact that the company provides satisfactory welfare facilities to the employees.

Interpretation:
Most of the employees having opinion that the welfare facilities provided by organization are satisfactory.

10. Which of the following factor is that which motivates you the most?

Sl No.	Response	No. of respondents	Percentage
1	Salary Increase	88	88%
2	Promotion	0	0%
3	Leave	0	0%
4	Motivational talk	12	12%



Analysis:

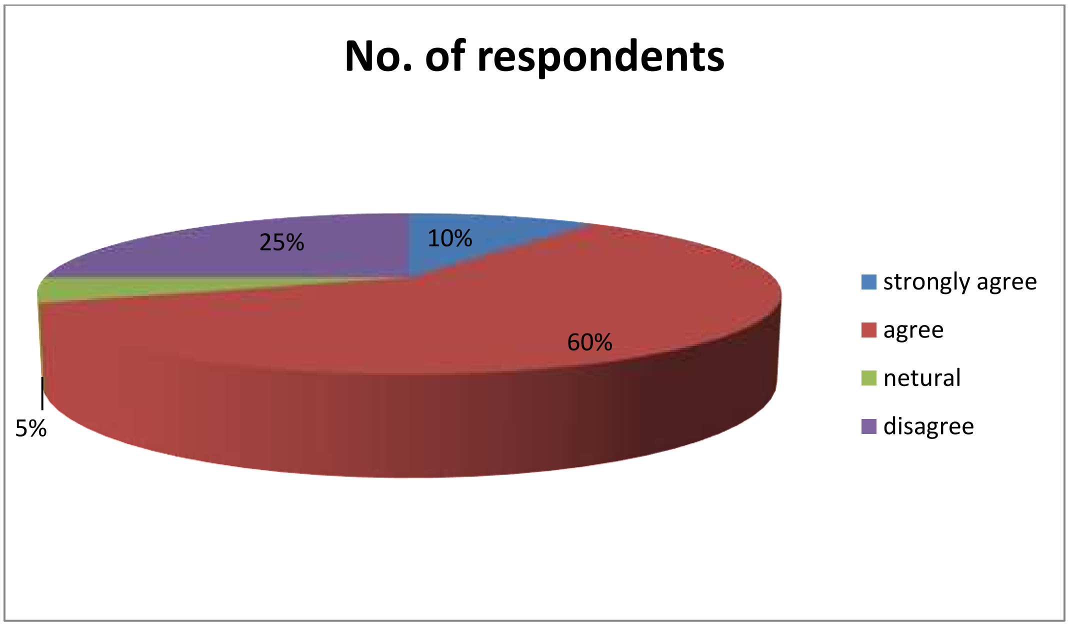
88% of the employees says that salary is the factor which motivates them the most to work for the company.

Interpretation:

No one of the respondents feel that promotion and motivation talks motivates them.

11.The organisation recognizes and acknowledges your work?

Sl No.	Response	No. of respondents	Percentage
1	Strongly agree	10	10%
2	Agree	60	60%
3	Neutral	5	5%
4	Disagree	25	25%



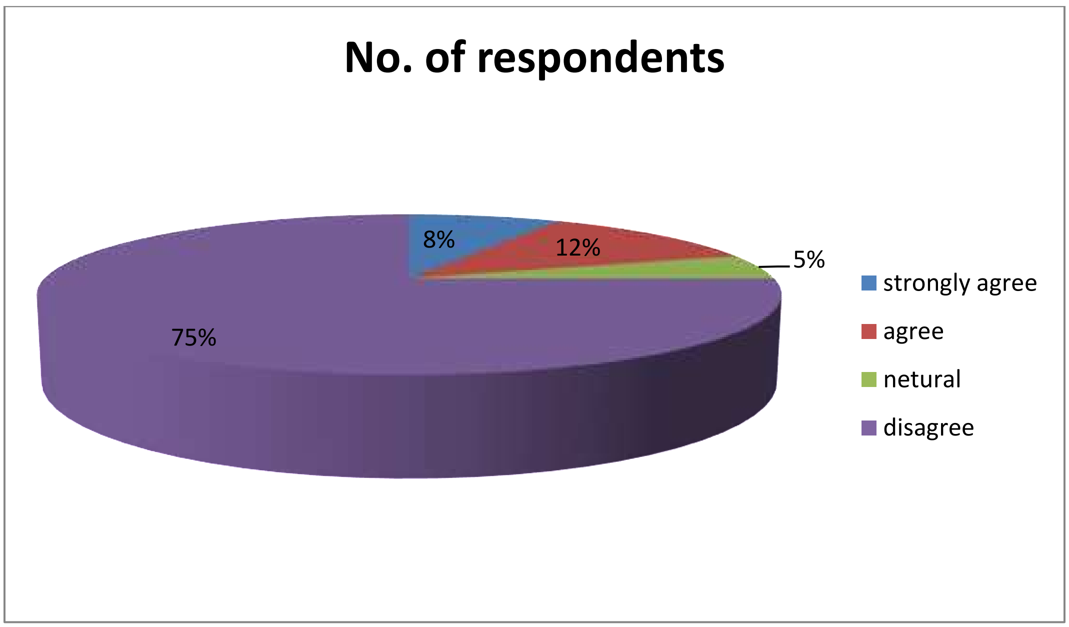
Analysis:
60% of the respondents agree that their work is recognized and acknowledged in the organization where as 25% of them disagree.

Interpretation:

This data shows that majority of the employees feel that their work is recognized and acknowledged organization.

12. Are you satisfied with the overtime allowances given by the company?

Sl No.	Response	No. of respondents	Percentage
1	Strongly agree	8	8%
2	Agree	12	12%
3	Neutral	5	5%
4	Disagree	75	75%



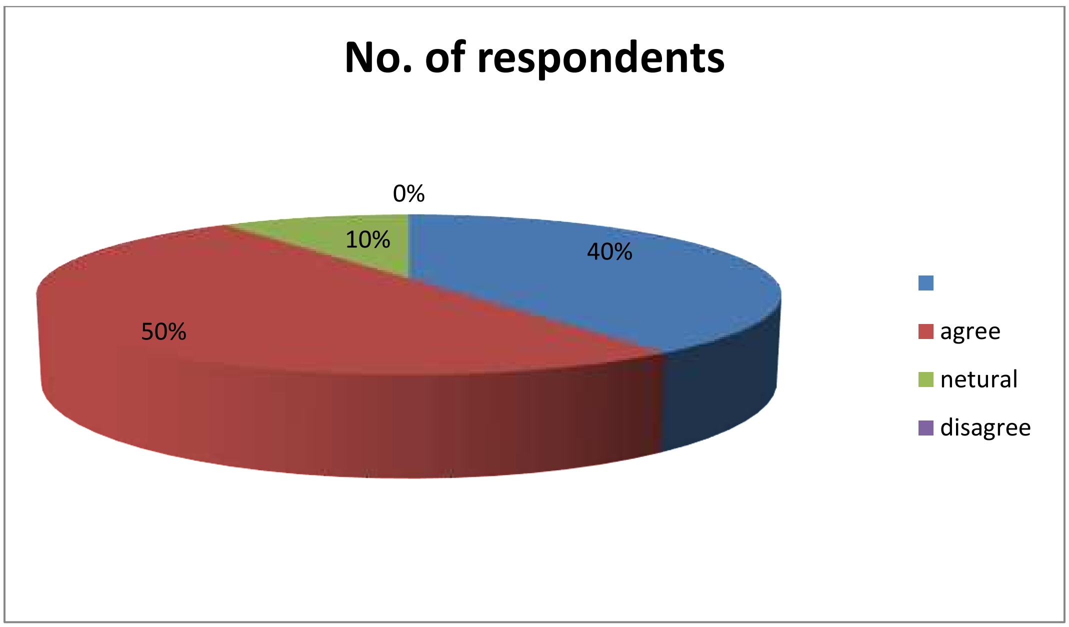
analysis:
8% of the respondents strongly agree with the fact that the overtime allowance given by the company is satisfactory, 12% of them simply agree with this fact.
5% of the respondents are neutral where as 75% of the respondents disagree with this fact.

Interpretation:

This data shows that the company should work to improve the overtime allowance to keep the employees satisfied with the overtime allowance.

13.Do you receive co-operation from all other departments?

Sl No.	Response	No. of respondents	Percentage
1	Strongly agree	40	40%
2	Agree	50	50%
3	Neutral	10	10%
4	Disagree	0	0%



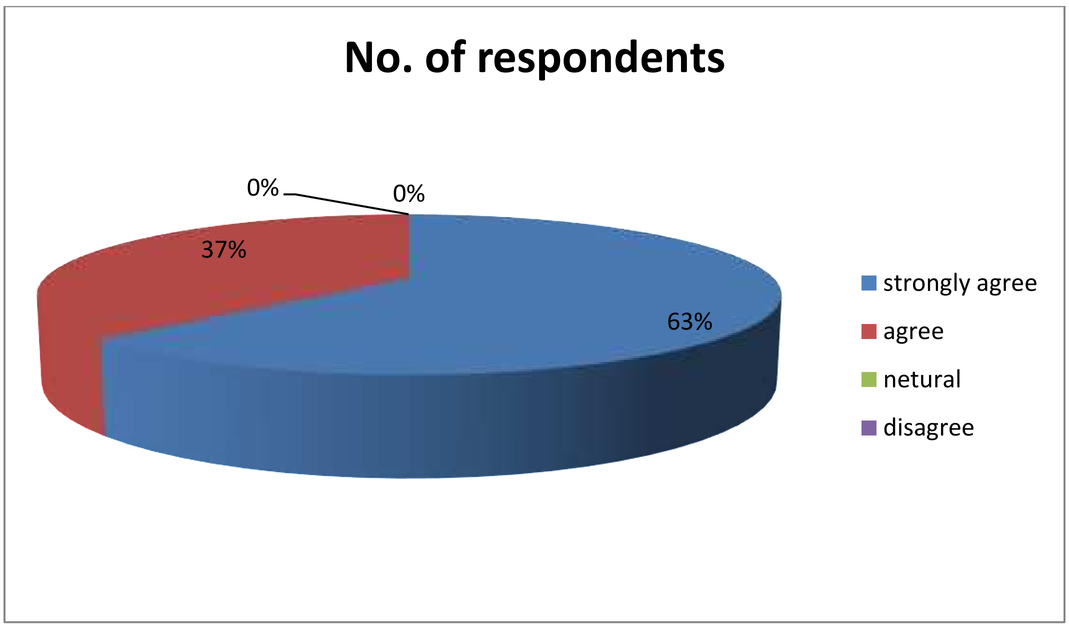
Analysis:

40% of the respondents strongly agree with the fact that they receive co-operation from all the other departments being operated in the organization.
50% of the respondents say they simply agree with the fact.

Interpretation:
None of the respondents disagree with this fact.

14.Do you receive job performance feedback regularly?

SlNo.	Response	No. of respondents	Percentage
1	Strongly agree	63	63%
2	Agree	37	37%
3	Neutral	0	0%
4	Disagree	0	0%



Analysis:

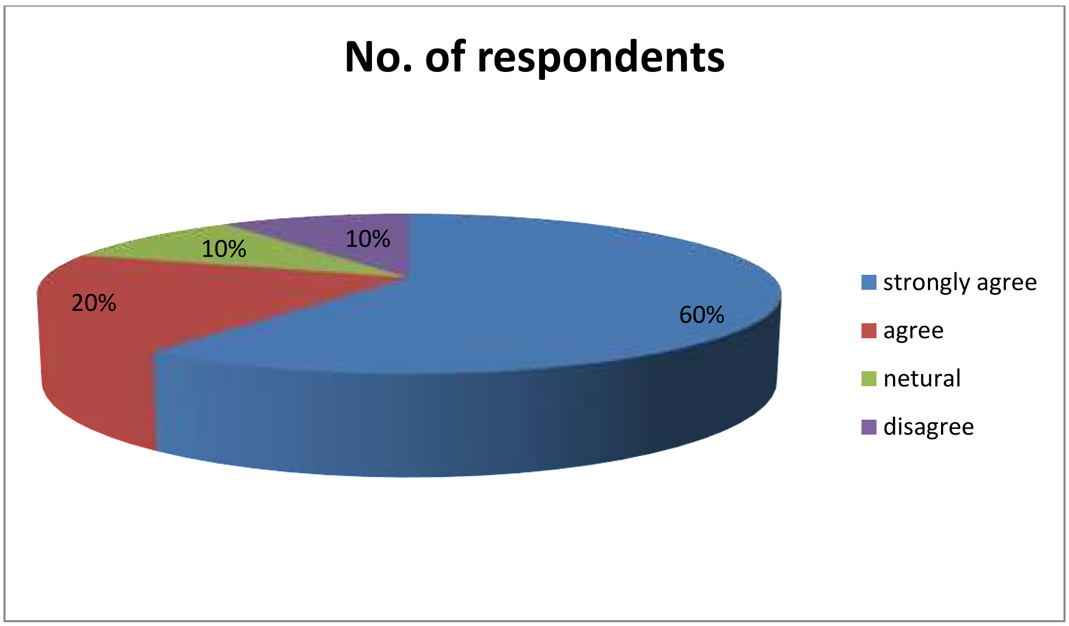
63% of them strongly agree that they received job performance feedback regularly from their superiors. And the other 37% simply agree with this fact, none of the respondents opinions neutral and disagree.

Interpretation:

This data shows that the employees receive job performance feedback regularly.

15.Does your company provides satisfactory salary according to work?

Sl No.	Response	No. of respondents	Percentage
1	Strongly agree	60	60%
2	Agree	20	20%
3	Neutral	10	10%
4	Disagree	10	10%



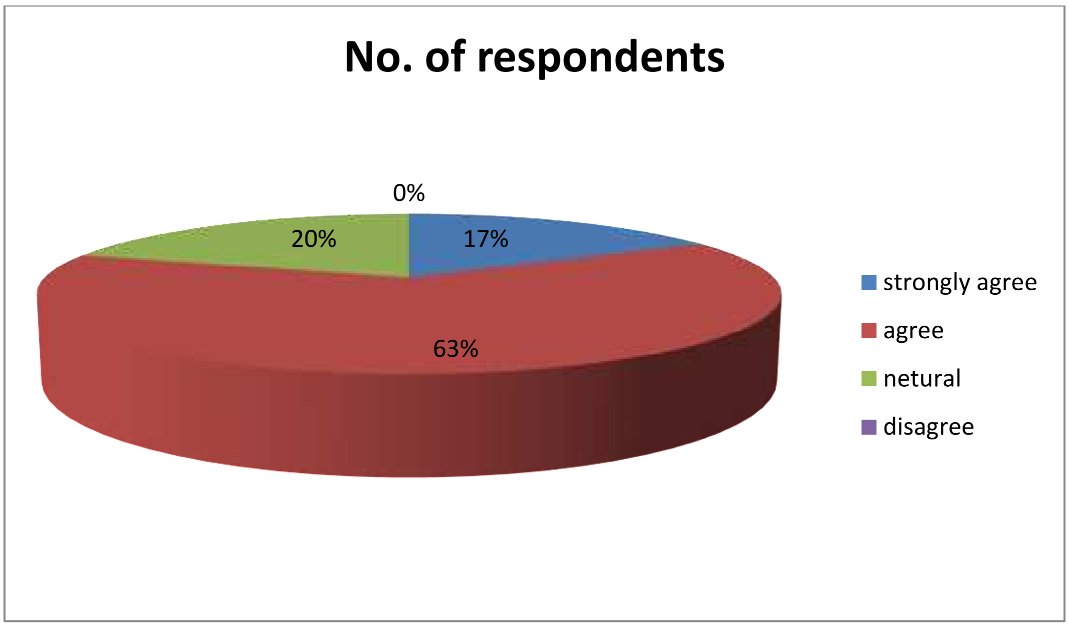
Analysis:

60% of the respondents strongly agree that they receive satisfactory salary according to the work they do in the company whereas10% say that they are neutral,10% say they disagree.

Interpretation:
The above data shows that the employees of organization are satisfied with the salary they receive.

16. Does your immediate superior deals with employees problem fairly?

Sl No.	Response	No. of respondents	Percentage
1	Strongly agree	17	17%
2	Agree	63	63%
3	Neutral	20	20%
4	Disagree	0	0%



Analysis:

17% say that they strongly agree with the fact that their immediate superior deals with employee's problem fairly. 63% of them simply agree with the fact and the other 20% are neutral.
None of the respondents disagree with this fact.

Interpretation:
This data shows that there is no bias in the company when it comes to solving the problems of the employees by the immediate superiors.

Findings:

- Most of the workers says that the work assign to them is according to their qualification and skills.
- Some of the employees feel that they don't get necessary delegation of authority to perform their duties effectively in the organization.
- Large no.(more than half) of the workers said that there is lack of arrangement of counselling programmes.
- Workers feel that appreciation of work has to be given to them.
- Large no. of employees said that they receive co-operation from all the other departments in the organization.
- Most of the employees are satisfied with the physical working conditions.
- Some of the employees have opinion that salary increase is the factor which motivates them to do better at work place.
- Most of the employees have opinion that they don't receive appreciation and reward for their work in the organization.
- Most of the employees said that they receive job related feedback regularly.

Suggestions:

- The management should take steps to assign employees the available work in the organization which is according to their qualification and skills.
- The management should check on the authority which is being delegated to the employees to perform their duties effectively.
- The management should organize regular counselling programs for the employees.
- The management should have an appreciation system for the employees when they complete assigned work in time. Like employee of the week.
- The management should improve the physical working conditions like air ventilation, proper lightning etc.
- The management should work to improve the overtime allowance they pay to the employees.
- The management may increase the salary of the employees as many of the employees are into the feeling that the salary is not satisfactory according to the work.

Conclusion :

It has been an excellent opportunity to do my project work at ChidanandBasaprabhu Kore Sahakari SakkareKarkhane Niyamit, Chikodi. This helped me to a great extent to get how the human resources are managed in the real life scenarios in huge factories like C.B Kore Sugars.

This project on Employee Job Satisfaction is not merely a work of the project. But a brief knowledge and experience of that how to keep the employees motivated to work efficiently and keep up their satisfaction level with the work they do.

Bibliography

Previous Project Works at C.B Kore Sugars

en.wikipedia.com

www.scribd.com

Questionnaire

I Mr. Akash Navi, student of R.P.D College of Arts & Commerce, BBA Department, Belagavi pursuing BBA Degree. As a part of my curriculum I am required to do a project report on "EMPLOYEE SATISFACTION" with reference to ChidanandBasaprabhu Kore Sahakari SakkareKarkhane Niyamit, Chikodi. I assure all the responses given by you will be kept confidential and be used for academic purpose only.

Name :
Age :
Designation :
Educational Qualification :

1. Does work is allocated according to Your Qualifications and Skills?

A. Strongly Agree B. Agree
C. Neutral D. Disagree

2.Are employees Satisfied with the Top Management?

A. Strongly Agree B. Agree
C. Neutral D. Disagree

3. Working Hours of the Organization are Satisfactory?

A. Strongly Agree B. Agree
C. Neutral D. Disagree

4. Employees in the Organization have Necessary Authority to Perform their Duties Effectively?

A. Strongly Agree B. Agree
C. Neutral D. Disagree

5. Does organization Organizes Counseling Programs for the Employees Regularly?

A. Strongly Agree B. Agree
C. Neutral D. Disagree

6. Employees get Appreciation and Rewards if the Desired Work targets are accomplished?

A. Strongly Agree B. Agree
C. Neutral D. Disagree

7. Physical Working Conditions in the Company are Satisfactory?

A. Strongly Agree B. Agree
C. Neutral D..Disagree

8.Does top Management of the Company Involves Employees in the Management Decisions?

A..Strongly Agree B, Agree
C. Neutral D. Disagree

9. Does welfare Facilities provided to the Employees by the Organization are Satisfactory?

A .Strongly Agree B. Agree
C. Neutral D. Disagree

10. Which of the Following Factor is that which Motivates you the Most?

A. Strongly Agree B. Agree
C. Neutral D.Disagree

11. Does the Organization Recognizes and Acknowledges your Work?

A. Strongly Agree	B. Agree
C. Neutral	D. Disagree

12. Are you Satisfied with the Overtime Allowance Given by the Company?

A. Strongly Agree	B. Agree
C. Neutral	D. Disagree

13. Do you Receive Co-operation from all the other departments?

A. Strongly Agree	B. Agree
C. Neutral	D. Disagree

14. Do you Receive Job Performance Feedback Regularly?

A. Strongly Agree	B. Agree
C. Neutral	D. Disagree

15. Does your Company Provide Satisfactory Salary According to Work?

A. Strongly Agree	B. Agree
C. Neutral	D. Disagree

16. Does your Immediate Superior Deals with Employee's Problem Fairly?

A .Strongly Agree	B. Agree
C. Neutral	D. Disagree

SKE SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS & COMMERCE OF

BBA DEPARTMENT,

BELAGAVI-590006

(Affiliated to Rani Channamma University, Belagavi)

A Project Report on

"Organisation Study"

At

"ABHISHEK ALLOYS PVT LTD."

Submitted by:

Miss. Laxmidevi Nandihalli

Reg.No.B1811214
BBA 6^{rd}SEM

Submitted to
RANI CHANNAMMA UNIVERSITY, BELAGAVI

Under the guidance of

Organizational Guide: **Institution Guide:**
Mr Pramod Jalihal **Prof.Poonam Kadapure**

Acknowledgement

I wish to express my heartfelt gratitude in all earnest to the following persons without whose support and guidance this study would not have been a success.

I would like to convey my grateful thank to **Mr Pramod Jalihal** for providing me an opportunity to learn under his able guidance and following to do my project in this company.

I would like to express my gratitude to the Director **S.S.Shimangoudar** for providing me an opportunity to undertake this project.

I sincerely thank **Mr Pramod Jalihal** my external guide who constantly guide me and inspired me in completion of this work and provided with all the information required.

I would like to express a special gratitude to thank to every department and employees for helping me and providing valuable information for my project.

I am also thankful to all the member of the staff from different departments who at various instances have been very helpful in furnishing information and making this study possible.

I express my thank to prof Poonam Kadapure my internal guide (my mentor) for her guidance and constant support.

Miss Laxmidevi Nandihalli

DECLARATION

I Hereby declare that project Titled “COST BENEFIT ANALYSIS” towards ABHISHEK ALLOYS industries original piece of research work carried out me under the guidance
and supervision and manager and faculty guide Prof. Poonam Kadapure.
The information has been collected from genuine and authentic sources. The work has been submitted in partial fulfilment of the requirement of BBA course of RCU University.

MISS Laxmidevi Nandihalli

Executive summary

This project work is undertaken as part of academic requirement for Graduation of Bachelor of Business Administration . It is titled as "COST BENEFITS ANALYSIS at Abhishek Alloys " at Abhishek Alloys Private Limited. This research work has been undertaken at Abhishek Alloys Private Limited, Machhe, Belagavi, were attempt has been made to understand the management of the organisation at Abhishek Alloys Private Limited. The research deals with Cost analysis of Abhishek Alloys Private Limited.

This study is for a period of 1 month i.e. from 2ND AUGUST 2021 to 2ND SEPTEMBER 2021. This study has employed both primary and secondary data such has websites which helped me to analyse my topic that is " COST BENEFIT ANALYSIS" at Abhishek Alloys Private Limited.

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CHAPTER 1

INTRODUCTION OF INDUSTRY

INDUSTRY PROFILE

FIGURE NO 1.1

Casting is a manufacturing process in which a liquid material is usually poured into a mould, which contains a hollow cavity of the desired shape, and allowed to solidify. The solidified part is also known as a casting, which is ejected or broken out of the mold to complete the process. Casting materials are usually metals or various cold setting materials that cure after mixing two or more components together; examples are epoxy, concrete, plaster and clay. Casting is most often used for making complex shapes that would be otherwise difficult or uneconomical to make by other methods. Casting is a 6000-year-old process. The oldest surviving casting is a copper frog from 3200 BC.

Major Foundry Clusters:-

Each cluster is known for its products. The major foundry clusters are located in Batala, Jalandhar, Ludhiana, Agra, Pune, Kolhapur, Sholapur, Rajkot, Mumbai, Ahemdabad, Belagavi, Coimbatore, Chennai, Hyderabad, Howrah, Kolkatta, Indore, Faridabad, Gurgaon etc.

Typically, each foundry cluster is known for catering to some specific end-use markets. For example, the Coimbatore cluster is famous for pump-sets castings, the Kolhapur and the Belagavi clusters for automotive castings the Rajkot cluster for disesel engine castings, Howrah cluster for sanitary castings etc.

Approx. 1500 units are having International Quality Accreditation. Several large foundries are modern & globally competitive. Many foundries use cupolas using LAM Coke. However, these are gradually shifting to Induction Melting. There is growing awareness about environment & many foundries are switching over to induction furnaces & some units in Agra are changing over to coke less cupolas.

GENERAL ECONOMIC SCENARIO

Govt. focusing on “MAKE IN INDIA”,”EASE OF DOING BUSINESS”, infrastructure & easing FDI norms to promote investments in manufacturing & cooperation’s in skill development.

FORECASTS OF GROWTH BY LEADING INSTITUTIONS:-

India to become fastest growing economy >7.5% YoY as per forecasts of leading international institutions.

MANPOWER

The total manpower in foundry sector is approx. 5,00,000 Directly & 15,00,000 indirectly. The foundry sector is highly labour intensive & currently generates employment for 2 millions directly & indirectly mainly from socially & economically weaker sections of society. It has potential to generate additional employment of 2 million in next 10 years.

GLOBAL SCENERIO:

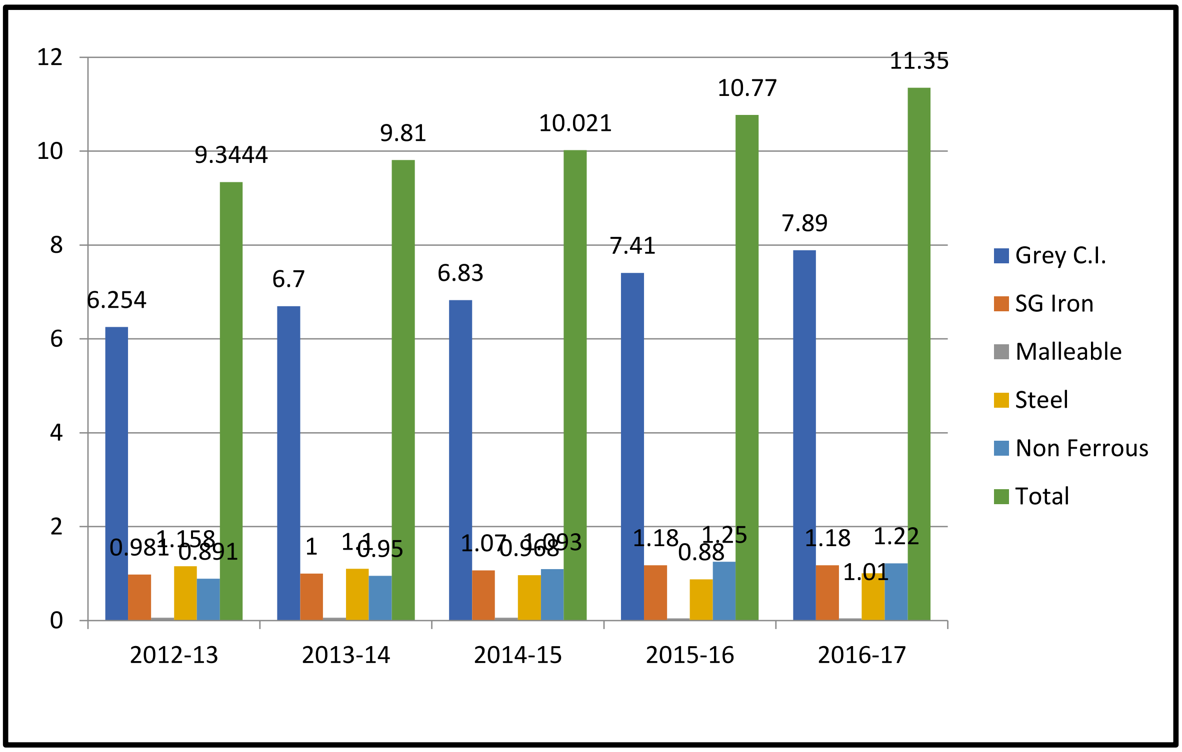
As per 51th World casting census published by modern castings USA in December 2017, Global castings production stagnant. Worldwide casting production grew by less than half a percent for second year in a row in 2016.

In 2016, World casting production reached 104.4 million metric tons, a shade over the 104.1 million metric tons produced in 2015. The worlds top 10 casting producing nations produced 91.6 million metric tons of the total 104.4 million metric tons.

China reported a 5.4% increase since 2015 putting its total production at 47.2 million metric tons. India the second largest casting producers in the world reported 5.4% increase in production to 11.35 million metric tons. The remaining 2016 top 10 casting nations are USA, Japan, Germany, Korea, Mexico, Brazil and Italy.

ROLE IN MANUFACTURING SECTOR:

The new manufacturing policy envisages the increase in the share of manufacturing in the GDP to 25% from current 15% & to create 100 million additional jobs in next 10 years. Since all engineering & other sectors use metal castings in their manufacturing, the role of foundry industry to support manufacturing is very vital. It is not possible to achieve the above goal without the sustainable corresponding growth of the foundry sector.

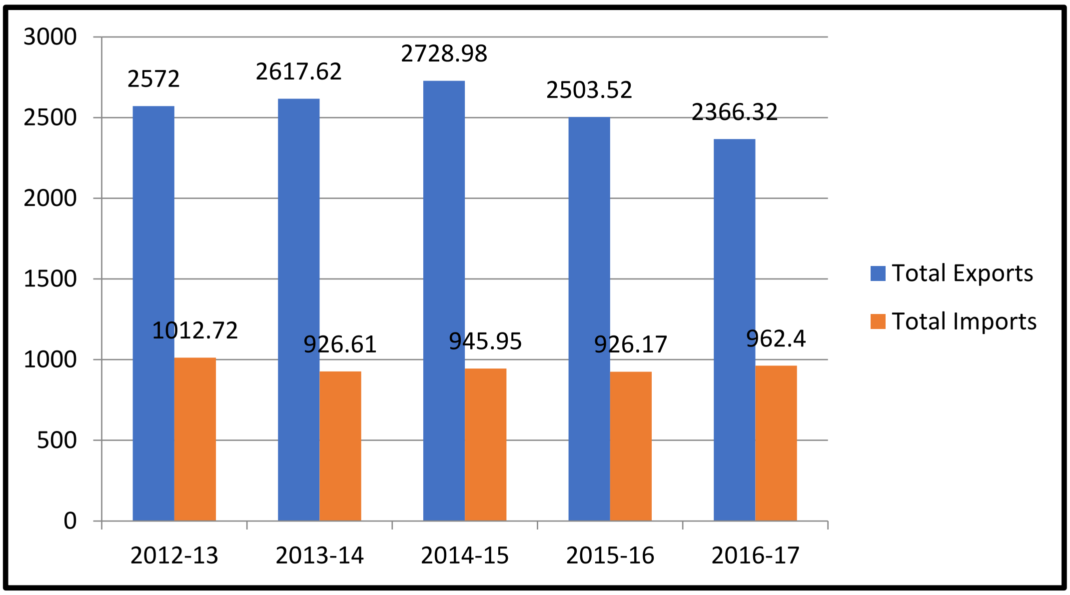


PRODUCTION OF CASTINGD IN INDIA IN MILLION M.T.(2016-17):

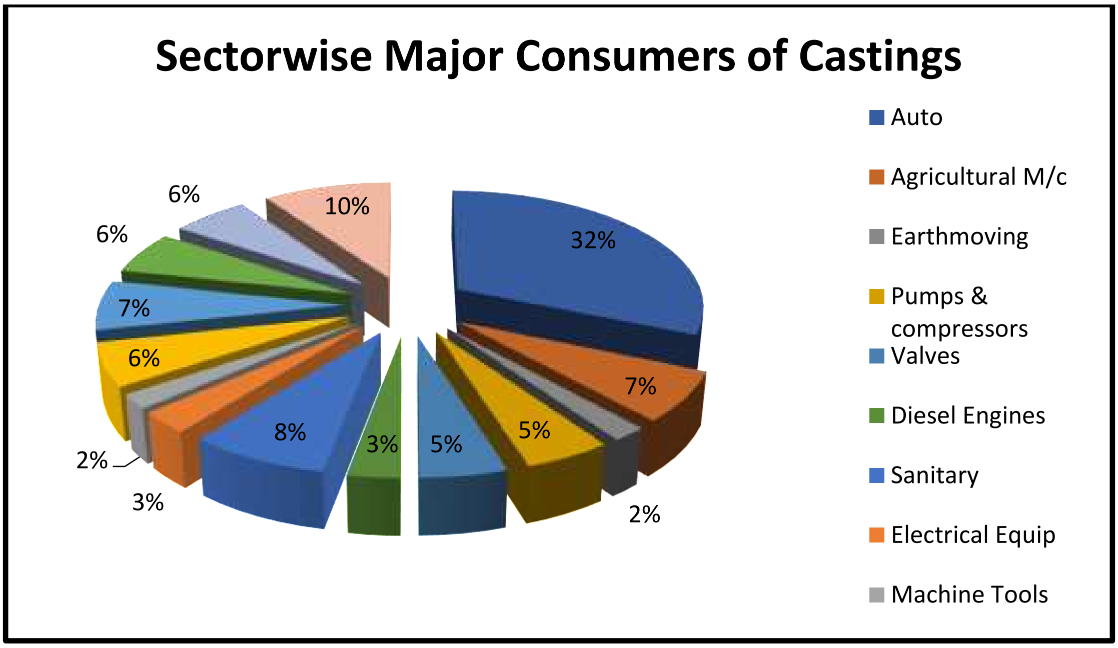
EXPORTS IMPORTS TRENDS

The Exports have been showing healthy trends approx 25-30% YOY till 2011-2012

After that there was slow down in export. However, the current exports for FY 2016-



17 are approx USD 2033 billions.



CASTING A HOPEFUL EYE TO THE FUTURE

The Institute of Indian Foundry (IIF) is the apex industry body promoting the competitiveness of India's foundry industry. There are about 5000 foundries in India largely in the MSME category.

The foundry or metal casting industry is a key component feeder for the various sectors such as auto, auto components, railways, agro, tractors, textile, cement making, electrical machinery, earthmoving machinery, power equipment, defense equipment, and aero and space industry its sustainable growth has become more important today than ever before given the emphasis of the government on "Make in India".

India is the third largest manufacturer of metal castings globally, producing aprox 10 million tons of casting in various metal such as grey iron, ductile iron, steel and aluminum alloys for various applications valued at approx $18 billion. Exports amount to 12-15 percent of this value. However, there is potential and need to do more and become global force.

The foundry market in India to grow at a CAGR of 10.08% during the period 2016-2020.

Foundry Market in India 2017-2021, has been prepared based on an in-depth market analysis with inputs from industry experts. The report covers the market landscape and its growth prospects over the coming years. The report also included a discussion of the key revenue generated from the production value of casting manufactured by the foundry market in India.

One of latest trends in the market is IIF in-plant training program. The IIF has established its center of education and training at Kolkata, which conducts various skill development programs regularly. A modular training program is conducted, which is equivalent to graduating in foundry technology and is also recognized by the Ministry of HRD.

According to the report, one of the primary drivers in the market in India initiative. The automobile sector is responsible for generating 60% demand for the casting produc.tion in the country. Demand from sector such as infrastructure, oil, and mining has slowed down. The automobile sector has shown promising growth in

India since 2014. The foundries expect growth for both ferrous and non-ferrous castings in defense procurement.

The industry needs to invest and increase capacity, though it is approximately operating at 50% excess capacity. The industry should be energy-efficient and have skilled manpower. For instance, all medium and large-scale foundries are planning to have sand reclamation plants for reuse of sand in order to reduce energy consumption during manufacturing process.

Further, the report states that one major challenge in the market is environmental issues leading to increasing environmental cost. Tightening of government regulations on the release of waste produced by foundries in the environment is leading to increased investment in waste recycling process and technologies. This is hindering the growth of the Indian foundry market, as the majority of the Indian foundries are MSMEs with low market capitalization. Foundries are responsible for the emission of harmful and poisonous gases and solid wastes that cannot be reused.

LOCATION OF MAJOR CLUSTERS IN INDIA

FIGURE NO 1.2

CHAPTER 2

ORGANISATION STUDY

COMPANY PROFILE

Abhishek Alloys private limited. Is a medium scale industry which is situated at Machhe industrial estate, Machhe, Belgaum. Promoted by

Shri. Madhwa. N. Acharya, the managing director of the organization. The manufacturing process was started in the year 1981 with the name of M/S Abhishek Industries and later on the operations were converted to Abhishek alloys private limited. In the year 1994. While its commencement Abhishek Alloys has augmented its production capability of 200 tons per year to 3000 tons per year. The firm has a build up region of 2.5m acres and involved in manufacturing of C.I and S.G. iron castings by 100% shell molding process. Our customers includes from power generation, Hydraulics, Automobile, Construction and O.E.Ms.

Why Abhishek Alloys?

- Keen on developing complex design castings with ultimate quality.
- Capable of producing wide range of C.I and S.G Iron castings weighing from 1 kg to 100 kgs in shell moulding process.
- Fully equipped with machine shop and Austempering Process.

COMMITMENT

- Committed to meet customers expectations by improving product quality through continual improvement process.
- By meeting delivery schedules as per changing needs of the customers.

OBJECTIVE OF THE ORGANIZATION

- To provide products of premier quality and value.
- To achieve technological distinction and competitive edge.
- Assurance for continuous improvement in process, methods, productivity and quality.
- To increase employees mutual trust, respect and training.
- To trim down wastage throughout supply chain.
- Human resource development.

VISION

Abhishek Alloys vision is to upgrade infrastructure facilities with the advanced technology, healthy environment for catering the needs of the customers.

MISSION

The firm focuses on meeting and exceeding customers necessities and establishes a customer oriented and globally accepted quality system. It has opted a quality policy, which is framed, by taking into account clients needs and focus on unremitting development by contribution and involvement by all the employees. The organization believes in nurturing the skill and ability of all the employees and treats them as a family and utmost significance is given for the safety and protective aspects and excellent environment.

COMPITITORS TO ABHISHEK ALLOYS PVT LTD

A K P Foundries Private Limited

Shanti Iron & Steel

The Allied Foundries Pvt. Ltd

Big Casting Pvt. Ltd

REC Engineering Pvt. Ltd

Belgaum Foundry Cluster

Prabhat Casting Unit 2

ABHISHEK ALLOYS FOLLOWED POLICY

QUALITY POLICY

We are committed

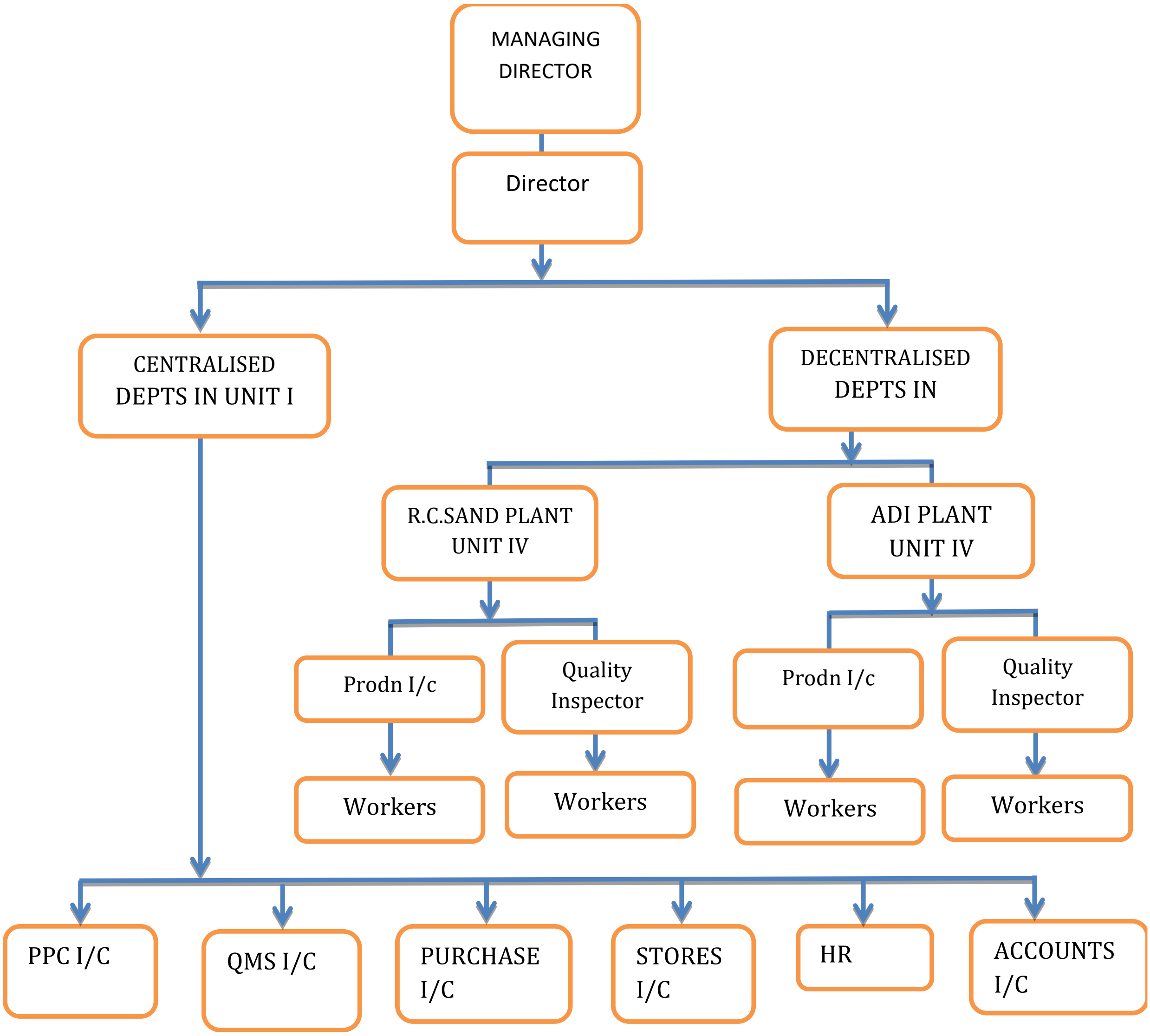
- **To produce defect free castings and machined components to meet customers expectations.**
- **To satisfy customers changing requirements, through continually improving the effectiveness of quality management system process.**

QUALITY OBJECTIVES

- **Reduction in rejection both in-house and at customers end.**
- **Meeting delivery schedules as per customers varing needs.**
- **To improve product quality continuous improvement in process to reduce variation and waste in supply chain.**
- **To empower and motivate all the employees by providing training.**

ORGANIZATION CHART

CHART NO 2.1



PRODUCT PROFILE

Abhishek alloys private limited manufacturer, and suppliers of various products. Product is in the different field as shown below

1. Automobile
2. Construction
3. Hydraulics
4. OEM(original equipment manufacturer)
5. Power generation

AUTOMOBILE PRODUCTS

Some automobile products are Drive end flange castings, Flange yoke, Slip yoke castings, Pump housing castings.

CONSTRUCTION PRODUCTS

Some construction products are Cylinders.

HYDRAULICS PRODUCTS

Hydraulics product is monoblock dcv castings body, Solenoid casting body, Valve bodies and Strainer cap.

OEM'S PRODUCTS

OEM products are Body retarder, Main press body, and Main body end plate.

POWERGENERATION PRODUCTS

Power generation products are Housing thermostat, Impellers, Manifold air intake, Head fuel filter, Connection.

OTHER PRODUCTS

Other products are Rotor, Rubber, Stators and Sprockets.

QUICK REVIEW OF COMPANY

COMPANY NAME	**ABHISHEK ALLOYS PVT. LIMITED**
CIN	U27104KA1992PTCO12734
COMPANY STATUS	Active
COMPANY CATEGORY	Company limited by shares
COMPANY SUB-CATEGORY	Non Government company
CLASS OF COMPANY	Private
YEAR OF ESHTABLISHMENT	1994
DATE OF INCORPORATION	21st January 1992
NO. OF EMPLOYEES	319
ACTIVITY	Manufacture of basic IRON
LOCATION	Plot No. 58, Machhe Industrial Estate, Machhe, Belgaum, Karnataka 590014 Email: mnacharya@abhishekalloys.com

OWNERSHIP PATTERN

Abhishek Alloys Pvt Ltd is a family owned business where organization runs by three directors

Director Identification No.	NAME	DESIGNATION	Date of Appointment
00820394	Madhwa N Acharya	Whole time Director	21st Jan 1992
03556921	Mayur M Acharya	Director	15th July 2011
00888008	Sunita Acharya	Director	1994

SHARE CAPITAL

Authorized capital	Rs 10,000,00
Paid up capital	Rs 84,00,000

WORK FLOW MODEL

Abhishek alloys Pvt ltd work flow shift of working process in foundry.

Shift	Timings
1(general shift)	8:30 AM to 5:00 PM
2	5:00 PM to 1:30 AM

INFRASTRUCTURE

Facilities

The organization has provided the employees/workers the well equipped and technologically upgraded machines for the smooth running of the production process; following are the facilities and machines provided by the organization.

- Generators
- Compressors
- Annealing Furnaces
- Universal Testing machine of 40-ton cap
- Microscopic testing equipment
- Hardness Testers
- Dual Track medium frequency furnace with 2-500kgs/pot
- Four station shell moulding machine
- Core shooters
- Manual moulding machines

Abhishek Alloys Today

Is in a position to develop any intricate castings at a price customer can afford, quality as per customer requirements that sets apart.

ATTITUDE

The organization focuses on meeting and exceeding customers requirement and established a customer oriented and internationally accepted quality systems. It has established a quality policy, which is framed, considering customer requirements and focus on continuous improvement through involvement of all the employees. Abhishek Alloys believes and nurtures the skill of all the employees as a family and utmost importance is given for the safety aspects and good environment.

CERTIFICATIONS & AWARDS

FIGURE NO 2.2

Certified with ISO/TS 16949:2002 by TUV in the year 2004

- Certified with ISO/TS 14001:2004 by TUV in the year 2014
- National Award for "Out Entrepreneur" from the President of India in the year 1993
- "0" ppm award from M/S Bosch ltd. In their supplies To Bangalore Plant in the year 2005
- "Supplier Award" by M/S Bosch Bangalore in the year 2009.
- "Casting of The Year" Award in 2010 at 58th Indian Foundry Congress held at Ahmedabad.
- "Casting of The Year" award in 2014 at 62nd Indian Foundry Congress held at Ahmedabad.

CLIENTS

- BOSCH
- CUMMINS
- FORBS MARSHAL
- VOITH
- MAN
- DYNAMIC TECH
- ATLAS COPCO
- BEML
- POLYHYDRON
- PRAGATI
- VELJAN

PRODUCTS

FIGURE NO 2.3

 Rotar	 Valve Covers
 Spool Housing	 Head fuel filter
 Cover oil lump pump	 Implellers

 Port plates	 Stator

FUTURE GROWTH AND PROSPECTS

- Abhishek alloys private limited are planning to introduce own company products.
- Company has planned to extend the market in the diversified manner and introduce assembly line and adopted Austempering duct to survive competition.
- Company has planned to increase machine activity.
- Company has planned to adopt more advanced technology whatever company require its production process.

VARIOUS DEPARTMENTS OF THE COMPANY

1. Production Department
2. Suppliers and Purchase Department
3. Human Resource Department
4. Account Department
5. Production Planning and Control Department
6. Store Department
7. Marketing Department
8. Quality Department

1 .PRODUCTION DEPARTMENT

Production is a process of converting raw material into finished goods or semi finished goods. Production manager is responsible for the whole production system and even for quality. With the help of technical partner, production planning and control. Production department performs following function;

1) Manufacturing of goods.
2) Development of factory system of production.
3) Improving volume of production.
4) Reducing rejection rate.
5) Maintain delivery schedule.

Machines and facilities in production department

- The step involved in production process of Abhishek alloys Pvt ltd is as follows:-
- Raw materials:-Incoming raw material is tested at the laboratory.
- Sand plant:- Green sand mould is prepared. In green sand, 85% is reused and, 15% fresh sand with 4% additives and water
- Molding:- it is done in two ways
    - Hand mould:- It is done for bigger and heavier casting.
    - Machine mould:- In one batch of mould 30-40 pieces are produced
    - Fettling:- it is a process wherein the casting is cleaned with the help of two machines i.e. knockout machine and shot blast,Tumblsting machine etc. The other activities like chipping of extra parts, grinding and inspection is done as [er work instruction to verify for the specification.
- Painting:- Paint is done as per customer specification. After painting the casting is sent to next department.

STRUCTURE

2.SUPPLIERS AND PURCHASE DEPARTMENT

Before approving any supplier, purchase manager will gather information on volume of automotive business, financial stability service complexity, required technology adequacy of available resource design and development capability, manufacturing capability change management process, business continuity planning, logistic process, customer service and other relevant information for raw material suppliers by sending registration and evaluation form. In case of machining supplier/outsourced processes, personal visit will be made to the suppliers works/premises if required. After receiving the form, the purchase manager will scrutinize the information furnished in the form.On being satisfied on the above terms trial order will be placed on the supplier through purchase order. In some case, the supplier may submit sample of the material required.

Monthly material delivery schedule will be communicated to the supplier verbally, raw material purchases. The details of the same will be recorded in the supplier verbal schedule register. Bought-out item will be purchased, on requisition basis received from requestee. Purchase department will handle all purchases. The technical details for procuring will be given by plant in-charge. Customer approved materials for ongoing production will be used where insisted by the customer.

STRUCTURE

3.HUMAN RESOURCE DEPARTMENT

HR department comes under unit number 1 consider as middle level management.HR department handles the most delicate section of the company. The HRD manager is in charge of the whole department.

Responsibilities:-

- Recruiting people in the organization.
- Handles all policy matters regarding HRD.
- Selection procedure.
- Maintain discipline in the company.
- Training to employees.
- Maintain good relations between employer and employees.
- Providing necessary information to the department heads.
- Maintain time keeping of employees through punch machine.

4.ACCOUNTS DEPARTMENT

Abhishek alloys pvt ltd accounts departments work under unit 1.All the company financial activity is recorded and maintained systematically in this department Four senior accountants are working including manager. This department is centralized department for all 4 units

Here centralized means all the financial activity are taken and controlld by top level management means company MD or CEO.

Objectives

- To provide account and complete systematic information of financial activities.
- To maintain all the books of account and other financial documents.
- To prepare periodic financial statements of the company like profit and loss account, Balance sheet etc.
- Accounts department is responsible for passing the bills to send cheque and cash to the party. They maintain double entry system of book keeping.

STRUCTURS

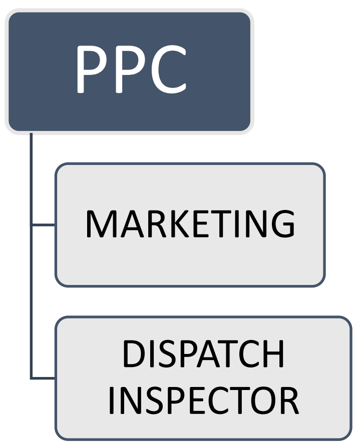
5.PRODUCTION PLANNING CONTROL DEPARTMENT

In Abhishek alloys pvt ltd PPC department plays the vital role in communicating with the customer First most important thing is company is interaction with customer if ordered is received, company realize the capacity to produce and stock availability, if it's possible to produce product purchase order will be placed to procure required raw material

Detailed weekly and daily planning of production will be prepared to meet target and monitored.

Communication with customer is most important thing since company gives priority and reschedule the requirements.

STRUCTURE



6.STORE DEPARTMENT

Indent preparation: Indent will be prepared as per the requirement received from different sites on priority bases.

Handling: Handling of incoming material and final product will be handled manually. Handling during in process will be manually/overhead crane.

Incoming inspection will be carried out as per procedure for inspection and testing; the information for incoming inspection will be through GRN. The material will be accepted based on the remarks mentioned on GRN and material will be taken into stock. Issue of any material will be done through issue slips duly approved by the production supervisor. Issue slips are raised for all material except pig iron and M S scrap. Store in charge will daily monitor the consumption of pig iron and M S scrap through furnace logbook and update daily stock register. Consumption of fuel used for generator is monitored and recorded in fuel consumption register. Monthly stock statement is prepared by stores I/C and will be submitted to purchase department. Minimum stock of materials is prepared based on the trends of consumption and customer schedule. Identification of material in store will be done as per procedure for identification and Traceability.

7.QUALITY CONTROL DEPARTMENT

Quality department set up where company mainly focus on producing quality material they never compromise in quality, the quality department must help in building system in place so that they work and communicate effectively about product requirement, performance and testing and be able to identify non conformity and work with other department to put in place a effective corrective and follow up on its application. According to NNFA GMPs, the responsibilities for QC are as follows;

Approve or reject all procedures, specifications, methods and results.Approve or reject all raw materials, packaging materials, labeling and finished products.Review all production records for accuracy and completeness before approving for distribution.Establish procedures for revising procedures, formulas etc.

Perform all the required tests to ensure identify, purity, potency and composition to ensure that products are not contaminated.

8.MARKETING DEPARTMENT

The customers directly approach to this cast manufacturing industry for the products with their required type of specifications, which are bound with different terms like information of the product, price, technical specification, transportation cost, tax and excise duty payables, payment terms, delivery date and other general T&C. Then quotation about the same is issued to the customer and if the customer is satisfied with the quotation issued then he will place an order, and after receiving the orders as such the production work begins.

Objectives

- Customer satisfaction.
- Maximization of profits.
- Capturing the present market.
- Achieving a target return.
- To achieve product quality leadership.

SYSTEM

Abhishek alloys pvt ltd followed by ISO 9001-2015 system (INTERNATIONAL ORGANIZATION FOR STANDERDIZATION) System should be written, documented and followed

ISO gives world class specification for products, services and system to ensure quality safety and efficiency.

1. **ISO/TS 16949:2002**

ISO/TS 16949 is an International standard for technical specification aimed at the development of quality management system that provides for continual improvement emphasizing defect prevention and to reduction variation and waste in the automotive industry supply chain.

It include eight quality management principle namely

- Customer
- Leadership
- Involvement of people
- Process approach
- System approach to management
- Continual improvement

2. **ISO/TS 14001:2015**

Specific requirement are required an environmental management system to enable an organization to develop and implements a policy and objective which take in to account legal requirement and other requirement to which organization subscribe and information about significant environmental aspects.

Six key elements of an EMS:-

- Environmental policy.
- Planning.
- Implementation and operation.
- Checking and corrective action.
- Continual improvement.
- Management review.

STYLE

Style is consider about leadership as per observation company has set up with democratic leadership style is very open and collegial style of running team. Ideas move freely amongst the group and are discussed openly. Everyone is given a seat at the table, and discussion is relatively free flowing.

STAFF:

The company include all type of staff member namely managerial staff, technical staff, supervisory staff and clerical staff. Company has about 320 employees are working. According to data 270 employees are working in lower management level and 49 employees are working in middle management level and 2 employees are working in top level management.

The employees earn an average bonus of 20% total profit of the firm every year.

Managerial staff:

Company holds good managerial employee who is engage predominantly in executive and management function company set up every department has individual manager.

Supervisory staff:

Company has set up supervisor especially for production and manufacture departments more work has to be done on this particular area. This are the person who is in charge with supervising the other employee in the organization in this company they are employing experienced staff as supervisor.

Technical staff:

These are the staff they are responsible for the work related to technical aspect. In this company they are appointing well qualified and experienced person as technical staff.

Laboratory staff:

These are the staff they are responsible for the work related to Knowledge about metallurgy in relevant field this company are appointing well qualified and experienced person especially for foundry unit.

9.TRAINING PROCESS:

Purpose: To establish a procedure for determining competence, identifying training needs and impart training to support organizational objective of enhancing knowledge, skills and effective utilization of human resource.

Scope: Applicable for preparing competence Matrix, Skill matrix, identification of training needs, organizing and conducting training program for all employees of the organization.

For newly recruited employees, HR conduct the induction training program for knowing the roles of employee, following activities are covered in induction program. Based on the current knowledge of employees and changing needs and trends, Training plan is prepared. If any additional knowledge is required, the same will be provided by Internal/External training programs and updated in the training records.

The following are the training procedures followed by the company;

The training are classified as:-

- On Job Training.
- Awareness Training.
- Performance Improvement Training.
- Development Programs.
- Customer Complaint Training.

NEEDS AND EXPECTATIONS:

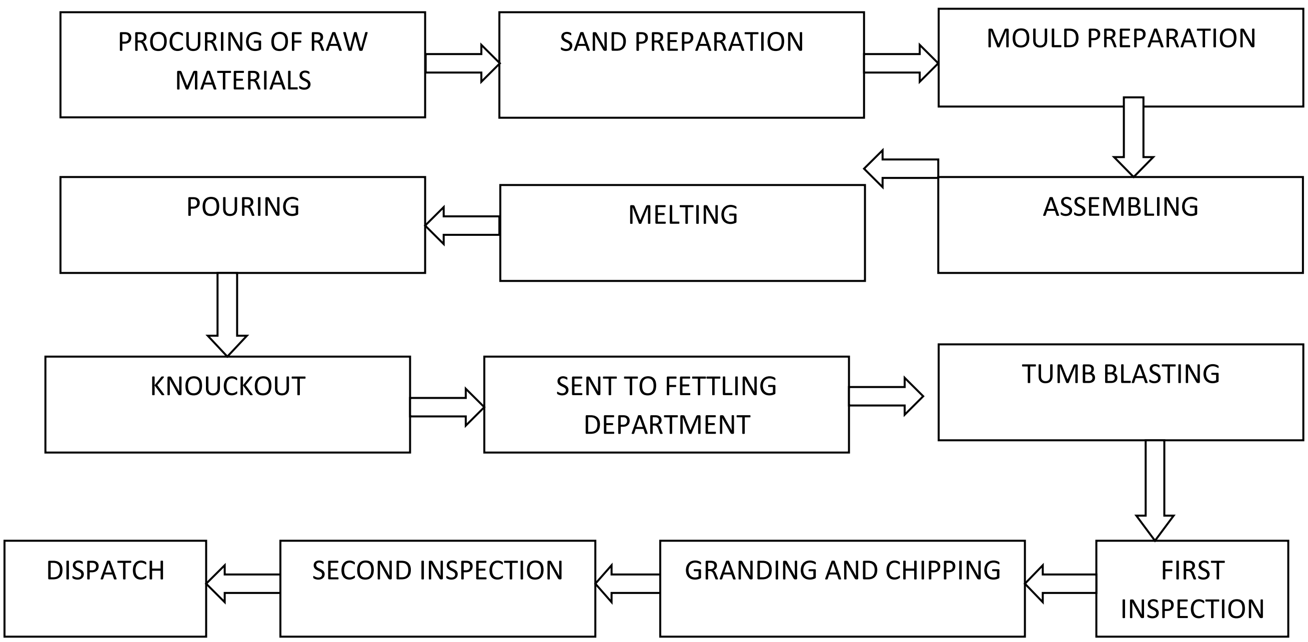
DETAILS	NEEDS	EXPECTATIONS
Suppliers	Payment commitment, Clear specification, Firm schedule, Forecast schedule	Increase in business % Feed back of the supplies made Co-operation in resolving the problems Regulatory applications Financial stability of the buyer Development of new by products
Employee	On time salary Incentives Friendly working atmosphere Safe work environment Transparency in the business, Training	Promotions w.r.t service period, Recognition of the skills, Enjoyment i.e. Family get together, Feel of the business partner, New technology induction, Health checkup/Medical coverage, Job security, Motivation
Management	Profitability, Growth, Return on investment Customer satisfaction Productivity improvement, Authority	Professionalism, Initiativeness, Responsibility, Co-operation with fellow employee, Punctuality, Discipline, Obedience, Long term service
Statutary and pollution boards	Adherence to the applicable t&c	Development of green belt, Intimation of new process adopted, Intimation of changes in the existing capacity, Train the interested parties,

10.INSPECTION AND TESTING DEPARTMENT

To ensure that all items or products parameter are meeting the specified requirements.All in process inspection & recording will be done as per the quality plans AA/I/QP/IC/01 to AA/i/QP/IP/02 by production supervisor & wedge test will be conducted as per respective quality plan & will be disposed after conforming the grade of metal.

PROCESS CHART

CHART NO 2.2



The above figure of production process of the organization shows that, firstly the raw materials are procured and later sent those raw materials for sand preparation at the same time the moulds are prepared and the materials are assembled in a particular place for melting and which is poured in the moulds later which is knouckouted and sent to the fettling department and tumblasting later the product sent for the first inspection department and later sent to grinding and chipping after that its again sent to second inspection and finally the product is dispatched.

CASTING PROCESS AT ABHISHEK ALLOYS PVT LTD

At Abhishek Alloys Pvt Ltd resin coated sand is used for shell mould making. Resin coated sand preparation is carried out at Unit-3. In this two sand mullers are installed for resin coating process. The waste sand is recycled and used. The waste sand is generated after pouring the metal. This sand is to be mixed with following ingredients

- Red oxide
- Resin
- Hardener

Mixing composition for red oxide, resin and hardener for a grade 4.0% is as follows.

Raw Material	Sand Qty	Red oxide Qty	Resin Qty	Hardener Qty	Total
Sand Muller 1	150kgs	225GMS	6.0kgs	1.080kgs	1.305kgs
Sand Muller 2	120kgs	180GMS	4.80kgs	0.865kgs	1.405kgs

Different types of molding sand

- Green sand
- Dry sand
- Loam sand
- Facing sand
- Backing sand
- Parting sand
- Core sand

FIGURE 2.4

 Natural Sand	 Cerabead Resin Coated Sand
 Red Oxide	 Resin and Hardener
 Pig Iron	 Casting

RESIN COATED SAND PREPERATION

There are two types of sand used for shell/core making in AAPL

1 Natural sand

2 Cerabead sand (Prepared where surface finish of casting is important)

Process:

1 Before taking for processing, sand is inspected for AFS value (55-75)

2 150 Kg sand, 0.225Kg red oxide, 6Kg resin and 1.080 kg hardener is mixed thoroughly
In a Muller for 10 minutes at temperature of 180 degree (processing temp)

3 processed sand is sieved and collected in a hopper through belt conveyer

4 Processed sand is inspected for qualification of Hot tensile strength, peel back test, Gas evaluation and Transverse strength

5 Hot tensile strength is considered as critical parameter

- Process sand is sent for shell making through transport vehicle
- After castings are produced in melting, unit burnt sand is separated from casting and sent for reclamation to Foundry cluster and reused for processing R.C. sand.
- MSDS (Material Safety Data Sheet) is followed for handling of Resin

MELTING

In foundry there are two melting pots of capacity 500 Kg each raw material 125kg Pig Iron, 125 kg CRCA scrap and 250kg R R are put in the pot and melted in sequence add Ferro alloys, shell coke and slag holding material during melting stage.

Metal is heated for 1300-1350 degree. Temperature is checked by pyrometer Spectro coin is prepared of the bath and sent for inspection to laboratory on receipt of the lab report add required alloys like Silicate, Copper to meet the final quality requirements. Transfer the molton metal when the temperature is @ 1600 degree to pouring ladle. Pour the metal in the mould which are packed the metal box packed with sand. Verify the pouring temperature by Pyrometer. After specific time casting are knocked out. Knock time is identified as critical parameter as finished casting quality parameters are controlled at this stage For fly weight Hardness required is 190-240 BHN measured by steel ball of Die 10mm and weight of 1000 Kg(Brinnel Hardness number) Again casting are inspected in laboratory for mechanical properties and microstructure as applicable for that casting.

Fettling (unit-1)

In fettling section there are Tumblasing and Shot blazing machines used for scaling removal Steel shots are used in both the machines to achieve the required surface finish, Processed for specified time and quantity After shot blasting casting are taken for grinding to remove sharp edges and parting lines and unwanted projections Grinding wheel speed is @ 1800-2000 RPM It is checked by Tachometer If there is any customers specific requirements, casting are identified with Heat code No, Month and year of manufacturing for traceability Castings are painted in paint booth and oiled in oil dunking machine as applicable and dispatched as per the work instruction of packing and dispatch

Heat treatment

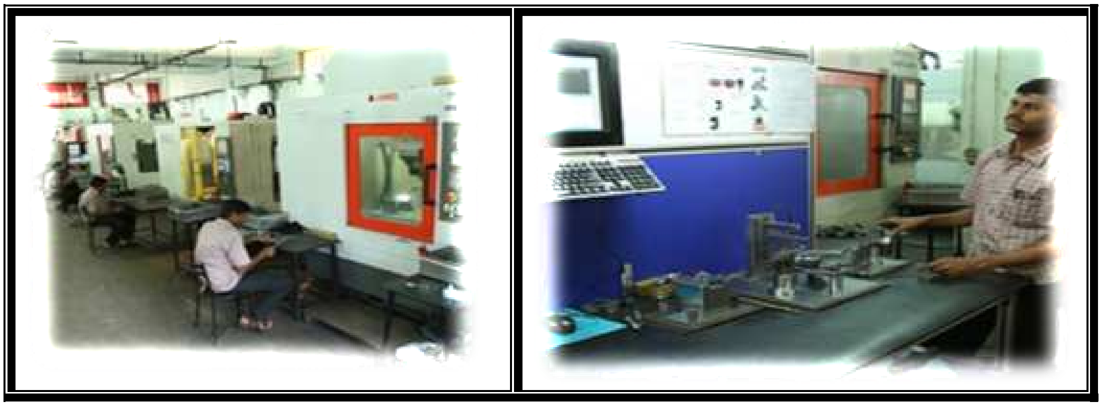
AAPL has a unique heat treatment facility of Austentizing with salt quenching embedded with SCADA program

Machine shop (unit-2)

In machine shop there are two parts of customer Bosch named flyweights Parts are put in vibro machine with sand stones and are vibrated for 30 minutes to remove sharp edges(200 parts and 25 kg sand stone) Set up approval is made at the start of the shift. Parts are machined for different parameters like slot milling, drilling, chamfering,reaming on CNC machines i.e. Abhiyant, Dhruva, Agni etc. After every parameter machining, parts are inspected with different gauges i.e. Depth gauge, plug gauge, snap gauge height gauge ,air gauge Some customer specified critical parameters are inspected 100%

At all stages calibrated instruments and gauges are used. In some case customer supplied gauges are used i.e. Masters In final stage inspection important parameters are checked 100% by customer supplied gauges Flyweights are processed in batch quantity of 8 in a batch. 2000 parts are produced in one shift On the shop floor, Control plans and work instructions and limit samples are displayed for monitoring the product quality Manufacturing process is established to qualify VDA 6.3 standard. Bosch specific requirement) Accepted parts are kept in green colored trays and sent for washing After that parts are dipped in rust preventive oil and are packed supplier provided trays. Dispatch logistic is under the control of customer Boach

FIGURE NO 2.6



Shell/Core making (unit-3)

Resin coated sand is inspected for moisture content and stored in hopper Pattern is verified for any damage, dent mark before loading on the machine Ejector pin level is verified for uniform level, and air pressure is set for the specified value For both dies of pattern required temperature is set as per the work instruction For fly weight shell top die temp is 260°C and bottom die temp is 290°C Air pressure is 5.2 Kg/Cm2 Machine is set in auto mode and verified that both the dies are mated each other Shooting of the sand takes place on the top die. After specified curing time top die goes up automatically and shell from the bottom die is ejected For flyweight curing time is 260 seconds Shell is verified for baking color by comparing with the photo displayed near the machine. Color of the shell is identified as critical parameter Then the shell is collected manually. Inspection is made for any crack, unfilled, war page and shifted to designated area Then shell assembly is made by using the core fix manually in cold to cold condition and clamped the the fasteners Painting is made at specified area if required to get good surface finish on casting In hot to hot condition assembly is made on auto glower machine The assembly is called mould This mould is sent for casting production On the shop floor, Control plans and work instructions and limit samples are displayed for monitoring the product quality Manufacturing process is established to qualify ISO 9001-2015 standard. AAPL has got unique facility of producing QSK 23 shell of 80KG and length of 1500 mm length on Hydro pack shell shooting machine.

FIGURE NO 2.7

Astempering ductile Iron (unit-4)

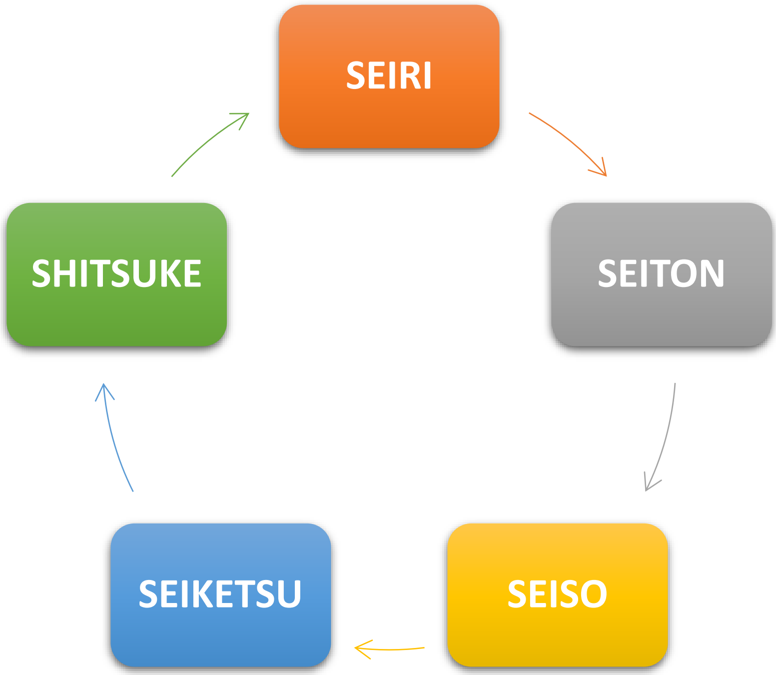
There are 2 furnaces of capacity 500kg and 1000 kg Methanol, LPG and Nitrogen is used to creating barrier atmosphere for heating the charge Required process and cycle is set in SCADA program In this process depending on the grade charge is heated to @ 900 degree with Carbon potential of 0.8-1.1 %Charge is soaked in the furnace for 60-90 minutes. Once the cycle is completed change is transferred to HI SALT chamber where the molton salt temperature is @ 120-150 degree Charge is soaked for 90-120 minutes. Once the cycle is completed charge is transferred to cooling chamber and washing chamber in sequence. Now the cycle is complete

Charge is identified with heat no and quantity. And inspected for mechanical properties and microstructure and stored in designated area for packing Mechanical properties are Hardness, Tensile strength ,Yield strength, elongation and microstructure Process is established to qualify CQI -9 standard (Continuous Quality Improvement -9) At present charges are for customers namely NAVISTAR Orissa and SONA BLW Pune.

FIGURE NO 2.8

KAIZEN’S 5S FRAMEWORKS

CHART NO 2.3



5S IS Methodology that is used in workplace across the world. The "5S" name comes from the 5 Japanese words that make up the process. The five words are Seiri, Sieton, seiso, Seiketsu and Shitsuke. Roughly translated these words stand for sort, set in order, shine, standardize, and sustain. They all describe ways in which you can make the most of your workplace for maximum productivity. There is an easy breakdown for each step so that you can make the most of this method in your business.

1. **Sort(Organization):-** Separate needed items from unneeded and eliminate the latter.
2. **Set in order(orderliness):-** Keep needed items in the correct place to allow easy and fast retrieval.
3. **Shine(cleanliness):-** Keep the workplace swept and clean.
4. **Standardize(standardized cleanup):-** Creates a consistent approach with which tasks and procedures are done.
5. **Sustain(discipline):-** Habit to maintain established processes.

SWOT ANALYSIS

Strengths

:

- Skilled Manpower
- Proper organization structure
- In-house design facility for fixturing
- Backward integration
- Good quality System-ISO/IATF 16949
- Good in-house testing facilities and well equipped laboratory
- Open space available for diversification /Expansion of the business
- Integrated own Foundry, shell making, R.C. sand and ADI units

Weakness:

- Manpower not available for assembly parts with required competency
- No marketing strategy developed for tapping new customers
- No planning for outsourcing
- More lead time for development
- No defined accountability
- Sharing process technology with visitors
- Cost of shell mould casting is more

Opportunities:

- Strong technical team for new product/existing product development
- Demand for finished parts is in increasing due to boom in industry
- Export market has improved due to simplied govt regulations
- Opportunity for developing austenitising process for cast iron and steel
- Process optimization and process improvement to reduce overall waste

Threat:

- Loosing order of existing customer for quality issues
- Perception of customer not measured
- Sensitive price for new part
- Development of parts by competitors using low level technology

ACHIEVEMENTS AND AWARDS

Certified with IOS/TS 16949:2002 by TUV in 2004.

Certified with IOS/TS 14001:2004 by TUV in2014.

"0" ppm award from M/S Bosch Ltd. in their supplies to Bangalore Plant in the year 2005

National Award for **"Outstanding Entrepreneur"** from the President of India in the year 1993

"Supplier Award" by M/S Bosch Ltd. Bangalore in the year 2009

"Casting Of The Year" award in 2010 at 58th Indian Foundry Congress held at Ahmedabad

"Casting Of the Year" award in 2014 at 62nd Indian Foundry Congress held at Ahmedabad

CHAPTER-3

THEORETICAL BACKGROUND

OUTLINE OF THE STUDY

The study of COST Analysis is very important. It involves the study of day-to-day affairs of the company/organization. The motive behind the study is to develop an understanding about the COST Analysis management in the running business organization and to help the company in developing the efficient working capital management. Therefore it helps in future planning and control decisions.

OBJECTIVES OF THE STUDY

The objectives of this study are:-

- To gain a valuable insight of the aspects of business operation.
- Comparative analysis of the performance.
- To analyze the future need of working capital in the organization.
- To achieve technological distinction and competitive edge.
- Assurance for continuous improvement in process, methods, productivity and quality.

SCOPE OF THE STUDY

The study is conducted at “ABHISHEK ALLOYS”, BELAGAVI for one month duration. The study of working capital management is purely based on secondary data and all the information and data is available within the company itself in the form of records. To get a proper understanding of the concept, I have studied the balance sheets, profit and loss account. I have gathered the information from the Management Representative of the company. So, the scope of the study is limited up to the availability of official records and information provided by the company .The study is related to the period of last three financial years. This study also includes an observation of different year’s working capital of ‘ABHISHEK ALLOYS’ and its financial position.

RESEARCH METHODOLOGY

The term research refers to the systematic method consisting of enunciating the problem, formulating a hypothesis, collecting the data, analyzing the facts and reaching the certain conclusions either in the form of solution towards the concern problem or in certain generalization for some theoretical formulation.

Research methodology is a way to solve systematically the research problem. It may be understood as a science how research is done scientifically.

TIME PERIOD OF THE STUDY:

The study was undertaken during the four weeks from 8th December 2018 to 7th January 2019.

RESEARCH DESIGN:

Descriptive research procedure is used for describing the situation in the organization and analytical research to analyze the result by using research tools.

DESCRIPTIVE RESEARCH:

Descriptive research, also known as statistical research, describes data and characteristics about the population on phenomenon being studied. Descriptive research answers the questions who, what, where, when, how etc.

In short, descriptive research deals with everything that can be counted and studied. But there are always restrictions to that. Your research must have an impact to the lives of the people around you. For example, finding the most frequent disease that affect the children of a town the reader of the research will know what to do to prevent that disease thus, more people will live a healthy life.

DATA SOURCE AND DATA COLLECTION METHODS:

There are two types of data:

1) Primary Data
2) Secondary Data

PRIMARY DATA:

Primary data can be explained as information collected from sources such as personal interviews, questionnaires or surveys, with a specific intention and on a specific subject and observation and discussion by researcher himself/herself, which information is then assessed by that person. It is a direct approach and, as it is tailored to a company's particular needs, reveals apparently, much needed information to that company which started the research; that is, the results are used for the purpose for which they were originally intended. Data observed or collected directly from first-hand experience is called primary data.

Primary data is information that you collect specifically for the purpose of your research project. An advantage of primary data is that it is specifically tailored to your research needs. A disadvantage is that it is expensive to obtain.

Here, it comprises of information obtained during discussion with the staff and the management representative of the company.

SECONDARY DATA:

Secondary data is the information that is already available somewhere, whether it be in journals, on the internet, in a company's records, or on a larger scale, in corporate or government archives. Secondary data allows for comparison of several years worth of statistical information relating to, for example, a sector of economy, where the information may be used to measure the effects of change or whatever it is that is being researched.

Here the analysis is done on the basis of secondary data, which includes:

- Balance Sheet of the company
- Profit and loss A/C of the company

PURPOSE:

The purpose of this study is to properly analyze, understand and interpret the ratio of ABHISHEK ALLOYS, BELAGAVI.

LIMITATIONS OF THE STUDY:

- Considerable shortage of time available resulted as a limiting factor.

The data available was related to last 3 years only

CONCEPTUAL BACKGROUND

A STUDY ON COST-BENEFIT ANALYSIS

Introduction:

COST BENEFIT ANALYSIS

Cost–Benefit Analysis (CBA), sometimes called Benefit–Cost Analysis (BCA), is a systematic process for calculating and comparing benefits and costs of a project.

CBA has two purposes:

- To determine if it is a sound investment/decision (justification/feasibility),
- To provide a basis for comparing projects. It involves comparing the total expected cost of each option against the total expected benefits, to see whether the benefits outweigh the costs, and by how much.

Theory:

Cost–Benefit Analysis is often used by governments and others, e.g. businesses, to evaluate the desirability of a given policy. It is an analysis of the expected balance of benefits and costs, including an account of foregone alternatives and the status quo, helping predict whether the benefits of a policy outweigh its costs, and by how much (i.e. one can rank alternate policies in terms of the ratio of costs and benefit). Altering the status quo by choosing the lowest cost-benefit ratio can improve paretic efficiency,[citation needed] in which no alternative policy can improve one group's situation without damaging another. Generally, accurate cost-benefit analysis identifies choices that increase welfare from a utilitarian perspective. Otherwise, costbenefit analysis offers no guarantees of increased economic efficiency or increases of social welfare; generally positive microeconomic theory is moot when it comes to evaluating the impact on social welfare of a policy.

Benefits of cost-benefit analysis:

It is one of the tools of analyzing and interpreting financial statements. It helps in understanding the financial health and trend of the firm. The following are different benefits.

Benefit to management:

The management uses cost-benefit analysis in formulating policies, making decision, evaluating performance, knowing the trend of business, planning and forecasting.

Benefit to share holders:

Cost-benefit analysis helps investors to select best company for making investment. The existing shareholder will be able to understand the performance of their company and also about future prospects.

Benefit to creditors:

Creditors and suppliers of goods on credit basis are interested in company, who has solvency and good liquidity position.

Benefit to employees:

Employees are interested in the performance of the company as their benefits are related with profit earned by the company.

Disadvantages of Cost-Benefit analysis:

- Historical values are considered in working out the calculations. However the effects of changes in price level of various items are ignored and that extent comparison and evaluation of proposal becomes unrealistic.
- Usefulness of the ratios depends upon the ability and intention of the person who handle them.
- If there is a window dressing of financial statements ratios derived from them will not serve the purpose.

Definition of Cost:

According to ICMA London ”Cost is the amount of expenditure incurred on or attributable to a given thing.”

Costing:

ICMA(London) defines it as “The technique and process of ascertaining costs.” These techniques are the rules and regulations to govern or regulate the process of ascertaining the costs or services. These are carried from unit to unit immediately to the industry and to the formation of policy.

Costing Tools and Techniques:

Methods of Costing

1. **Job Costing**

   It is method of costing which is applied where production is not repetitive and consists of distinct jobs and orders. Items of costs are assigned to specific jobs or orders and the purpose is to be ascertain the cost of each job. Each job is specific and more managerial control is required on each job.

2. **Process Costing**

   Process costing is used in those industries where a continuous process of production is carried out and the product produced is homogeneous one. The product are produced in a continuous flow and the process is usually standard one. Under this method of costing, a separate account is opened for each process and the cost per unit is ascertained at each stage of process.

TECHNIQUES OF COSTING

1. **Historical Costing**

It is also known as past costing. It is method of ascertaining the costs after they have been incurred. It is practiced by analyzing the financial and costing accounts at the end of the particular period to ascertain the cost of units which have been produced.

2. Normal Costing

Normal costing is an improvement over historical cost method under which product costs are ascertained even before all the costs have been incurred. It is done by ascertaining historical (actual) costs of materials and labour and predetermined rates are used for the treatment of overhead cost. The product cost so determined is called normal cost.

3. Marginal Costing

It is a technique of costing under which marginal costs are ascertained and effect on profit of changes in volume or type of output is determined by differentiating between variable costs and fixed costs.

4. Direct Costing

It is technique of costing under which all direct expenses are charged to products, process or operations while indirect costs are written off against the profits of the period in which they arise.

5. Absorption or Full Costing

It is a technique of casting under which all costs, both variable and fixed are charged to operations, process or products.

6. Uniform Costing

Uniform costing means to use the same costing principles, methods and techniques by several undertakings to achieve the uniformity in system.

a) Marginal Costing:

Marginal Costing is a technique which considers only the marginal costs while computing the cost of the product. ICWA(India) defines marginal costing as," A method that considers only the variable costs as cost of production, leaving out period costs to be absorbed from the marginal contribution."

Contribution = Sales – Variable cost

Profit = Contribution – Fixed Cost

Sales = Variable Cost + Fixed Cost + Profit

Contribution = Fixed Cost + Profit

1. Contribution:

Contribution is the difference between the total sales revenue and the total variable cost. Per unit contribution is the excess of selling price over the variable cost per unit. It can be expressed by the following formula:

Contribution = Sales – Variable Cost

Contribution Per Unit = Selling Price – Variable Cost Per Unit

2. Profit Volume Ratio (P/V Ratio):

It establishes the relationship between the contribution and sales ratio. Therefore, this ratio may also be called as 'Contribution to Sales Ratio'. This ratio can also be expressed as in term of percentage. The ratio is computed by using the following formula:

P . V. Ratio = $\frac{\text{Sales}-\text{Variable Cost}}{\text{Sales}}$

P . V. Ratio = $\frac{\text{chamge in Profit}}{\text{Change in Sales}}$

3. Break Even Point:

Break Even Point is the level of sales at which there shall neither be profit nor loss. It is a point at which total cost is equal to the total sales and the firm incur neither profit nor loss. If the sales volume is increased beyond the break even sales, the profits shall be earned by the business. If the sales volume is decreased beyond the break even sales, the loss shall be suffered by the business. It is computed as followes:

Break Even Point(units) = $\frac{\text{Fixed Costs}}{\text{Contribution Per Unit}}$

Break Even Point(Rs) = $\frac{\text{Fixed Cost}}{\text{Contribution}} * \text{Sales Revenue}$

b) Cost sheet:

Cost Sheet has been defined by CIMA, London as, " A document which provides for the assembly of the detailed cost of a centre or a cost unit." It provides the various components of cost. A cost sheet helps in the determination of cost per unit and fixation of selling price of the product.

1. Prime Cost

It includes the cost of direct material, direct labour and direct expenses. The cost of direct material includes the opening stock of direct materials plus purchases of direct materials less closing stock of direct materials.

2. Factory Cost

It inclusive of prime cost and manufacturing overheads which comprises of the cost of indirect material, indirect labour and indirect expenses of the factory. It is also known as Work Cost. The works cost is adjusted for inventory of works in progress as follows:

Factory Cost = Gross Factory cost + Opening Work in Progress – Closing Work in Progress

3. Cost of Production

The cost of production comprises of factory cost and office and administrative overheads added to it. It is adjusted for inventory of finished goods as follows:

Cost of Production = Gross Cost of Production +Opening stock of finished Goods –Closing stock of finished goods

4. Total Cost or Cost of Sales

The total cost of production of goods sold plus selling and distribution overhead is known as total cost or cost of sales.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

ANALYSIS OF COSTING APPROACH

INCOME STATEMENT

TABLE NO 5.1

Sl.no	Particulars	2016-17	2017-18	2018-19	2019-20	2020-21
1	Net Sales	290860545	303293458	305427519	280288983	296458381
2	(-) Variable cost	214923202	222114853	232212698	193230234	197153193
3	Contribution	75937343	81178605	73214821	87058749	99305188
4	(-) Fixed Cost	40871682	46403949	48815825	56442350	68296223
5	EBIDT	35065661	34774656	24398996	30616399	31008965
6	(-) Depreciation	8238710	8578561	10132346	12263868	14617302
7	EBIT	26826951	26196095	14266650	18352531	53678921
8	(-) Interest	2002189	2457539	2651345	1842970	980482
9	EBT	24824762	23738556	11615305	16509561	52698439
10	(-)Tax	10630457	12190309	9298301	10716481	10319846
11	EAT	14194305	11548247	2317004	5793080	42378593

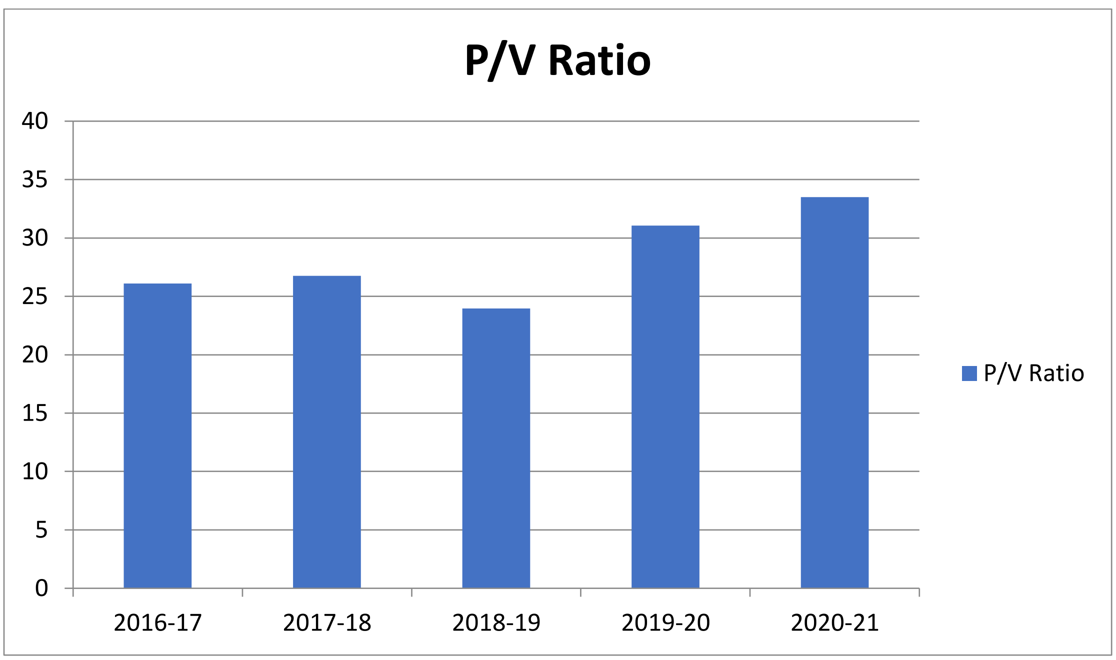
1. ANALYSIS OF PROFIT VOLUME RATIO

Formula :- P/V Ratio = $\frac{\text{Total Contribution}}{\text{Total Sales}}$

TABLE NO. 5.2

Year	Total Contribution	Total Sales	P/V Ratio
2016-17	75937343	290860545	26.10
2017-18	81178605	303293458	26.76
2018-19	73214821	305427519	23.97
2019-20	87058749	280288983	31.06
2020-21	99305188	296458381	33.49

GRAPH NO 5.1



Interpretation

From the above analysis it clearly shows that P/V Ratio for the year 2020-21 is more i.e. 33.49% when compared to other years. For the year 2016-17and 2017-2018 P/V Ratio is stable. And for the year 2018-19 it is lower i.e. 23.9%.

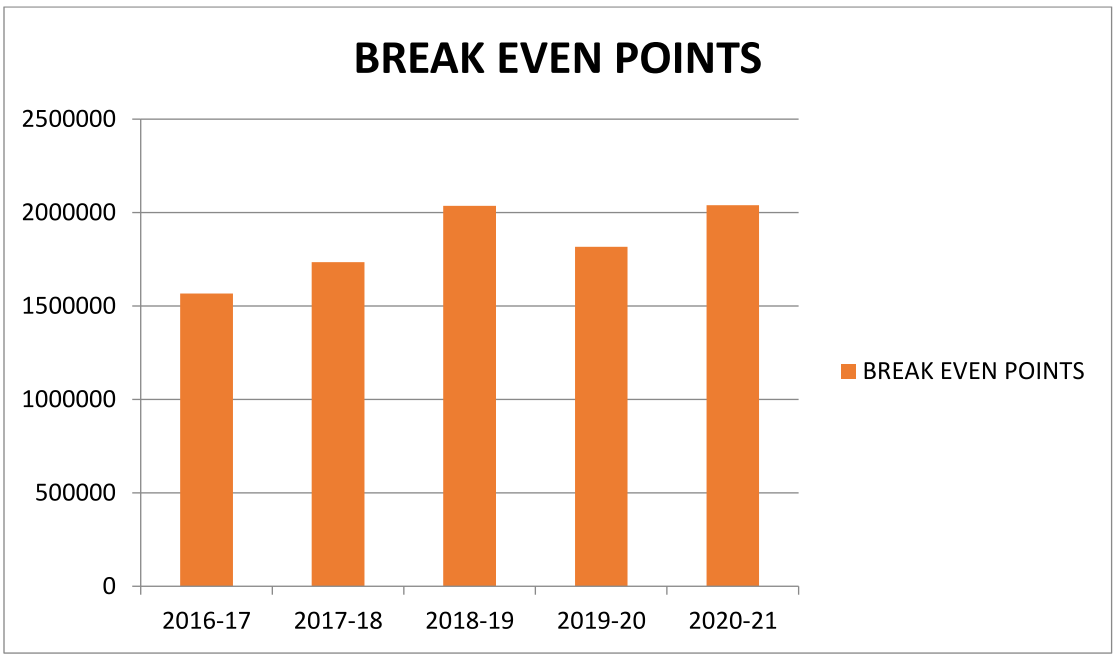
2. ANALYSIS OF BREAK EVEN POINT

Formula:- BEP(Rs) = $\frac{\text{Fixed Costs}}{\frac{P}{V}\text{Ratio}}$

TABLE NO 5.3

Year	Fixed Cost	P/V Ratio	BEP(Rs)
2016-17	40871682	26.1	1565965
2017-18	46403949	26.76	1734079
2018-19	48815825	23.97	2036538
2019-20	56442350	31.06	1817204
2020-21	68296223	33.49	2039302

GRAPH NO 5.2



Interpretation

From the above analysis it clearly shows that Break even sales is less in the year 2016-17as compare to other years. For the year 2020-21 Break even sales is more.

3. COST SHEET

Particulars	2016-17	2017-18	2018-19	2019-20	2020-21
Direct Material	132751281	134719937	136196158	101997261	86162667
Direct Labour	22219916	26064140	28030475	28796695	40083644
Direct Expenses	678471	643747	478827	419575	431516
PRIME COST	155649668	161427824	164705460	131213531	126677827
Add: Factory Overhead	13224666	12969278	11377312	11777276	24019227
TOTAL(PC+F.O)	168874334	174397102	176082772	142990807	150697054
Add: Opening Work in Progress	298863	150894	399276	213039	139401
	169173197	174547996	176482048	143203846	150836455
Less: Closing Work in Progress	(369828)	(399276)	(213039)	(139401)	(264384)
WORKS COST	168803369	174148720	176269009	143064445	150572071
Add: Administrative Overhead	21091123	38055938	38916169	49337274	53531254
COST OF PRODUCTION(WC+Ad.Ohs)	189894492	212204658	215185178	192401719	204103325
Add: Opening stock of finished goods	8505214	4521588	6411552	8727618	9699210
	198399706	216726246	221596730	201129337	213802535
Less: Closing stock of finished goods	(4548170)	(6411552)	(8727618)	(9699210)	(9676080)
COST OF SALES	193851536	210314694	212869112	191430127	204126455
Add: Selling and Distribution	17205070	2901921	2863207	3957294	3970702
TOTAL COST (COS+S&D Ohs)	211056606	213216615	215732319	195387421	208097157
Profit	79803939	90076843	89695200	84901562	88361224
Total Sales	290860545	303293458	305427519	280288983	296458381

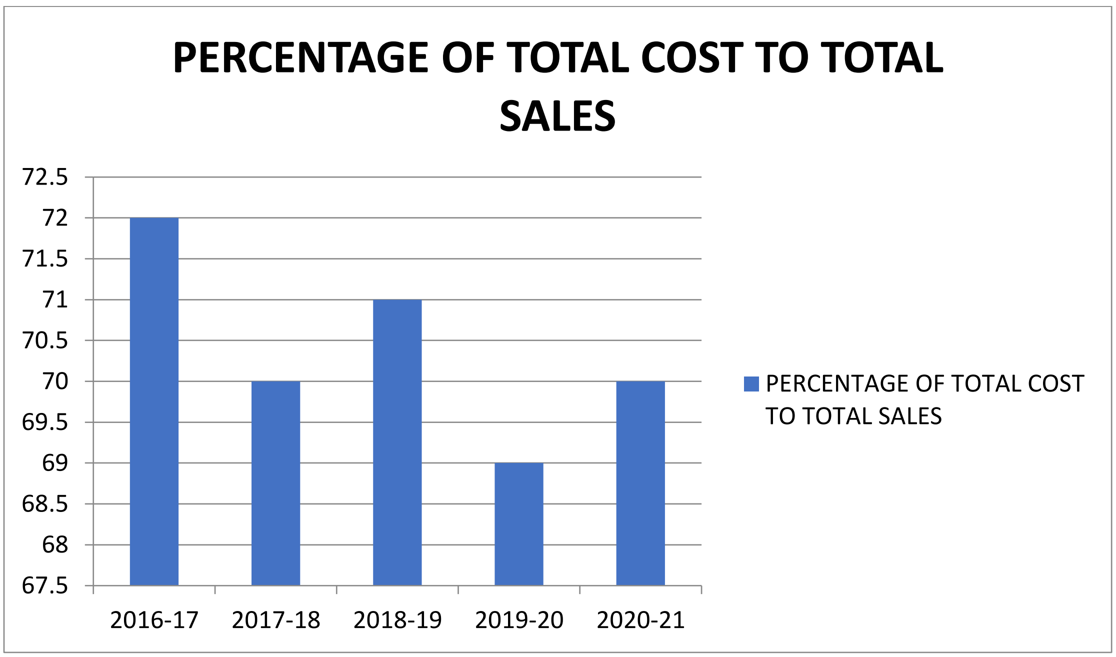
4. PERCENTAGE OF TOTAL COST TO TOTAL SALES

Total Cost to Total Sales = $\frac{\text{Total Cost}}{\text{Total Sales}}$*100

TABLE NO 5.4

Year	Total Cost	Total Sales	Percentage
2016-17	211056606	290860545	72
2017-18	213216615	303293458	70
2018-19	215732319	305427519	71
2019-20	195387421	280288983	69
2020-21	208097157	296458381	70

GRAPH NO 5.3



Interpretation

From the above it is clear that percentage of total cost to total sales is almost same during the study period of 5 year i.e. Average 70% of total cost to total sales.

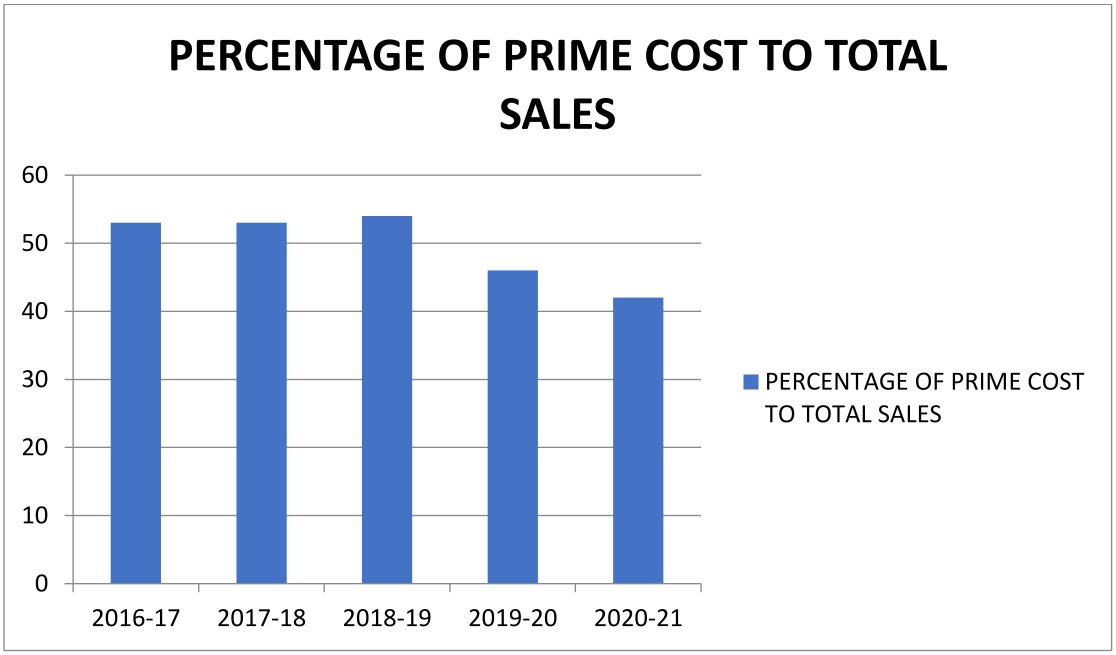
4. PERCENTAGE OF PRIME COST TO TOTAL SALE

Total Sales to Prime Cost = $\frac{\text{Prime Cost}}{\text{Total Sales}}$*100

TABLE NO 5.5

Year	Prime Cost	Total Sales	Percentage
2016-17	155649668	290860545	53
2017-18	161427824	303293458	53
2018-19	164705460	305427519	54
2019-20	131213531	280288983	46
2020-21	126677827	296458381	42

GRAPH NO 5.4



Interpretation

From the above graph and table it is clear that major sales revenue is consumed by "direct costs" (called prime cost), during the study period it is on average 50% of sales are prime cost.

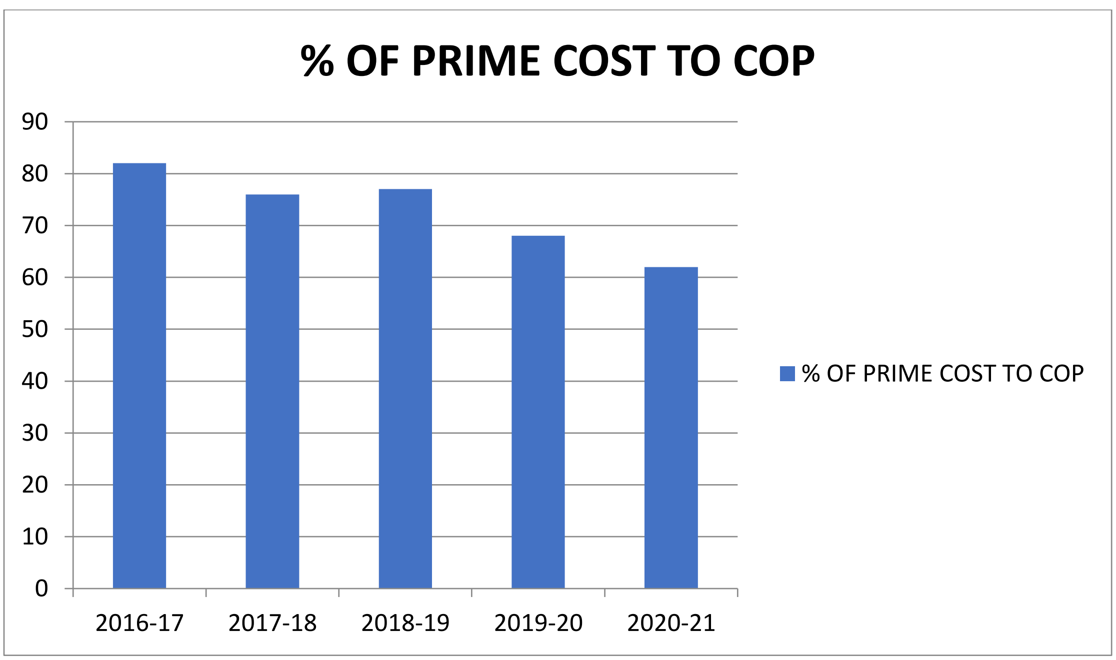
5. ANALYSIS OF PRIME COST TO COST OF PRODUCTION

Prime Cost to COP = $\frac{\text{Prime Cost}}{\text{Cost of Production}} * 100$

TABLE NO 5.6

Year	Prime Cost	Cost of production	Percentage
2016-17	155649668	189894492	82
2017-18	161427824	212204658	76
2018-19	164705460	215185178	77
2019-20	131213531	192401719	68
2020-21	126677827	204103325	62

GRAPH NO 5.6



Interpretation

From the above table it is clear that Prime Cost occupies major portion in the production Cost. This percentage is gradually decreases year on year from 82% (2016-17) to 62% (2020-21).

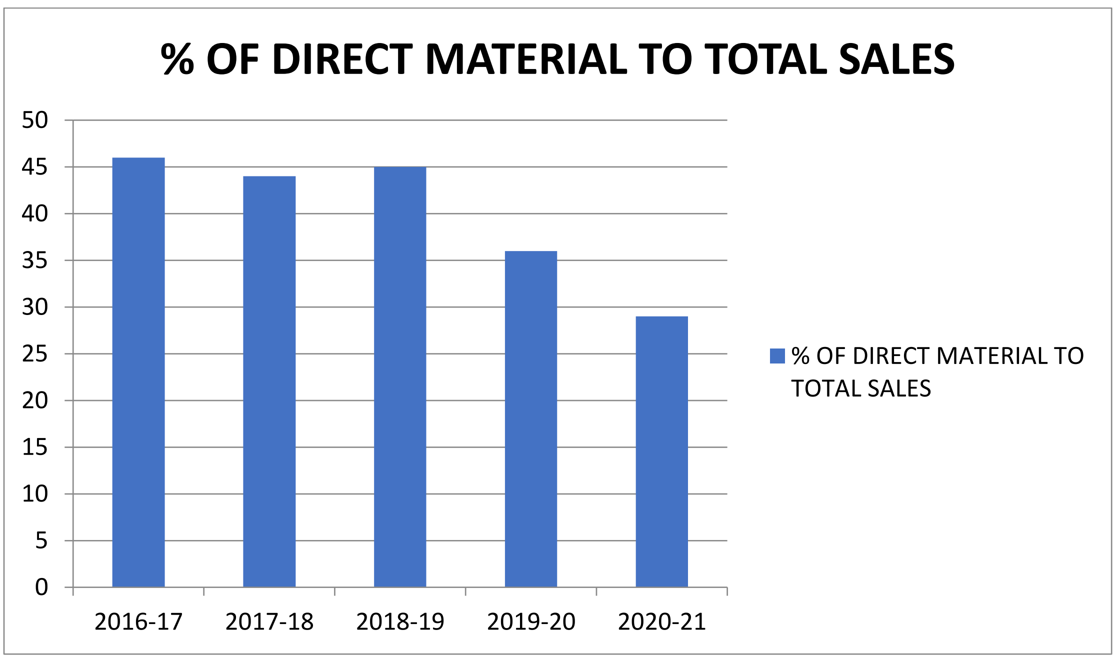
6. PERCENTAGE OF DIRECT MATERIAL TO TOTAL SALES

Direct Material to Total Sales = $\frac{\text{Direct Material}}{\text{Total Sales}} * 100$

TABLE NO 5.9

Year	Direct Material	Total sales	Percentage
2016-17	132751281	290860545	46
2017-18	134719937	303293458	44
2018-19	136196158	305427519	45
2019-20	101997261	280288983	36
2020-21	86162667	296458381	29

GRAPH NO 5.7



Interpretation

From the above analysis it is clear that Direct materials to total sales is decreasing year on year i.e. 46% (2016-17) to 29% (2020-21).

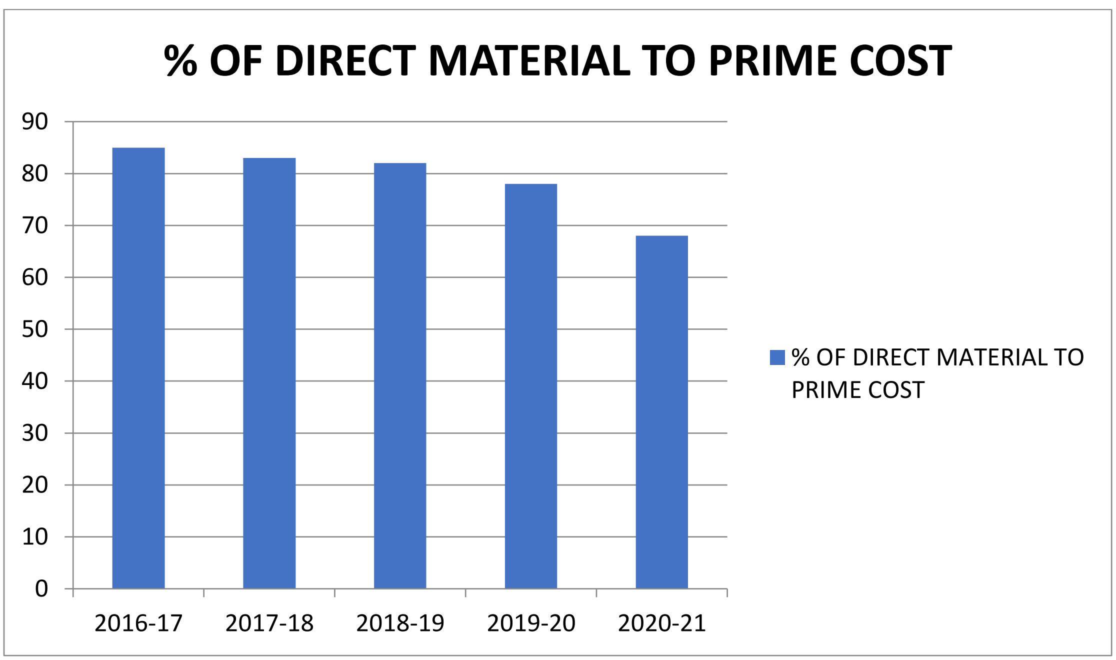
7 .PERCENTAGE OF DIRECT MATERIAL TO PRIME COST

Direct Material to Prime Cost = $\frac{\text{Direct Material}}{\text{Prime Cost}} * 100$

TABLE NO 5.10

Year	Direct Material	Prime Cost	Percentage
2016-17	132751281	155649668	85
2017-18	134719937	161427824	83
2018-19	136196158	164705460	82
2019-20	101997261	131213531	78
2020-21	86162667	126677827	68

GRAPH NO 5.8



Interpretation

From the above graph it is very clear that Direct Material cost is decreases year on year as compared to Prime Cost i.e. 85% (2016-17) to 68% (2020-21).

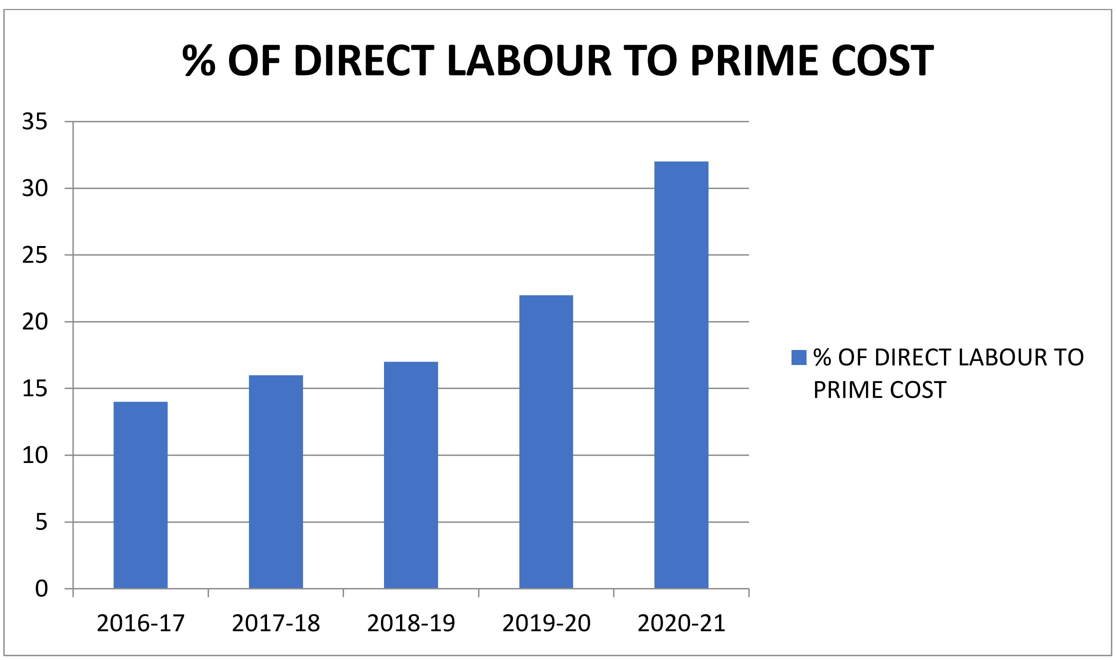
8.PERCENTAGE OF DIRECT LABOUR TO PRIME COST

Direct Labour To Prime Cost = $\frac{\text{Direct Labour}}{\text{Prime Cost}} * 100$

TABLE NO 5.11

Year	Direct labour	Prime cost	Percentage
2016-17	22219916	155649668	14
2017-18	26064140	161427824	16
2018-19	28030475	164705460	17
2019-20	28796695	131213531	22
2020-21	40083644	126677827	32

GRAPH NO 5.9



Interpretation

From the above table it is ascertained that Direct labour cost is drastically increased year on year i.e. 14% (2016-17) to 31% (2020-21).

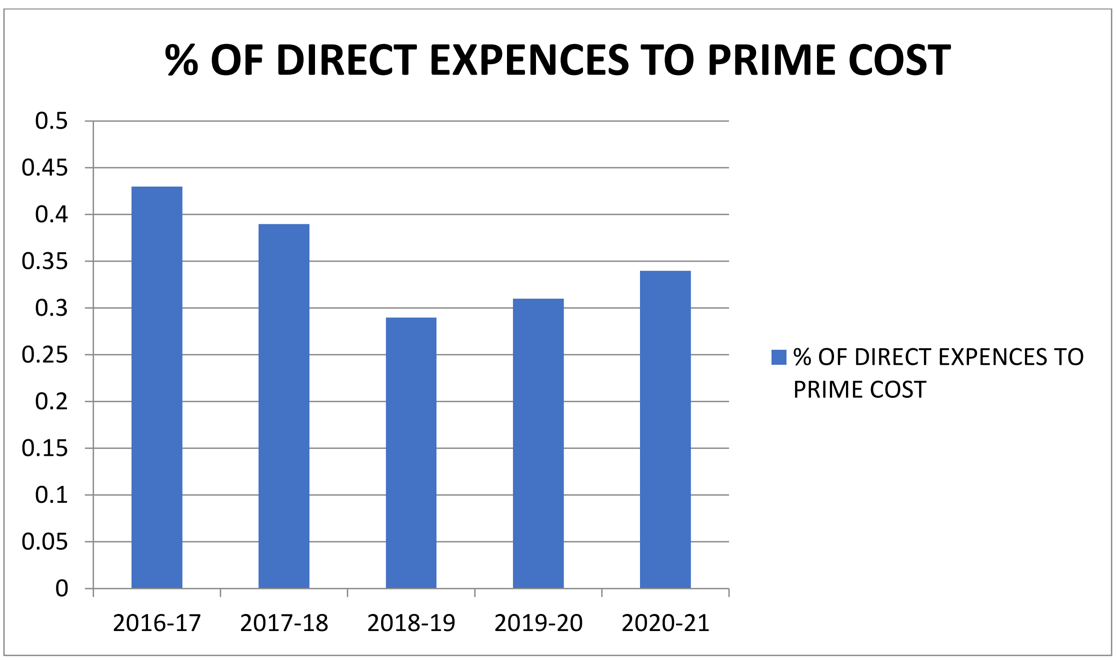
7. PERCENTAGE OF DIRECT EXPENSES TO PRIME COST

Direct expenses to Prime cost = $\frac{\text{Direct expenses}}{\text{Prime cost}} * 100$

TABLE NO 5.12

Year	Direct Expenses	Prime Cost	Percentage
2016-17	678471	155649668	0.43
2017-18	643747	161427824	0.39
2018-19	478827	164705460	0.29
2019-20	419575	131213531	0.31
2020-21	431516	126677827	0.34

GRAPH NO 5.10



Interpretation

From the above table it is clear that direct expenses are very negligible as compared to prime cost, i.e. less than 01% during all year.

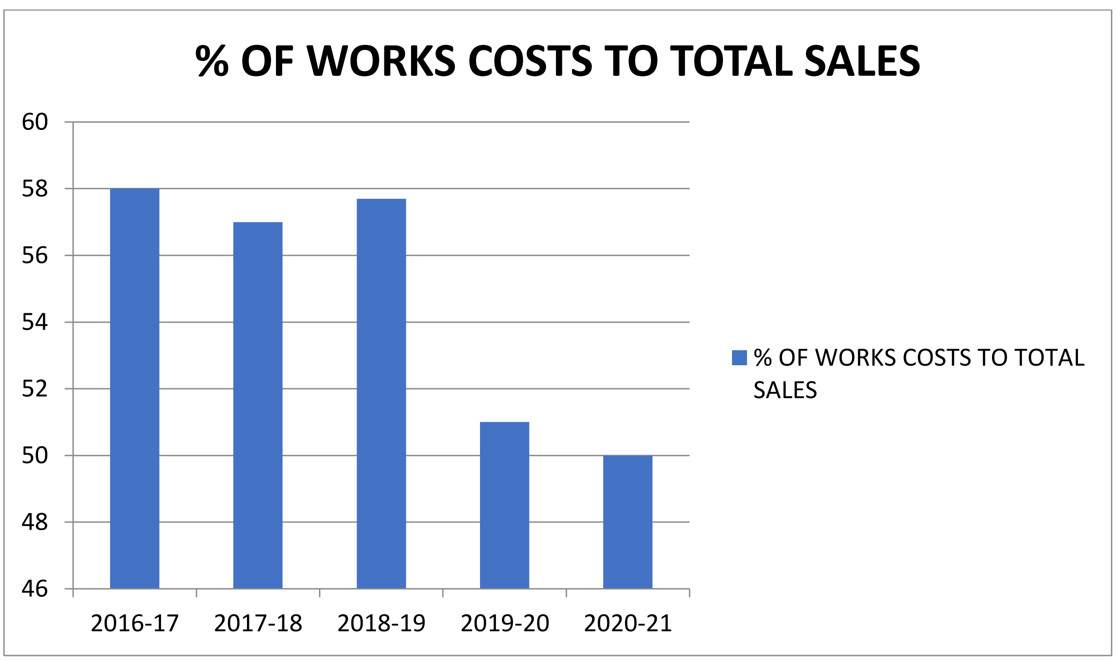
8. PERCENTAGE OF WORKS COST TO TOTAL SALES

Works Cost to Total Sales = $\frac{Works\ cost}{Total\ sales} * 100$

TABLE NO 5.13

Year	Works Cost	Total sales	Percentage
2016-17	168803369	290860545	58
2017-18	174148720	303293458	57
2018-19	176269009	305427519	57.7
2019-20	143064445	280288983	51
2020-21	150572071	296458381	50

GRAPH NO 5.11



Interpretation

From the above graph it is clear that Works cost is decreasing year on year as compared to Total sales i.e. 58% (2016-17) to 50% (2020-21).

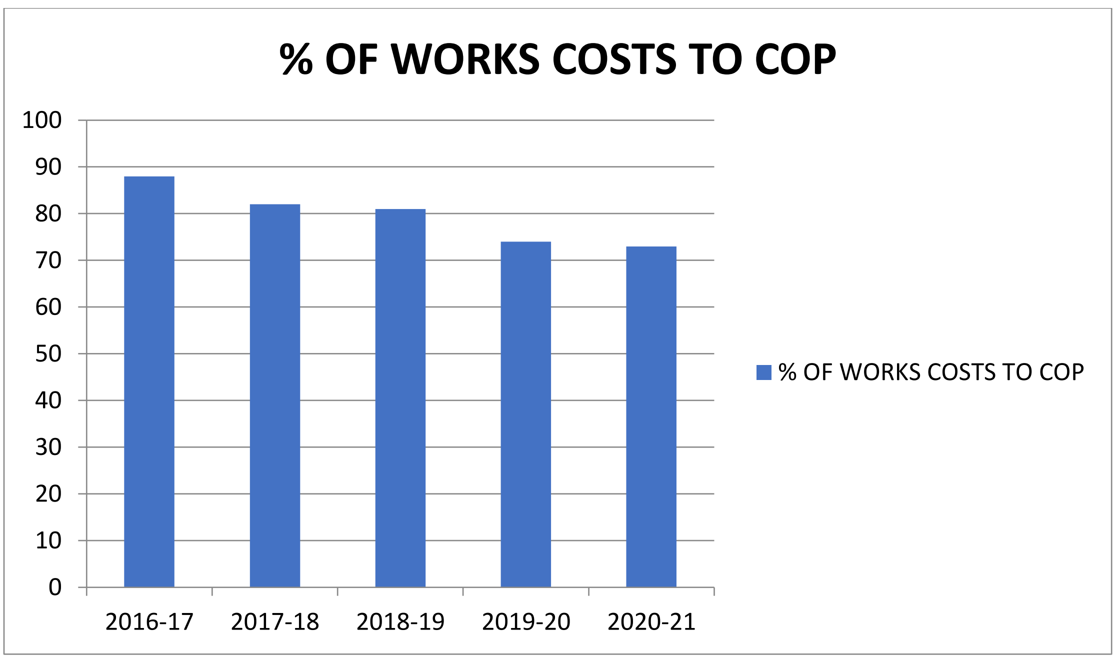
9. PERECNTAGE OF WORKS COST TO COST OF PRODUCTION

Works cost to COP = $\frac{Works\ cost}{Cost\ of\ Production} * 100$

TABLE NO 5.14

Year	Works Cost	Cost of production	Percentage
2016-17	168803369	189894492	88
2017-18	174148720	212204658	82
2018-19	176269009	215185178	81
2019-20	143064445	192401719	74
2020-21	150572071	204103325	73

GRAPH NO 5.12



Interpretation

From the above table it is clear that Work cost occupies major portion in the Cost of production. This percentage gradually decreases year on year from 88% (2016-17) to 73% (2020-21).

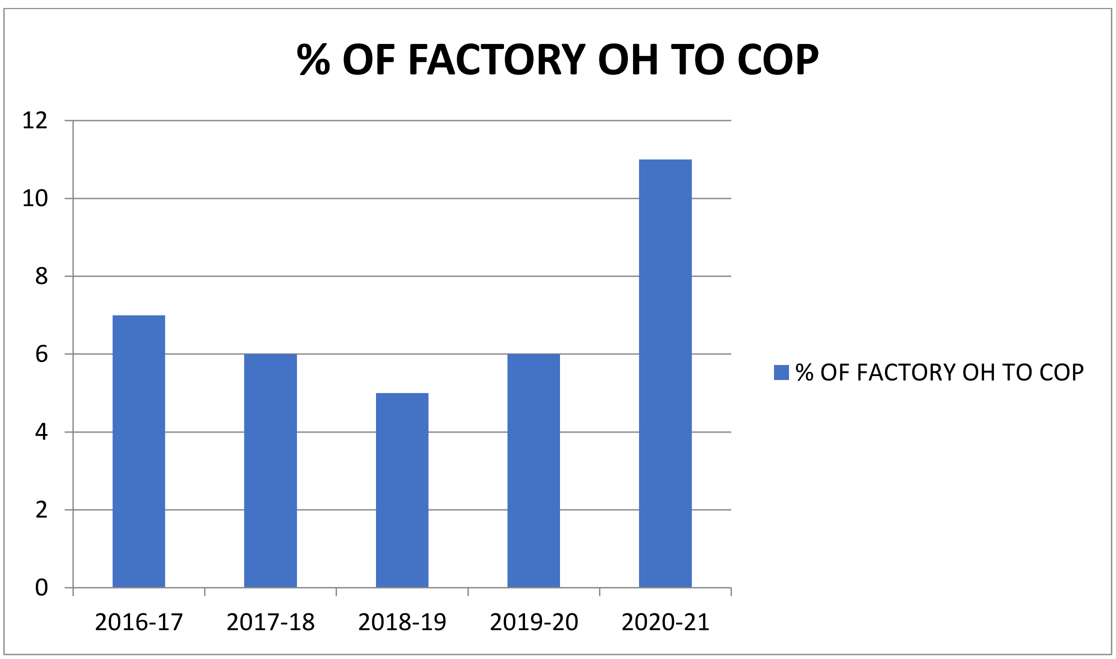
10. PERCENTAGE OF FACTORY OVERHEAD TO COP

Factory overhead to COP = $\frac{Factory\ overhead}{COP} * 100$

TABLE NO 5.15

Year	Factory overhead	Cost of production	Percentage
2016-17	13224666	189894492	7
2017-18	12969278	212204658	6
2018-19	11377312	215185178	5
2019-20	11777276	192401719	6
2020-21	24019227	204103325	11

GRAPH NO 5.13



Interpretation

From the above table it is clear that Factory overhead is drastically increased in the year 2020-21 i.e. 11%. For the year 2017-18 & 2019-20 it is constant.

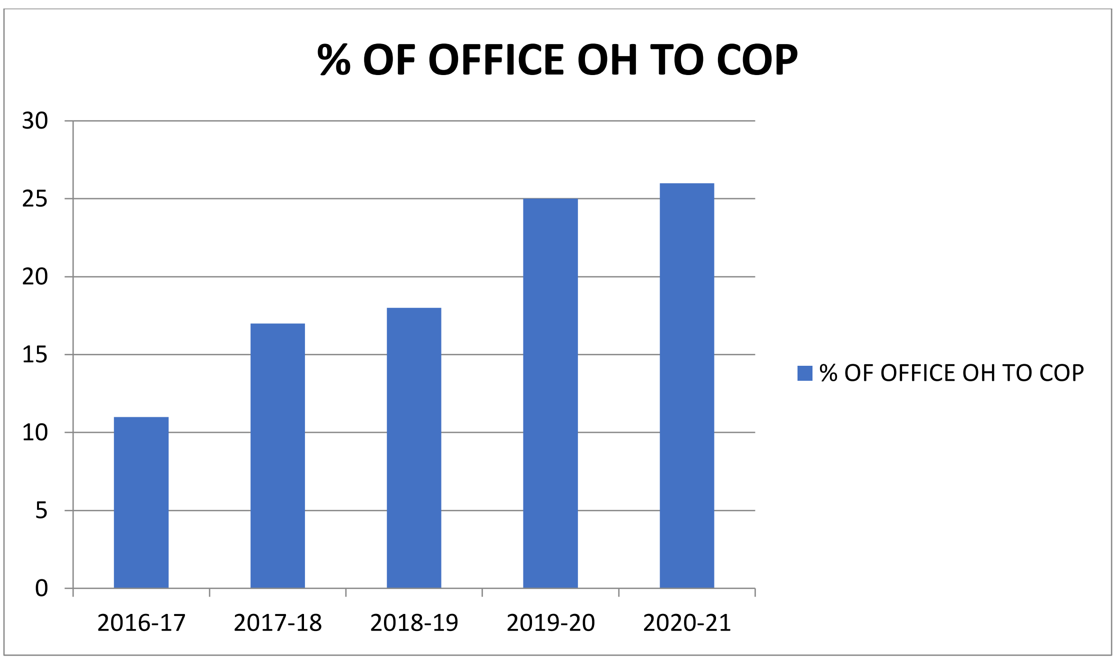
11. PERCENTAGE OF OFFICE OVERHEAD TO COP

Office overhead to COP = $\frac{Office\ overhead}{Cost\ of\ production} * 100$

TABLE NO 5.16

Year	Office overhead	Cost of production	Percentage
2016-17	21091123	189894492	11
2017-18	38055938	212204658	17
2018-19	38916169	215185178	18
2019-20	49337274	192401719	25
2020-21	53531254	204103325	26

GRAPH NO 5. 14



Interpretation

From the above graph it is clear that Office overhead is drastically increased year on year i.e. 11% (2016-17) to 26% (2020-21).

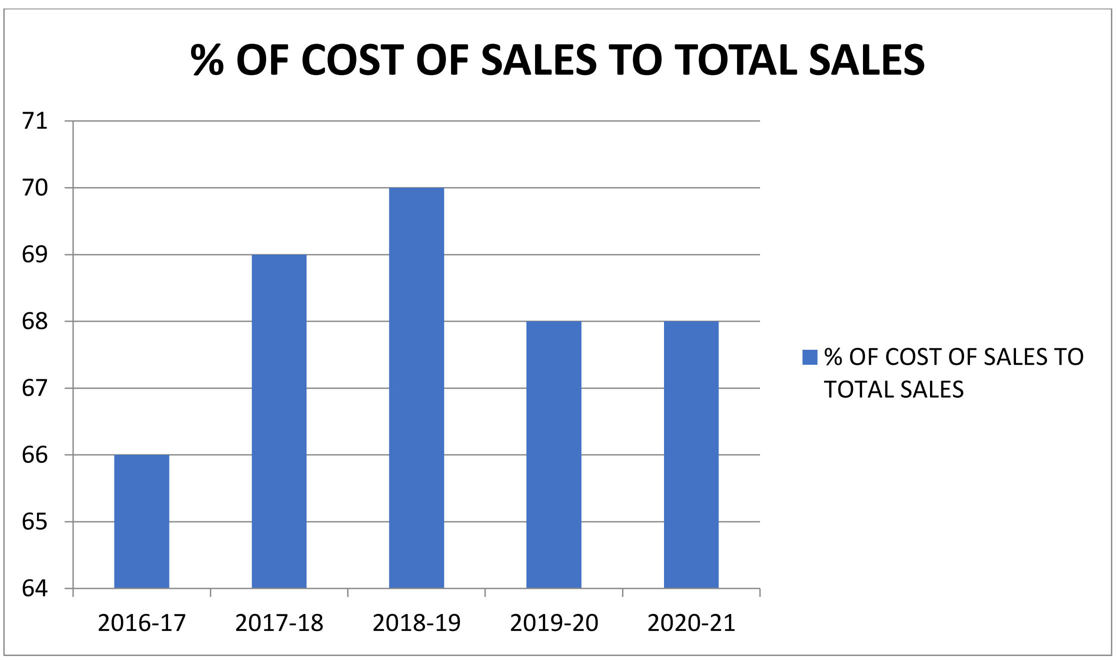
12. PERCENTAGE OF COST OF SALES & TOTAL SALES

Cost of sales & total sales = $\frac{cost\ of\ sales}{total\ sales} * 100$

TABLE NO 5.17

Year	Cost of Sales	Total Sales	Percentage
2016-17	193851536	290860545	66
2017-18	210314694	303293458	69
2018-19	212869112	305427519	70
2019-20	191430127	280288983	68
2020-21	204126455	296458381	68

GRAPH NO 5.15



Interpretation

From the above analysis it is clear that cost of sales to total cost increases in the year 2018-19 i.e. 70% compared to other years. In the year 2019-20 & 2020-21 it is constant i.e. 68%.

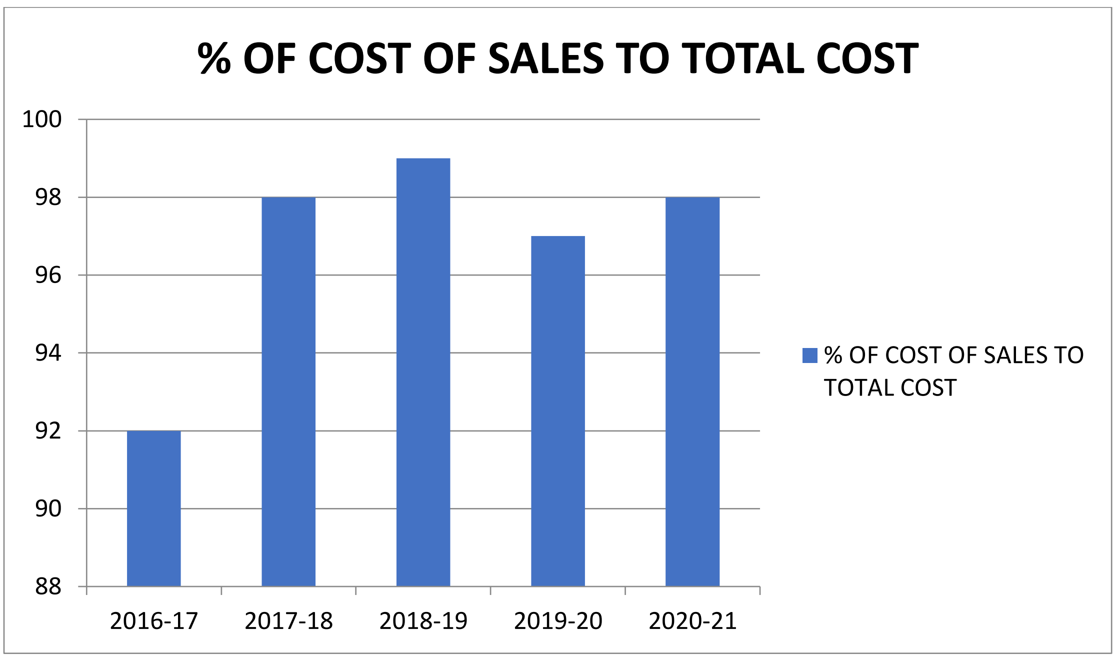
13. PERCENTAGE OF COST OF SALES TO TOTAL COST

Cost of Sales to Total cost = $\frac{Cost\ of\ sales}{Total\ cost} * 100$

TABLE NO 5.18

Year	Cost of Sales	Total Cost	Percentage
2016-17	193851536	211056606	91
2017-18	210314694	213216615	98
2018-19	212869112	215732319	99
2019-20	191430127	195387421	97
2020-21	204126455	208097157	98

GRAPH NO 5.16



Interpretation

From the above table it is clear that cost of sales to total cost is high in the year 2014-15 i.e. 99%. For the year 2016-17, 2017-18, 2019-20 and 2020-21 it is decreased.

CHAPTER 5

FINDINGS , SUGGESTION AND CONCLUSION

FINDINGS

- Percentage of prime cost to total sales is decreasing in the year 2019-20 and 2020-21
- The company showing prime cost to cost of production is gradually decrease over the years
- Direct material to total sales is decreasing year on year
- I found that direct material cost is decreasing year on year as compare to prime cost
- Percentage of works cost to total sales is decreasing in the year 2019-20 and 2020-21

SUGGESTION

- I suggest to the company to increase production efficiency
- When company reduce the cost then the company will get more profit and benefit
- In order to increase direct material to total sales company can have a control on operating expenses
- I suggest that the company to increase the sales and reduce the cost of production

CONCLUSION

The cost benefit Analysis study provides an overall view of companies liquidity position and its performance. Cost benefits Analysis plays a significant role in the company.

The project of cost benefits analysis in the manufacturing concern is not merely a work of the project. But a brief knowledge and experience of that how to analyse the financial performance of the company. Through the study I gained theoretical knowledge & practical skills.

This study was beneficial as it helped me increase my practical knowledge.

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- **Audited Annual Reports, Annexures, Schudels & Relevant attachments of Abhishek Alloys Pvt. Ltd.**

Websites:

- Official websites-www.abhishekalloyspvt.ltd
- www.foundryinfo.india.org.

Text Books:

- Accounting For Business Managers by Dr. Sakshi Vasudeva 2013 edition. Himalaya Publishing House Pvt. Ltd.,
- Financial Management by M.Y. Khan & P.K. Jain: Mc. Graw-Hill iEducation Ltd, 7th Edition.

SKE SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

Department of BBA- Belagavi

(Affiliated To Rani Channamma University, Belagavi)

RANI CHANNAMMA UNIVERSITY, BELAGAVI

A Project report on

"EMPLOYEE SATISFACTION"

Undertaken At

"BELGAUM FERROCASTE (INDIA) PVT.LTD"

Submitted By

MR.LINGRAJ NAIK

REG.NO. B1811215

Submitted to

RANI CHANNAMMA UNIVERSITY, BELAGAVI

In the Partial Fulfilment of the Award of

BACHELOR'S DEGREE OF BUSINESS ADMINISTRATION

2020-2021

SKE SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

Department of BBA- Belagavi

A project report on

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Submitted By

MR.LINGRAJ NAIK

REG.NO. B1811215

BBA 6th Sem.

Under the Guidance of

Organizational Guide	Institute Guide
Mr. R. K. SANDI	Prof.S.S.Shimangoudar

2020-2021

S.K.E. SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

BELAGAVI-590006

(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

Certificate

This is to certify that **Mr.lingraj naik** has satisfactorily completed the project at project **at BFPL (I) Pvt. Ltd Belagavi.** In partial fulfilment of award of Bachelor's Degree in Business Administration by **Rani Channamma University, Belagavi** for the year 2020-21

Institution Guide	**Director**
Prof.S.S.Shimangoudar	**Prof. S.S. Shimangoudar**

DECLARATION

I Mr lingraj naik bearing the Register No.B1811215 hereby declare that, the project report entitled.

"EMPLOYEE SATISFACTION at BFPL (I) Pvt. Ltd Belagavi"

Submitted to Rani Parvati Devi College of Arts and Commerce,Dept. of BBA, Belagavi, in partial fulfilment of the requirement for the awards of degree of Bachelor of Business Administration during the year 2020-2021, is record of bonafide reports carried out by me under the guidance of Prof.S.S.shimangoudar And no part of it has been submitted for any other degree or diploma.

Place: Belagavi **lingraj naik**

Date

ACKNOWLEDGEMENT

It is my privilege to extend few words of all thanks to all the people have helped and encouraged me in completing this project successfully.

My heartily thanks to **BFPL (I) Pvt. Ltd Belagavi** i for giving me opportunity to undergoing my in-plant project in their esteemed organization.

I sincerely thank the organization guide Mr.R.K Sandi , System in charge. I remain obliged to him for taking off time from his busy schedules to guide me in this project.

I would also like to thank the entire employee of the organization who have helped me directly and indirectly in the accomplishment of this project.

I express my earnest gratitude to my project guide Prof.S.S.Shimangoudar for his constant and timely support and supervision and valuable guidance during my project.

I also feel great pleasure to take this opportunity to my humble and deep sense of gratitude to our esteemed to our Director, Prof.S.S.Shrimangouda for his whole hearted support throughout the curriculum,

LINGRAJ NAIK

EXECUTIVE SUMMARY

The project was undertaken in BFPL (I) Pvt. Ltd Belagavi, belgaum as a part of BBA degree with objective to study "EMPLOYEE SATISFACTION" in the company.

This report gives information about" EMPLOYEE SATISFACTION".

This report also involves the company profile, history, Achievements of the company and the information and the recruitment and selection level of the company.

The study was conducted systematically according to the requirements of subject. The primary data required for study was obtained from the employee with the strutured questionnaires and personal interview which was given employees randomly. The secondary data was collected through internet, company handbook.

The study was limited 30 days .the study is intended to evaluation of training given to the employees in organization. A good training evaluation process or design is very essential for the efficiency of the activities of organization to achieve the goal of the organization.

LINGRAJ NAIK

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INTRODUCTION OF BELGAUM FERROCAST (INDIA) PRIVATE LIMITED

Belgaum Ferrocast (India) Pvt. Ltd. is one of the leading Grey Iron and Ductile Iron Machined Components Manufacturer and Supplier for Domestic and Global Clients. We are a Private Limited Company established on 1st December 2006, with mergers of companies S.N. Engineering established in the year 1987 and M/s. Sai Metals established in 2000.

We are situated in Belgaum city in Karnataka sate of India. Belgaum is one of the top three cities in India with state of the art infrastructure to cater to the casting requirements of Domestic as well as Global Markets.

We have two foundries and a machine shop. Our annual capacity is about 10,200MT, consisting of approx 1 million components. All the components are supplied in finish and semi finished condition to various industrial sectors such as:

Automobile Industry - Inertia Rings, Hubs and Housings for Torsional Vibration Dampers, Front Bearing Cover, Rear Bearing Cover Components for Transmission Assemblies.Engine Industry - Pulleys, Water Pump Body, Covers, Lube oil Housings, Oil Pans, Gear Case Covers, and Manifolds used in Diesel Engines , Couplings , Centres castings for Gear box and transmission Infrastructure- Traction Sheaves for Elevators. O.E.M – Cylinders Components for Air compressors. Irrigation & Agriculture – Butterfly valve body and Disc for Valve industries .Hydraulics Industry- Castings such as body, flang and covers for
Hydraulic gear pumps.

Certification;

Quality System : ISO 9001: 2008 & TS 16949

EMS : ISO 14001: 2004

OHSAS : ISO 18001: 2007 from TUV SUD

- Duns & Bradstreet D-U-N-S Certified , (NO.67-611-0320)
- Manufacturing Facility Spread across 3 Units more than 1,00,000 sq .ft

COMPANY PROFILE OF BELGAUM FERROCAST PRIVATE (I) LIMITED

Name of company	BELGAUM FERROCAST INDIA PVT LTD.
Establishment	1st December 2006
Location	Plot No 150,Sy No.585 & 589 Machhe Industrial Area Machhe BELAGAVI
Nature of industry & Process	Manufacturing of iron and casting metals
Nature of ownership	Private Limited
Name of the concerned bankers	STATE BANK OF INDIA BELAGAVI
Address for correspondence	Plot No 150,Sy No.585 & 589 Machhe Industrial Area Machhe BELAGAVI
Phone No	0831 -2411052
Fax No	0831-2441957

DIRECTOR`S OF THE COMPANY

1) Executive Chairman	Mr.NiranjanSant
2) Managing Directors	Mr. Sachin Sabanis
3) Coordinator	Mr.PrabhakarKulkarni

❖ VISSION :

“We at Belgaum Ferrocast (India) Pvt. Ltd .are committed to be a reliable supplier of Quality products through process improvement, innovation & proactive approach”

❖ MISSSION:

* Achieve 75 % of sales through Domestic customer & 25% sales through Export .
* Continually improve the Environmental performance & occupation health & safety performance by providing safe & healthy work environment by energy conservation , improving Reuse , Recycling of resources & doing proper disposal of waste .
* Maximize value addition.
* To built in house technical competence & be a solution provider.
* Promote “proactive & team work culture.
* 2 % of the net profit to be allocated for CSR Projects

CORE VALUES

ACCOUNTABILITY

SPEED & EFFICIENTLY

CREATIVITY & INNOVATIONPROACTIVE

FIT

PASSION

OPEN MINDED & COURAGEOUSETHICAL

APPROACH

We Use for Casting Process

We employee several process for manufacturing supreme quality cast Iron and Cast Iron Components like Inertia Ring, Rubber Damper, Viscous Damper, Viscous Hub, Rubber Damper Hub, Damper Inertia Ring, C.I Pulleys and Damper Housing . With the help of cutting edge technology, we are able to effectively undertake the casting procedure and meet the requirements of clients. Some of the processes we utilize are as following:

- **Pattern making :**
  We have in-house pattern shop where minor repairs & modifications of moulds are done. The patterns we use are made of wood or composite material or aluminium and are used for preparation of sand moulds.
- **Pouring :**
  At these stages the mould is filled using network of runner through. The runner thrughs are designed to achieve the requirements of each casting. We maintain the temperature to ensure proper pouring process.
- **Moulding :**
  We use jolt squeeze machine to carry out floor mouldings, and loose moulding, processes. Moulds are generally made of green sand, or of self-hardening sand, silicate, no bake and also shell. The moulding is done in fix boxes as well as loose flask type.
- **Melting :**
  For melting we use cupola machines with varying capacities which are fitted with scrubber for environment friendly operations.
- **Shakeout/ cleaning :**
  The casting is lifted out of its moulds after the solidification & cooling process is over. This is followed by another moulding cycle where the casting is freed from its risers, shot blasted and cleaned for shipping.
  After the cleaning the casting is ready to undergo operations such as thermal treatments, machining or painting whenever necessary. Thermal treatment is essential for stress relieving and changing the mechanical properties of the casting. Painting of casting is essential for the surface protection of the castings.

MAJOR CUSTOMER`S OF THE COMPANY

1. Ashok Iron Works Pvt. Ltd., plant –I
2. Atlas copco (India) Limited
3. Coupling Engineering Service
4. Craft &Technik Industries
5. Creative Tool & Components (I) Pvt. Ltd
6. Mahindra & Mahindra Ltd.
7. Midland Manufacturing
8. Poly Hydron
9. Samarth Engineering
10. V.K. Engineering Works

AWARDS

1. Outstanding Performance for Quality & Delivery.
2. India ABO Supplier Conference 2013.
3. Vehicle Group India 2011.
4. Best New Supplier

MAJOR MACHINERY

FOUNDRY DIVISION

Foundry division is equipped with 1250 kw Tri Track Induction furnace,With present melting capacity of 1100 MT/ Month.

A semi automated sand plant for green sand moulding process with sand preparation capacity of 30 MT / Hour.

A fully equipped testing lab.

MACHINE DIVISSION

Machine division is a full fledged setup with latest
Machine turn mill centre (VTM)
CNC turning centre which production capacity rang from co-chucking 2000 chucking capacity.

STRENGTHS

- Small to large batch sizes production flexibility.
- All molding process under one roof.
- Practice TOC & LEAN for overall business growth.
- Adequate infrastructure & in house manufacturing facilities.
- Faster response time.
- 30000 sq .ft. land available for expansion.
- Full fledge in house testing capacity.

PRODUCT PROFILE

1. Hydraulics
2. Pumps (Water / Oil)
3. Industrial Equipments
4. Transmission
5. Engine Components
6. Automobile
7. Valve Industry

OUR DREAM

Think Big, Think Fast, Think Ahead, Ideas Are Nobody's Monopoly. Ones Dreams Have To Be Bigger, Ones Ambition Higher, Ones Commitments Deeper and Ones Efforts Greater"
Meeting Dead Lines Is Not Good Enough, Beating Deadlines Is What We Expect. This Is OUR Dream For BFP

STRENGTH OF EMPLOYEE

NO. OF EMPLOYEE	During the first shift
NO. OF STAFF	**70**
TOTAL WORKER	**70**

POLICY & STEPS TO ACHIVE TURN OVER OBJECTIVE

- Export business – To achieve 25% of sales through export.
- Manufacturing – Expertise, Competency & facility.
- Packaging & Logistics – Understanding & adherence to international norms & standards.85% through existing customers & 15% . byaddition of new customers. Supply casting in 100% Machined condition.

Focus on;

- Speed & Accuracy in Development.
- Process & quality improvement.
- Value addition & Value Engineering.

BELGAUM FERROCAST (I) PVT.LTD.

QUALITY POLICY

We, at Belgaum Ferro cast (India) Pvt.Ltd, manufacturing precision machined components are committed to:

- Deliver products that satisfy the present requirements of our customers.
- Upgrade our resources to meet future requirements of our customers.
- Ensure that customer receives the products as per agreed quality parameters, at the agreed time and in agreed quantity continually.
- We shall produce good quality and quantity of castings through continual improvement of our processes through establishing good systems and procedures by involving all our personnel
- Reflect Quality in all the activities carried out by our organization.

BELGAUM FERROCAST (I) PVT.LTD.

ENVIRONMENT, OCCUPATIONAL HEALTH & SAFETY (EOHS) POLICY

Belgaum Ferrocast Pvt. Ltd. is committed to:

- Continually improve the Environmental performance and occupation Health & Safety performance by providing by safe & healthy work environment, by Energy Conservation, Improving Re use, Recycling of resources and doing proper disposal of Waste.

- Prevention of injury, ill health & environmental pollution.

- Comply with all applicable legal requirement and other requirements to which we subscribe. Towards these we pledge to create awareness for environment, Occupational health and safety among our employees, customers, suppliers & the community at large.

QUALITY ASSURANCE

We are ISO certified company which has acquired the accreditation from ICS (JAS-ANZ) TUV South Asia. Our entire endeavour is channelled towards offering qualitative gray iron casting that are in compliance with the ISO 9001: 2000 standard. Moreover, we have successfully undergone annual control audit triennial registration audit from the time of inception to learn and improve our processes.

We adhere to several quality norms from the very beginning of our production

we choose procure premium grade of raw material from reputed manufactures.

Our vigilant inspection, tests and appropriate manufacturing processes ensures the castings get the exactness and dimensional accuracy.

We obtain the feedback from customers before the start of production that enables us in configuring the casting equipment. The efficiency of our 'quality system' is regularly tested through audits held by our clients. This improves our processes & intervention methods & ultimately meets the client satisfaction.

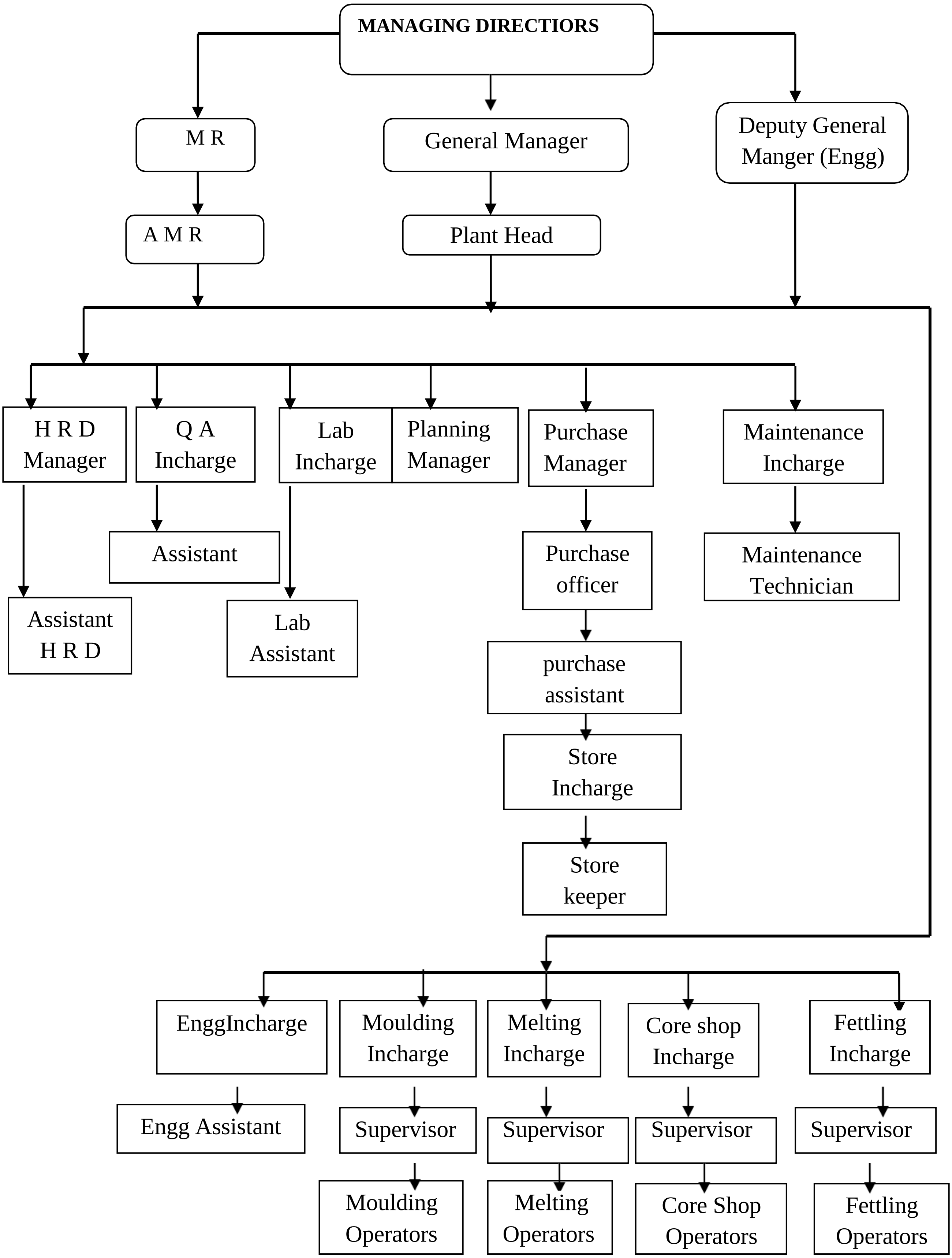
Further, the quality of our products is enhanced by the final inspection of the product rang. In addition to this, other process are rigorously controlled with minimized risk of defects. We conduct specialize testing such as ultrasonic,

X-Ray, Wet-Phase magnetic particles inspection, and many more. We use various methods and instrument for testing & measuring our range of casting equipment. Some of them include the following:

- Trimos (V300) 0-300mm
- Trimos Vectra Touch, Application Rang : 0-872 mm / 0-34”
- Pressure air gauge (baker)
- Profile Projector 10 X magnification by 400 dia screen
- Bore dial gauge set from rang of 0 to 400 mm
- Roughness tester
- Digital depth micrometer from rang of 0 to 150 mm
- Digital height gauge of 300 mm
- Micrometer digital range of 0-50mm
- Micrometer set from of 0-500mm
- Verniercaplipers
- Dial Verniercaplipers
- Plunger dial
- Hardness tester
- Carbon, Silicon Apparatus
- Metallographic set Up-Digital Analyzer for Microstructure testing

- Universal Testing Machine
- Brinell Hardness Testing Machine
- Poldi Hardness Tester
- Mould Hardness Tester
- Sand Siever
- Sand Rammer
- Permeability Tester
- Green Compression Strength Tester
- Clay Washer
- Muffle Furnace
- Combustion Furnace
- Polish Machine
- Scratch Hardness Tester

ORGNISATIONAL STRUCTURE



DEPARTMENTS

1. FINANCE DEPARTMENT:

This department is concerned with the maintenance of accounts of the company. This department is controlled by Keshav Savant finance manager of BFPL. Finance department helps in the development of the company. The main work of finance department is not only to provide monetary supply but also to minimize the expenses.

The accounts department has dealing with following departments.

- Sales department
- Purchase department
- Personnel department
- Stores department
- Clearing and forwarding department
- Planning department

FUNCTIONS:

- Finance forecasting and planning
- Investment decision
- Management of corporate asset structure
- Management of income
- Management the ledgers
- Maintaining proper records
- Preparing of annual reports
- To maintain sales accounting

2. MARKETING /SALES DEPARTMENTS:

Marketing is an organizational function and a set of processes for creating communicating delivering value to customers and for managing customer relationship in ways that benefit the organization and it stake holders.

- This department issues the quotation whenever there is enquiry made by the customer.
- Preparation of the quotation as it differs from customer to customers.
- formulation specification of the machinery
- Interacting with the engineering departments for particular needs to form a single aimed decision.
- customers follow –up is made by the servicing branches (i.e. Delhi , kolkatta, Madras)
- Re-quoting is done after the discussion, held by both the parities(i.e.markt .dept and customers)
- if any changes required by customer, can be done when this departments interacts with work shop/ production department

3. ENGINEERING DEPARTMENT:

The function producer describes the responsibility of the maintenance personnel who prepares framework common quality maintenance procedure activities statistical techniques are used to achieve the objectives.

Processes the orders technically.

- Interacts directly with the parities whenever required.
- design & develop the machines with help of computers
- Designing again involves

Calculators

- Details drawings which include Hydraulics structural calculation etc
- this departments is required to monitor periodically

4.PERSONNEL DEPARTMENTS

- ✓ man-power planning
- ✓ recruitment and selection
- ✓ induction and training program
- ✓ maintenance of attendance of working
- ✓ maintenance of leave records
- ✓ maintenance of personnel files
- ✓ grievanance handling
- ✓ annual increments to the employees
- ✓ conducting performance appraisal to the employees
- ✓ retirements records are kept
- ✓ Filings of returns under statutory act i.e. factory act, ESI act,

  Employee provident fund act.
- ✓ Welfare activities are carried on via tournaments, canteen maintenance, providing uniforms and shoes to the workers etc.
- ✓ administration of canteen, security office time keeping office etc
- ✓ License with governments officials regarding labor department, ESI act etc.
- ✓ All cases of promotion are recommended by the departmental heads at the time of performance appraisal.
  - ✓ Transfer of the employee, resignation, retirement is maintained by personnel departments.
  - ✓ Attending the court work, conciliation meeting etc.

5.PRODUCTION DEPARTMENT

This department is basically broken up into three sections:-

a) production planning
b) process planning.
c) production control department

a) Production planning and Process planning:

To draw up a long & short term manufacturing program for presses, valves etc. Periodic review of the same for adjustments if required.it co-ordinates itself with all Other departments for achieving target. It also decides upon the detailed viz material Cutting program and priorities, machining program, special processing program, assembly Programs and priorities, special jobs from other departments. It checks up the loading as Machines. This dept. plans for clearance of spares & monitor the manufacturing program Through master program charts, report to top management about the same.

b) Production control functions

This department directly acts on the production planning made by the Production planning dept. starting from actual material cutting to the completion of the Presses & its dispatch its function basically is to executive the plans of production Planning dept.

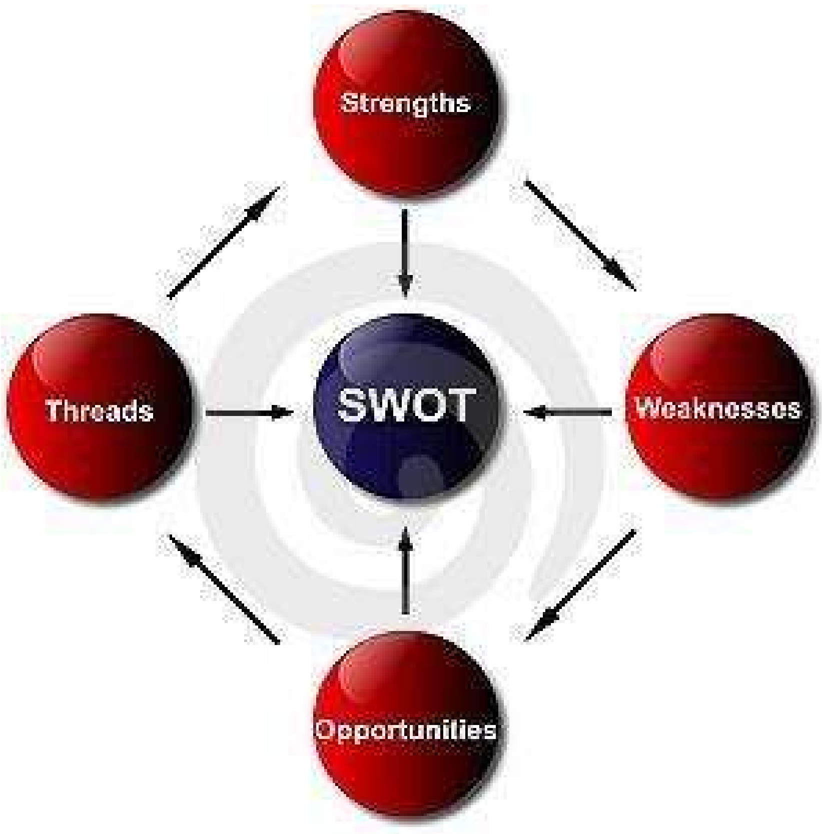
6. PURCHASE DEPARTMENTS:

- To issue enquires for the materials, receive & decide upon the quotation received.
- To issue purchase orders & insure that the material being purchased satisfied all requirement.
- To develop alternative vendors for materials.
- To receive intimation of dispatch of material & forwarding of dispatch documents to shipping department.
- To feed the accounts department with purchase orders & month purchase budget.
- To make sure & co-ordinate prompt return of rejected materials.
- co-ordinate the receipt & payments of bill against purchases

7. STORES DEPARTMENTS:

- To receive & unload all materials verity the quality & quantity on receipt.
- To check delivery challan of parities
- To offer materials for inspection & issues, using Bin cards.
- To receive the non-excisable goods, receive goods Refection Note along with materials from works departments.
- To issue Refection delivery challan to account via. Shipping Depts.
- To appraise mgt. of the need for capital expenditure.

SWOT ANALYSIS



SOWT ANALYSIS

STRENGTHS

- Company produces quality products.
- The company has a pool of skilled employees.
- The moral of the employees is high.
- The company is updated with latest technology and information.
- More than 25 years experience in the same field.

WEAKNESS

- Damages occurred during manufacturing and related services, expenditure is very high.
- Receiving the payment from consumers is time consuming.

OPPORTUNITIES

- The company has set a vision to spread its wings throughout the country and internationally.
- Financial schemes.
- Company can use internet as channel of Marketing.

THREAT

- Many competitors.
- Economic recession.

DESIGN OF THE STUDY

TITLE: A study on EMPLOYEE SATISFACTION at BELGAUM FERROCAST (INDIA) PVT.LTD.In MACHHE.

NEED FOR STUDY-

This project helps to understand the importance of the employees in an organization. In every organization when an employee is been selected or recruited or appointed the immediate precaution an HR manager should take is to train the employee to gain knowledge, specific skill, abilities to an employee.

In other words, training is not only necessary to the newly appointed employees but it is applicable to an employee who already exist in the company, to impart the skills regarding the changes made in an organization.

Without training an employee cannot match up with the organization culture, training and development allows an employee to work better than the expectation of an organization as a whole

OBJECTIVES OF STUDY-

To measure the satisfaction level of the employees .

To study the employees perception towards organisation.

To identify the factors that motivates the employees.

SCOPE OF THE STUDY-

The study is limited to the BELGAUM FERROCAST (INDIA) PVT LTD MACHHE, Belgaum. It enables us to understand the working efficiency of the employees which contributes to individual as well as organization development, employee's morale, knowledge, improvement, promotion etc.

METHODOLOGY OF THE RESEARCH-

Research in common parlance refer to research for knowledge and also is a systematic method of findings solution of problem.

According to Clifford Woody, "Research" comprises defining and redefining problems, formulating hypothesis or suggested solution; collecting, organizing and evaluating data, making deduction and reaching conclusion and at the last carefully testing the conclusion to determine whether they fit the formulating hypothesis.

RESEARCH METHODOLOGY

The data needed for the study is collected from the employees, through questionnaires. Analysis and interpretation has been done by using the statistical tools and data presented through tables and charts.

RESEARCH DESIGN

The study was based on survey method. The aim of the study is to find satisfaction levels of employees.

SAMPLE DESIGN

A sample design is a definite plan for obtaining a sample from a given population. Convenience sampling method used in selected samples.

PERIOD OF STUDY

This study employee satisfaction was conducted during the period of twenty one days.

SAMPLE SIZE

The sample size of this study is hundred respondents.

DATA COLLECTION

The data collected for the study consists of both primary and secondary data.

PRIMARY DATA

In this study primary data were collected through personnel interview using questionnaire. The questionnaire was administered to fifty employees of **Belgaum Ferrocast (India) Pvt. Ltd.**

SECONDARY DATA

Secondary data for this study was collected from

- Previously published records, statistics, research reports and documents.
- Books, periodical and websites.

QUESTIONNARIRE

In this study the researcher have used a questionnaire consisting of twenty multiple choice based questions.

TOOLS USED FOR ANALYSIS

Percentage Analysis, Hypothesis Testing, Chi-Square Test are used as statistical tools for the analysis.

GRAPHICAL REPRESENTATION OF DATA

Graphical Representation tools such as Bar Graphs and Pie charts have been used for the data analysis.

LIMITATIONS OF THE STUDY

- This is subjected to the basis of the prejudices of the respondents, hence 100% of accuracy cannot be assured.
- The research was carried out in a short span of time, where in the research could not widen the study.
- The period of study was too short. So it was not possible to collect the relevant information with in that period.
- The finding are based on the answers given by the employees, so any error or bias may be affect the validity of the finding.

THEORETICAL FRAMEWORK

MEANING

Employee satisfaction is a measure of how happy workers are with their job and environment. Keeping morale high among workers can be tremendous benefit to any organisation , as happy workers will be likely to benefit to any company. There are many factors for maintaining high employee satisfaction, which wise employers would do will to implement.

EMPLOYEE SATISFACTION

To increase employee satisfaction , many companies will have mandatory survey or face to face meeting either employees to gather information. Both of these tactics have pros and cons and should be choose carefully. Surveys are often annoying allowing workers more freedom to be honest without any fear. Interview with company management can feel intimating but if done carefully can let to workers know their voice has been heard and their concern address by those in changes. Survey and meetings can truly got the center of data surrounding employee satisfaction and can be great tools to identify specific problems leading to lowering morale.

Many experts believe that one of the best ways to maintain employee satisfaction is to make workers feel they are part of family or team. Holding Office Events such as parties and group outings can help close bonds among workers. Many companies also participate in team building retreats that are designed strengthen the working relationship of the employees in the non working related settings. Companies trips, pain ball wars and guided back parking trips are versions of this type of team building strategy, with which many employees have founded success.

Of course, few will not experience a boost in morale after receiving more and many raises and bonuses can seriously affect employee satisfaction and should be given possible. Yet money cannot solve all morale issues and of a company with wide spread problems for workers cannot improve their overall improvement, Abonus may be quickly forgotten as daily stress of an unpleasant job continuous to mount.

If possible, provide amenities to your workers to improve morale. Make sure they have a comfortable, learn, break, rooms which basic necessities such as a running mates keep facilities such as clean bathroom stocked with supplies. While professionalism is necessary for most business allowing workers to keep family photos or small trinkets on their desk can make them fed more comfortable and nested at their work station. Basic consideration like these can improve employee satisfaction, as workers will fed well asked for by their employees.

The backbone of employee satisfaction in respect for workers and the job they perform. In every interaction with management, employees should be treated with courtesy and interest. In easy a venue for employees to discuss problem, with upper management should be maintained and carefully monitored. Even if management cannot meet the demands of employees. Showing workers that they are being heard and putting honest dedications into compromising will often help to improve morale.

IMPORTANCE OF EMPLOYEE SATISFACTION

Purpose or benefits of employee satisfaction include as following,

- Enhance employee retention
- Increase productivity
- Increase customer satisfaction
- Reduce turnover, recurring and training cost
- Enhance customer satisfaction and loyalty
- Energetic employees
- Improve team work
- Higher quality products and or services due to more competent, energized employees

ORGANISATIONAL DEVELOPMENT FACTORS

- Brand of organisation in business field and comparison with leading competitor
- Mission and vision of organisation
- Potential development of organisation

POLICIES OF COMPENSATION AND BENIFITS FACTORS

- Wages and salary
- Benefits
- Rewards and Penalties

PROMOTION AND CAREER DEVELOPMENT

- Opportunities for promotion
- Training program participated or will do
- Capacity of career development

WORK TASK FACTORS

- Quantity of task
- Difficult level of task

RELATIONSHIP WITH SUPERVISORS FACTORS

- Level of coaching
- Level of assignment for employee
- Treatment of employee etc

WORKING CONDITION AND ENVIRONMENT FACTORS

- Tools and equipment
- Working methods
- Working environment

CORPORATE CULTURE FACTORS

- Relationship with co- workers
- Level of sharing
-

COMPETITION PERSONALITIES AND EXPECTATION OF EMPLOYEE FACTORS

- Competencies and personalities of employee are suitable for job
- Expectations of employee are suitable for policies of organisation

DEFINITATION OF TERMS

SALARY

Salary is a fixed amount or compensation paid to an employee by an employer in return for work performed. An employee who is paid a salary is expected to complete a whole job in return for the salary.

OVERTIME ALLOWANCE

Overtime allowance is extra compensation for the hours that employees work in excess

DECISION MAKING

Decision making involves the selection of a suitable action from among two or more possible

PROBLEM SOLVING

Grievance handling means help to solve a problem of the person who is in trouble and want some kind of help. It is to help such a person in a way that can give him justice to his satisfaction.

WELFARE FACILITY

Employee welfareaims at providing such service facilities and amenities which enables a worker to perform their employee well. An employee welfare facility consists of canteen, rest rooms, housing facility, medical facility, educational facility and transportation facility. This study helps to find out the various accretions facilities they are provided by the company.

TEAM WORK

The process of working a group of people in order to achieve a goal.

JOB SECURITY

It is the probability that an individual will keep his or her job. A job with the high level of job security in such that a person with the job would have a small change of become employees.

EFFECTIVE COMMUNICATION

Communication is a process in defined and shared between diving organisms. Communication requires a sender , a message and need not be present as aware of the seniors intent to communicate at the time of communication thus communication can occur across vast distances in time and space. Communication requires that the communicating panics share an area of communication.

WORK SCHEDULE

Employee work schedules vary from full fill time or part time to job shares. All work schedules have one thing in common ; the employee is doing work under employer. Today's employers understand the flexibility is what employee requires in their work schedules. If they don't employee should beware

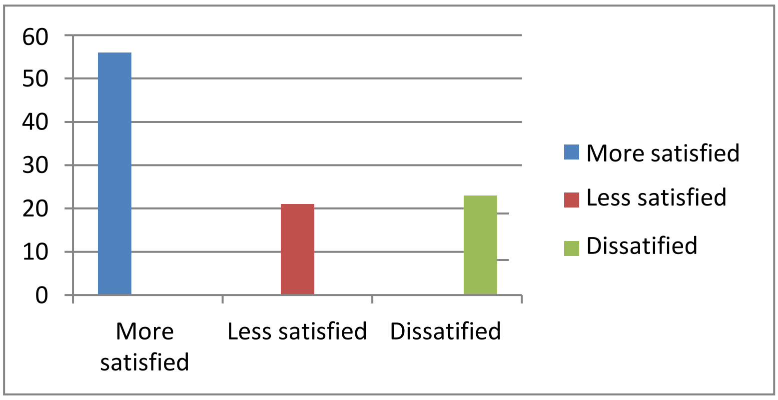
DATA ANALYSIS & INTERPRETATION

Q.1). **How much satisfied are you with the professionalism of the people with whom you work?**

TABLE.1: Attitude of employees regarding, the professionalism of the people with whom they work.

Attributes	No. of respondents	Percentage
More satisfied	56	56
Less satisfied	21	21
Dissatisfied	23	23
Total	100	100

CHART NO.1



ANALYSIS:

56 per cent of the respondents say that they are satisfied with the professionalism of the people with whom they work. In addition, 21 per cent of the respondents say that they are less satisfied and 23 per cent of the respondents say they are dissatisfied the professionalism of the people with whom they work.

INTERPRETATION

By the above analysis we can clearly say that major percentage of the employees is satisfied with their professionalism. Hence very less number of employees are dissatisfied

Reason:-

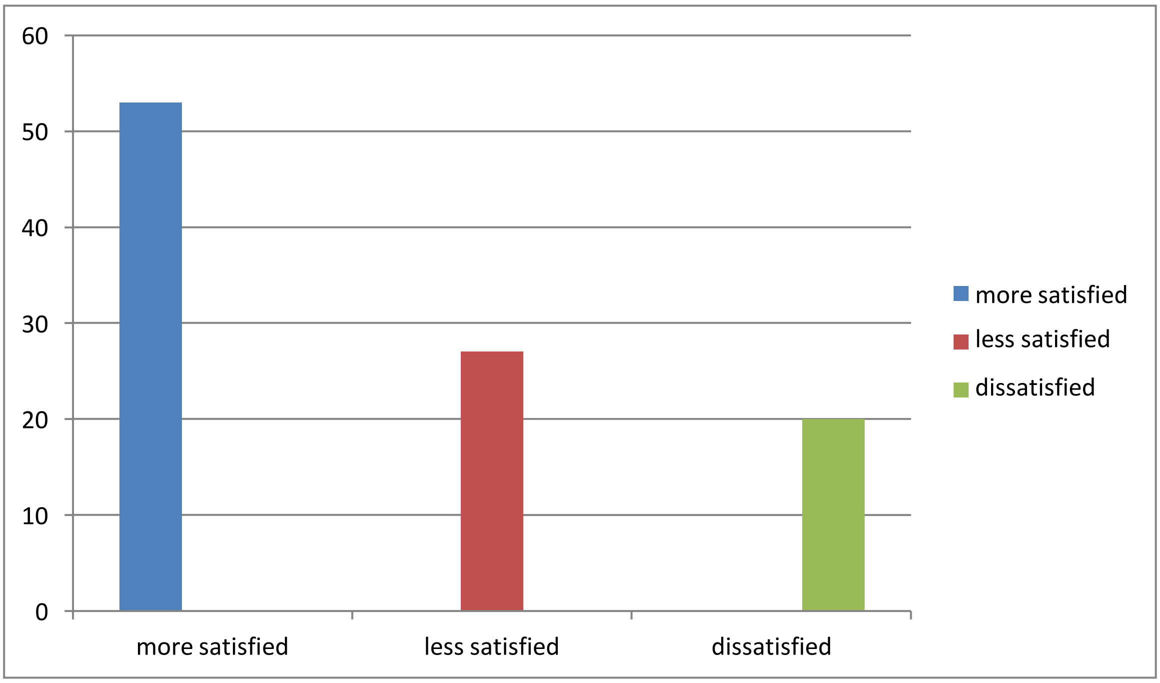
Even when major percentage of the people feels satisfied there is requirement to increase the profesonalism in the organization. The reason might be the way of talking and solving the employees their superiors.

Q.2). **How much satisfied are you with the team spirit in your work environment?**

TABLE-2: Attitude of employees regarding, the team spirit in their work environment.

Attributes	No. of respondents	Percentage
More satisfied	53	53
Less satisfied	27	27
Dissatisfied	20	20
Total	100	100

CHART NO.2



ANALYSIS:

The above chart shows that among 53% employees are more satisfied, 27% employees are less satisfied and 20% are dissatisfied.

INTERPRETATION:

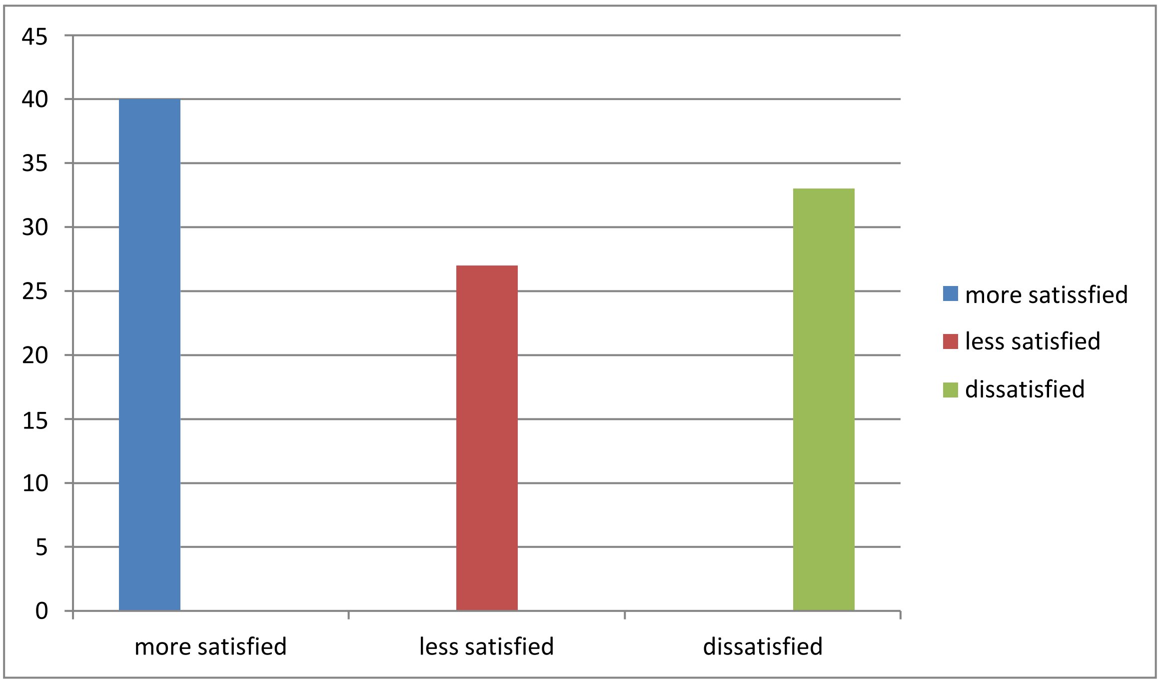
There much is team spirit among the employees, because it increases the efficiency of the worker regarding the work. In the table we can see that 53 per cent of the employees are more satisfied with the team spirit in the work environment. 27 per cent are less satisfied and 20 per cent are dissatisfied.

Q.3). How much satisfied are you with the morale of the people with whom you work?

TABLE-3: Employees attitude towards the morale of with whom they work.

Attributes	No. of respondents	Percentage
More satisfied	40	40
Less satisfied	27	27
Dissatisfied	33	33
Total	100	100

CHART NO.3



ANALYSIS:

Among the 100 employees, surveyed 40 of the respondents say that they are more satisfied with the morale of the people with whom they work. 27 of them say are less satisfied and 33 are dissatisfied.

INTERPRETAION:

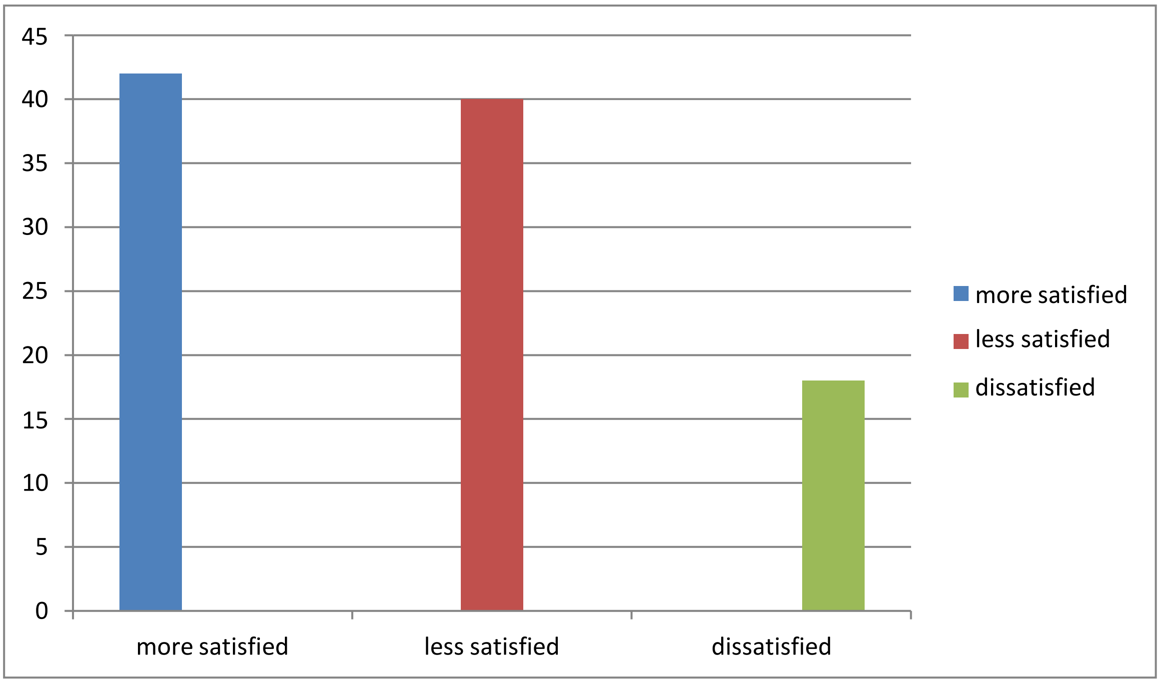
The above survey shows that the employees are more satisfied with the morale of the people with whom they work.

Q.4). How much satisfied are you with your own morale?

TABLE-4: Employees attitude towards their own morale.

Attributes	No. of respondents	Percentage
More satisfied	42	42
More satisfied	40	40
Dissatisfied	18	18
Total	100	100

CHART NO.4



ANALYSIS:

42 per cent of the Respondents say they are more satisfied with their own Morale.

40 per cent of the respondents say they are less satisfied with their own morale.

18 per cent are dissatisfied.

INTERPRETATION:

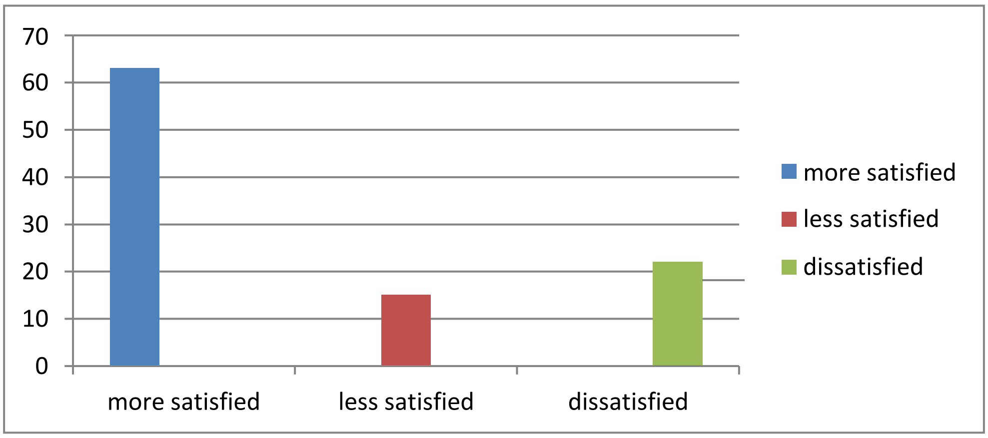
The survey shows that most of the employees are more satisfied with their own morale.

Q.5). How much Satisfied are you with that your work gives you a feeling of personal accomplishment?

TABLE-5: Employees attitude towards, their work giving them a feeling of personal accomplishment.

Attributes	No. of respondents	Percentage
More satisfied	63	63
Less satisfied	15	15
Dissatisfied	22	22

CHART NO.5



ANALYSIS:

63 per cent of the employees say that they are more satisfied with their work, which gives them personal accomplishment.

15 per cent of the employees are less satisfied. And 22 per cent of the employees aredissatisfied.

INTERPRETATION:

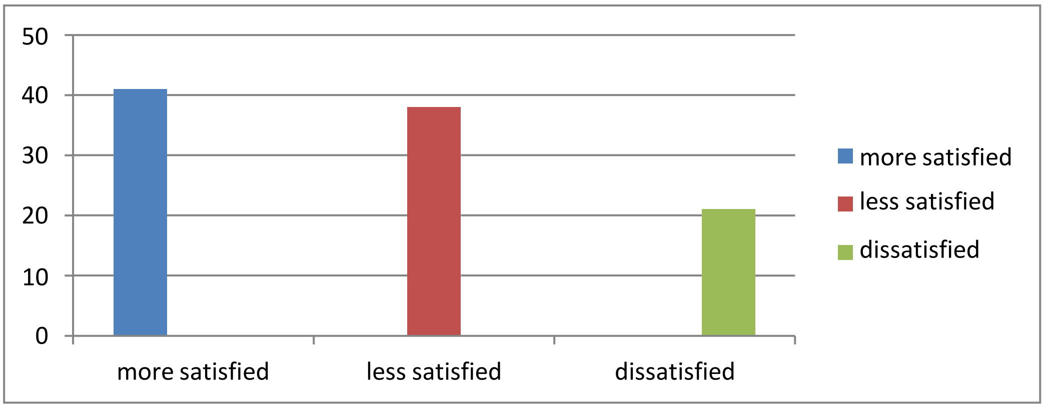
By the above analysis we can clearly say that most of the employees attitude towards their work giving them a feeling of professional accomplishment is satisfied which says company has confident employees.

Q.6). How much satisfied are you with receive appropriate recognition for your contributions?

TABLE 6: Employees attitude towards, that they receive appropriate recognition for their contribution.

Attributes	No. of respondents	Percentage
More Satisfied	41	41
Less Satisfied	38	38
Dissatisfied	21	21

CHART NO.6



ANALYSIS:

41 per cent of the respondents say they receive a good recognition for their contribution.38 per cent of the respondents say they are less satisfied.21 per cent of the respondents say they are dissatisfied.

INTERPRETAION:

By the above analysis we can clearly say that average portion of employees are satisfied with that they believe appropriate recognition for their contribution at the same time only few percentage of employees are dissatisfied.

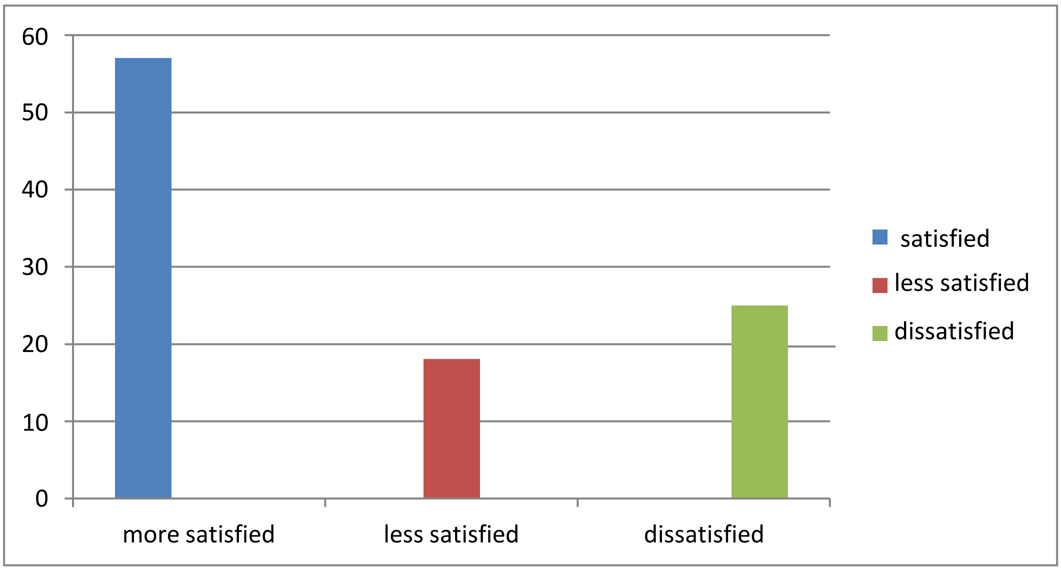
Reason:-Employees are felling that they are not getting appropriate recognition for the work they do in the organization.

Q.7) How much Satisfied are you with the empowerment you have to influence the quality of your work?

TABLE 7: Attitude of employee towards the empowerment, and its influence on quality of work.

Attributes	No. of respondents	Percentage
More Satisfied	57	57
Less Satisfied	18	18
Dissatisfied	25	25

CHART NO.7



ANALYSIS:

57 per cent of the respondents say they are More Satisfied with the empowerment they have to influence on the quality of work.18 per cent of them say are Less Satisfied.25 per cent of the respondents say they are dissatisfied.

INTERPRETAION:

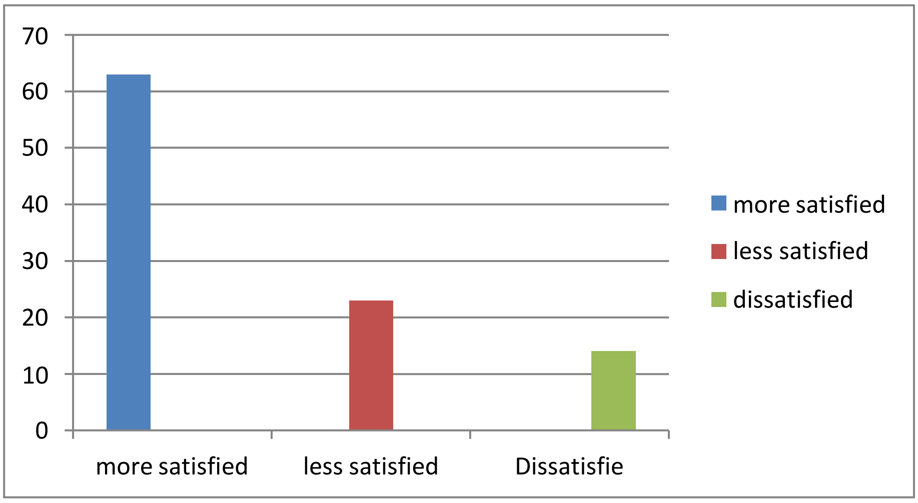
The above chart shows that employees are more satisfied the empowerment they have to influence on the quality of work

Q.8). How much Satisfied are you with your ability to maintain a reasonable balance between your family life and your work lift. ?

TABLE 8 : Employees attitudes towards their ability to maintain a reasonable balance between their family and work left.

Attributes	No. of respondents	Percentage
More Satisfied	63	63
Less Satisfied	23	23
Dissatisfied	14	14

CHART NO.8



ANALYSIS:

63 per cent of the respondent's option is that, they are more satisfied with their ability to maintain reasonable balance between their family and work lift. And 23 per cent of the respondents are less satisfied, and 14 per cent of the respondents are dissatisfied.

INTERPRETAION:

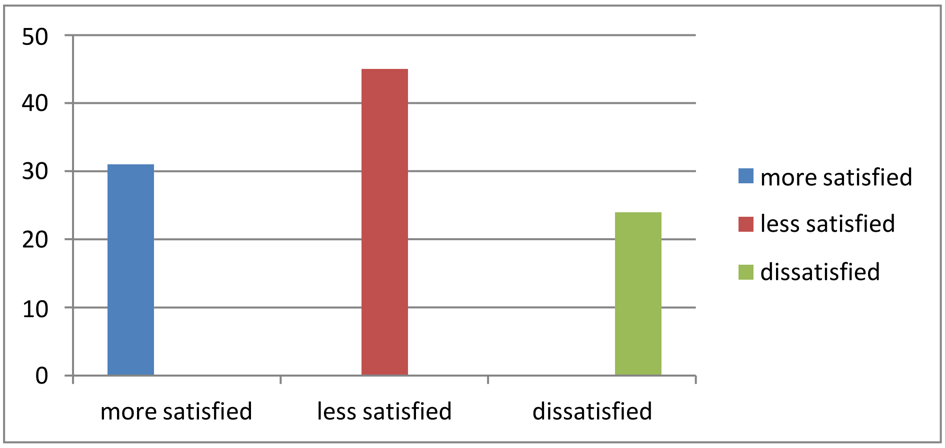
The above chart shows that the employees are more satisfied with their ability to maintain balance between their family and work lift.

Q.9) How much Satisfied are you with that compensation matches your responsibilities.

TABLE 9: Employees attitude towards, the compensation matching their respondents.

Attributes	**No. of Respondents**	**Percentage**
More Satisfied	31	31
Less Satisfied	45	45
Dissatisfied	24	24

CHART NO.9



INTERPRETATION:

31 per cent of the employee is more satisfied with the compensation matching the responsibilities.45 per cent of them say they are less satisfied with the compensation matching the responsibilities.24 per cent of them say they are dissatisfied.

INTERPRETAION:

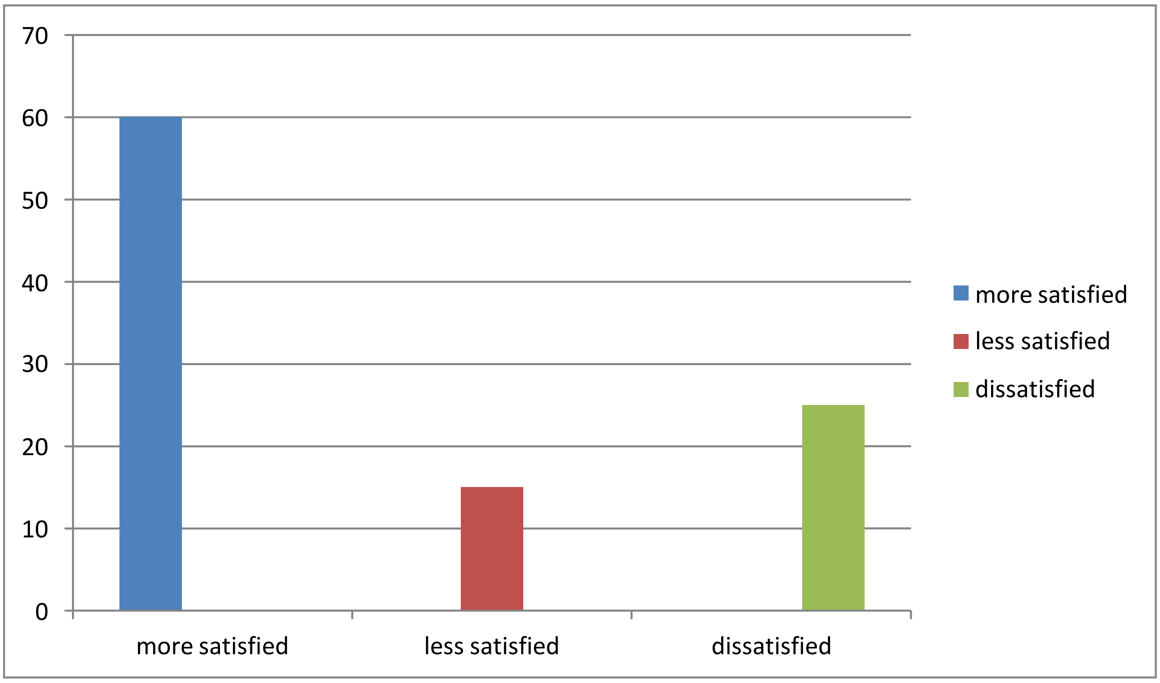
The above analysis we can clearly say that few employees are satisfied with that compensation matches employees responsibilities which shows that employees are not happy with the compensation or their responsibilities.

Q.10) How much satisfied are you with your overall job security?

TABLE 10: Attitude of employees towards, their overall job security.

Attributes	No. of Respondents	Percentage
More Satisfied	60	60
Less Satisfied	15	15
Dissatisfied	25	25

CHART NO.10



ANALYSIS:

60 per cent of the respondents are more satisfied with their overall job security.15 per cent of the respondents are less satisfied with their overall job security.25 per cent of the respondents are dissatisfied.

INTERPRETATION:

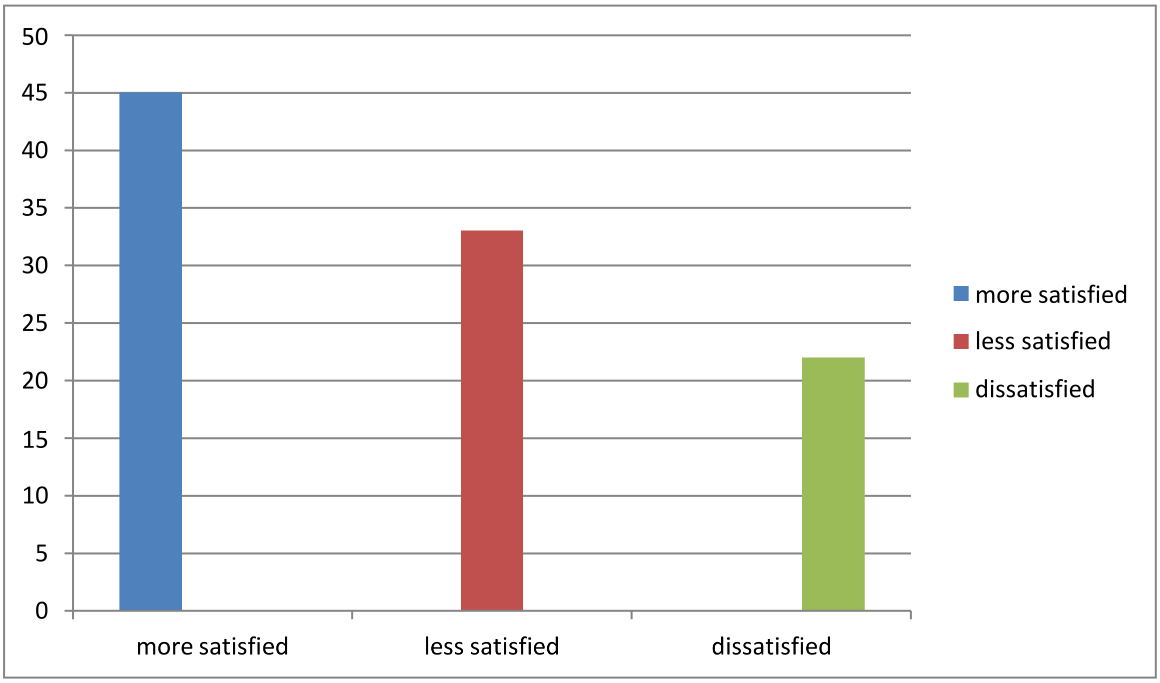
By the above analysis we can clearly say that major portion of the employees are satisfied with the overall job securities provided by their company by this we can understand that they feel secure overall in their job.

Q.11) How much satisfied are you with the amount and frequency of informal praise and appreciation you receive from your supervisor?

TABLE 11 : Employees attitude towards the amount and frequency of informal praise and appreciation they receive from their supervisor.

Attributes	No. of Respondents	Percentage
More Satisfied	45	45
Less Satisfied	33	33
Dissatisfied	22	22

CHART NO.11



ANALYSIS:

45 per cent of the respondents are more satisfied with the amount and frequency of informal praise and appreciation they receive from your supervisor.33 per cent of the respondents are Less Satisfied with the amount and frequency of informal praise and appreciation they receive from your supervisor. 22per cent are dissatisfied.

INTERPRETATION:

The employees fell that they are not receiving appropriate appreciation from their supervisor for the work they do in the company.

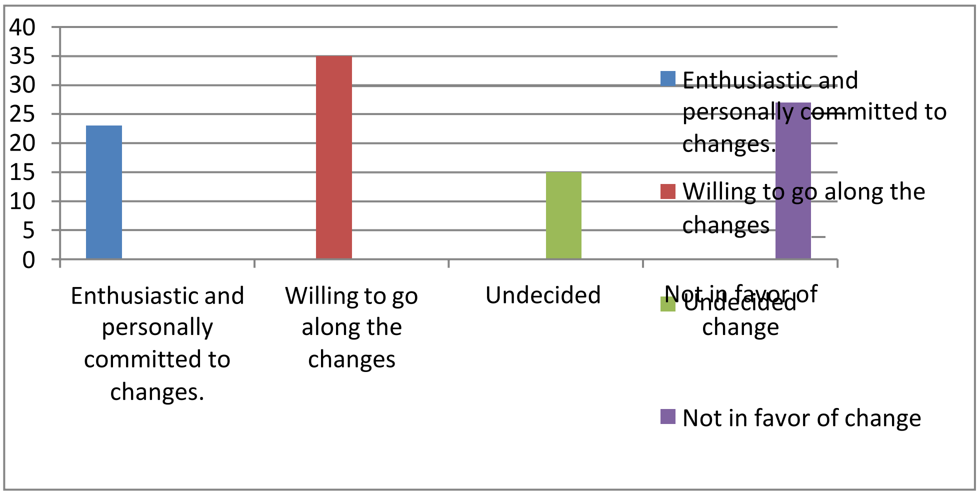
Q.12) Considering the changes underway in the company, which of the following best describes your attitude?

- I am enthusiastic and personally committed to the changes.
- I am willing to go along with the changes.
- I am undecided this time.
- I am not in favor of the changes.

TABLE 12: Employee attitude towards the changes underway in the company

Attributes	No. of Respondents	Percentage
Enthusiastic and personally committed to changes.	23	23
Willing to go along the changes	35	35
Undecided	15	15
Not in favor of change	27	27

CHART NO.12



ANALYSIS:

23 per cent of the respondents are personally committed to changes.35 per cent are willing to go along the changes.15 per cent are still undecided. 27 per cent are not in favor of change

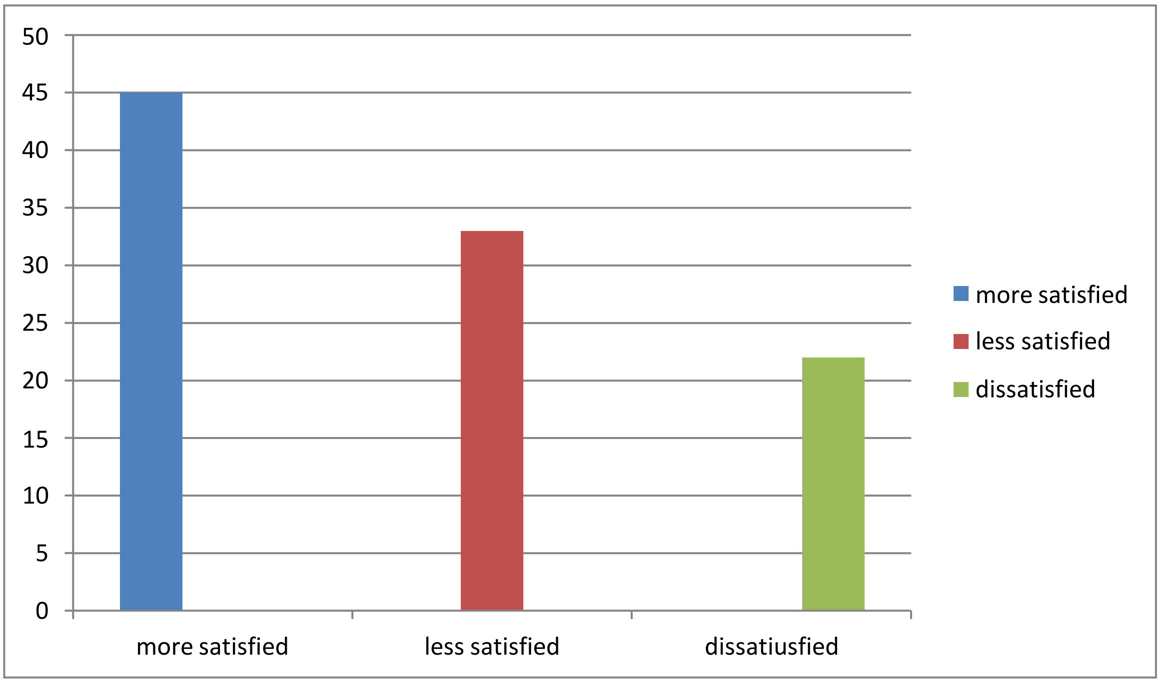
INTERPRETATION:

The above chart shows that the employees are undecided to change their attitude.

12 Do you regular receive job performance feedback?

Attributes	No. of Respondents	Percentage
More Satisfied	45	45
Less Satisfied	33	33
Dissatisfied	22	22

CHART NO.13



ANALYSIS:

45per cent of the employees are satisfied.33 per cent of the employees are less satisfied.22 per cent of the employees are dissatisfied.

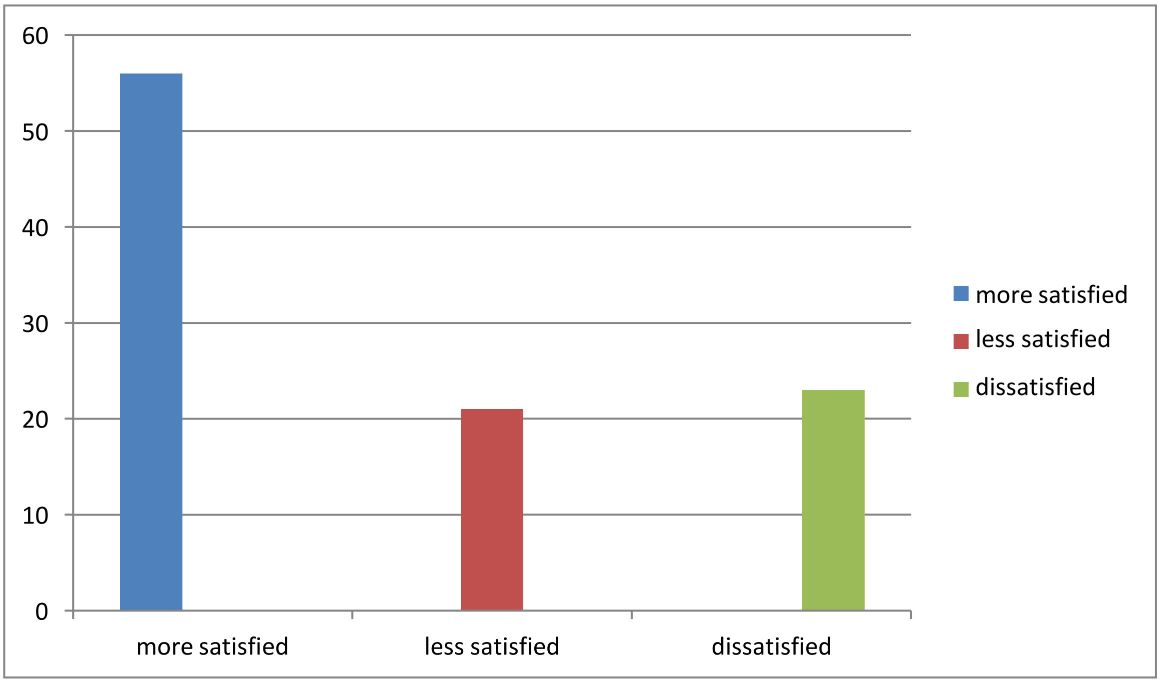
INTERPRETATION:

The survey showed that most of the employee receives regularly job feedback.

13. Does your company provide satisfactory salary according to work

Attributes	No. of respondents	Percentage
More satisfied	56	56
Less satisfied	21	21
Dissatisfied	23	23

CHART NO 14.



ANALYSIS:

56per cent of the employees are satisfied.21 per cent of the employees are less satisfied.23 per cent of the employees are dissatisfied

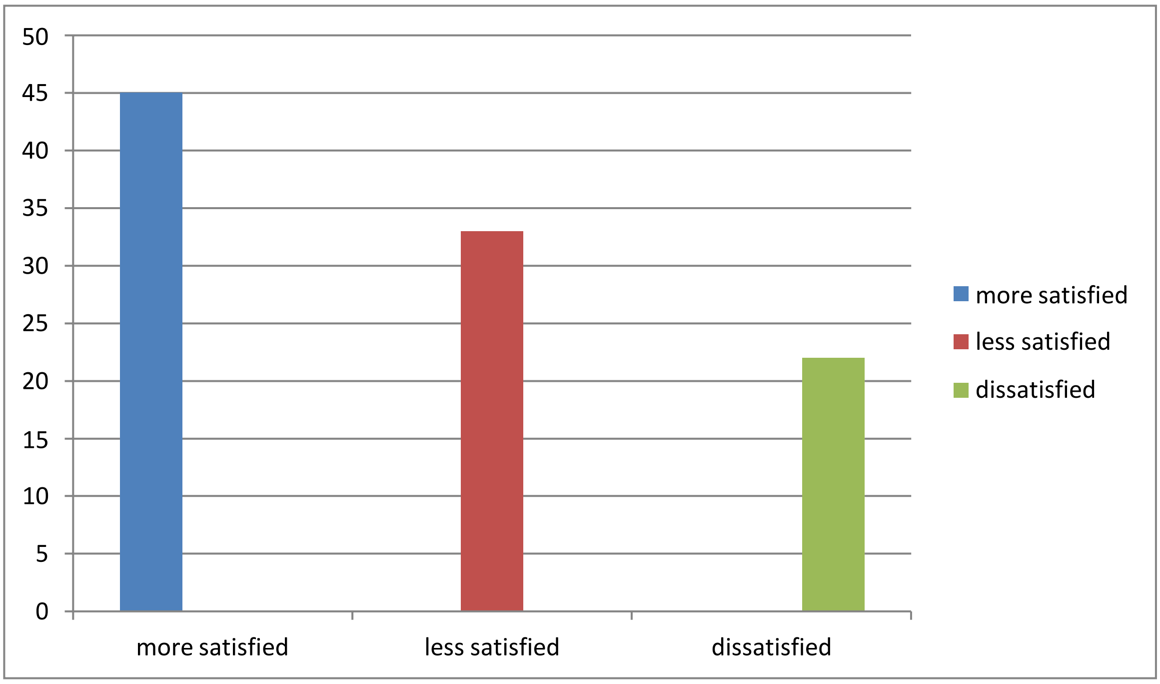
INTERPRETTION:

The above survey shows that the company provides salary according to employee's work.

14. Does your immediate superior deals with employees problem fairly

Attributes	No. of Respondents	Percentage
More Satisfied	45	45
Less Satisfied	33	33
Dissatisfied	22	22

CHART NO.11



ANALYSIS:

45per cent of the employees are satisfied.33 per cent of the employees are less satisfied.22 per cent of the employees are dissatisfied.

INTERPRETATION:

By the above analysis we can clearly say that average employees believe that their superiors helpthem with the problem faced by the employees only few employees are dissatisfied.

Reason:-

Employees are into the felling that their immediate supervisors are not dealing fairly with their problems.

FINDINGS

- Most of the employees are not satisfied with the professionalism in the organization
- Most of the employees are feel that they don't receive appropriate recognition in the organization.
- The employees are not satisfied with the compensation they receive from the organaization.
- 55% of the employees are not feeling that they receive appropriate appreciation
- 55% of the employees don't feel that the superior deals fairly with their problems.

SUGGESTIONS

- The management should improve the professionalism in the organization
- The management should give appropriate recognition to the work employeesdo in organization
- The management should improve the salary being paid to the employees
- The management should appreciate the employees when they work good
- The immediate superiors should deal fairly with the employees problems

CONCLUSION

Employee Satisfaction is given adequate importance in BFPL & has a very good system of training. Its employees to enhance the overall organization effectiveness.

- BFPL has an adequate equipped manufacturing setup where every infrastructure is available to design, develop and produce a mega range of PUMP.TRANSMISSION etc and equipments.
- BFPL has a good number of respectable and distinguished customers in India and abroad because of their capability to produce and manufacture customized products which are of world class quality.

BIBLIOGRAPHY

Website: www.bfplindia.com

www.google.com

Annexure

Q.1). How much satisfied are you with the professionalism of the people with whom you work?

A. More satisfied B. Less satisfied C. Dissatisfied

Q.2). How much satisfied are you with the team spirit in your work environment?

A. More satisfied B. Less satisfied C. Dissatisfied

Q.3). How much satisfied are you with the morale of the people with whom you work?

A. More satisfied B. Less satisfied C. Dissatisfied

Q.4). How much satisfied are you with your own morale?

A. More satisfied B. Less satisfied C. Dissatisfied

Q.5). How much Satisfied are you with that your work gives you a feeling of personal accomplishment?

A. More satisfied B. Less satisfied C. Dissatisfied

Q.6). How much satisfied are you with receive appropriate recognition for your contributions?

A. More satisfied B. Less satisfied C. Dissatisfied

Q.7) How much Satisfied are you with the empowerment you have to influence the quality of your work?

A. More satisfied B. Less satisfied C. Dissatisfied

Q.8). How much Satisfied are you with your ability to maintain a reasonable balance between your family life and your work lift. ?

A. More satisfied B. Less satisfied C. Dissatisfied

Q.9) How much Satisfied are you with that compensation matches your responsibilities.

A. More satisfied B. Less satisfied C. Dissatisfied

Q.10) How much satisfied are you with your overall job security?

A. More satisfied B. Less satisfied C. Dissatisfied

Q.11) How much satisfied are you with the amount and frequency of informal praise and appreciation you receive from your supervisor?

A. More satisfied B. Less satisfied C. Dissatisfied

Q.12) Considering the changes underway in the company, which of the following bestdescribes your attitude?

A. More satisfied B. Less satisfied C. Dissatisfied

Q.13) Do you regular receive job performance feedback?

A. More satisfied B. Less satisfied C. Dissatisfied

Q.14). Does your company provide satisfactory salary according to work

A. More satisfied B. Less satisfied C. Dissatisfied

Q.15). Does your immediate superior deals with employees problem fairly

A. More satisfied B. Less satisfied C. Dissatisfied

SKE SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

Department of BBA- Belagavi

(Affiliated To Rani Channamma University, Belagavi)

RANI CHANNAMMA UNIVERSITY, BELAGAVI

A Project report on

"EMPLOYEE ABSENTEEISM"

Undertaken At

"SANTI IRON AND STEEL PVT LTD"

Submitted By

Ms. MANISHA CHOUGULE

REG.NO. B1811216

Submitted to

RANI CHANNAMMA UNIVERSITY, BELAGAVI

In the Partial Fulfilment of the Award of

BACHELOR'S DEGREE OF BUSINESS ADMINISTRATION

2020-2021

Declaration

I Ms. Manisha chougule hereby declare that the dissertation titled "Employee Absenteeism" at Shanti Iron and Steel Pvt. Ltd an original work carried by me during the year 2020-21 .under the guidance of **Prof. S.S.Shimangoudar** Faculty of R.P.D. college of Arts and Commerce of BBA Department Belagavi

I also hereby declare that any individual or team has not submitted this project report on any time to any other university or institution for the award of any degree courses.

Place : Belagavi MANISHA CHOGULE

Date : **Reg. No:-B1811216**

S.K.E SOCIETY'S

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Reg.No.B1811216

BBA 6th SEM

Under the guidance of

Organizational guide	Internal guide
KARTIK C.U	Prof. S.S.SHIMANGOUDAR

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(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

Certificate

This is to certify that **Ms. MANISHA CHOUGULE** has satisfactorily completed the project at**"SHANTI IRON AND STEEL PVT LTD"** In partial fulfillment of award of Bachelor's Degree by Rani Channamma University, Belagavi for the year 2020-21

Director	Institution Guide
Prof. S.S.SHIMANGOUDAR	**Prof. S. S. SHIMANGOUDAR**

ACKNOWLEDGEMENT

I got opportunity to express my deep sense of obligation in the ª**Shanti Iron and Steel Pvt. Ltd”** for their kind permission to undertake this project in their organization. I am grateful to HR Manager **Mr. Kartik C.U.** For giving me the permission to do my project on **“A Study on Employee Absenteeism”.** I sincerely thanks other Department manager. I also would like to thank all the workers& employees for spending their time with me to explain my doubts with their kind support. I would like to thank **Prof. S.S.SHIMANGOUDAR** (Director of BBA Dept) & also thank for **Prof. S.S.SHIMANGOUDAR** for guidance & correction of my project. I would like to thank my parents & friends who motivated me to complete to this project report.

EXICUTIVE SUMMERY

The project was undertaken in advance polymer, Belgaum. As a part of BBA program with the object to study “EMPLOYEE ABSENTEEISM” in the company.

The study was conducted systematically. The primary data required for the study was obtained from employees with the help of structured questioner which was given to employee randomly. The secondary data was collected through company handbook and old project. The study was limited to 30 days. The study is intended to evaluate EMPLOYEE ABSENTEEISM in the organization. A good attendance is essential to achieve the goal of organization.

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INTRODUCTION TO THE FOUNDRY

A foundry is a factory that produces metal castings. Metals are cast into shapes by melting them into a liquid, pouring the metal in a mold and removing the mold material or casting after the metal has solidified as it cools. The most common metals processed are aluminum and cast iron. However, other metals, such as bronze, brass, steel, magnesium, and zinc are also used to produce casting in foundries. In this process, parts of desired shapes and sizes can be formed.

INTRODUCTION TO THE COMPANY

We an ISO/TS 16949 company started in 1974. We are indulged in manufacturing and machining of “Ready to Assemble & Sub-Assembled” graded grey iron casting components. We are single location integrated foundry and machine shop. Currently producing 95000MT per annum fully machined casting and is expanded to 15000MT per annum.

Our customer includes OEM’s mainly in diesel Engine, Tractor and Compressor industry. Our customers include Addison`s & Co, Atlas Copco, New Holland Fiat Ltd., IVECO, Wartstila, Same Deutz-Fahr, Kirloskar oil engines ltd, Otis Elevator, TACO Hendrickson, VST tillers &Tractor. We are exporting to Italy, Belgium, Germany, Finland, Brazil and China.

We are one of largest manufacturer of casted machined Oil pumps in India.

COMPANY PROFILE

Name of the company	: Shanti Iron and Steel Pvt. Ltd.
Year of establishment	: 1st July 1974
Area	: 1, 69,884sq.ft
Constructed	: 30800sq.ft
Business	: Manufacturer / Supplier of castings
Employees	: 600+
Products	: Casted machine oil sumps, Cylinder oil sumps, Fly wheel housing
Partners	: Mr. Kantilal V. Porwal (Finance) : Mr. Shantilal V. Porwal (Operations) : Mr. Santosh K. Porwal (Marketing & Development)
Location	: Head Office and Manufacturing plant at Shanti Iron & Steel 690 Udyambag Belgaum - 590008 Karnataka India
Website	: www.shantiiron.net
Fax	: 0831-2440975
Email	: mgr.hr@shantiiron.net
Tel No. :	0831-4218308

OWNERSHIP

SIS is owned by five partners. These five partners are the directors of the company, the main three partners look after the operations and marketing developments. The other two are the sleeping partners.

COMPETITORS

- ✓ Ashok Iron and Steel
- ✓ Prabhat Castings
- ✓ Techno Systems
- ✓ Reliance Engineering Group
- ✓ Renuka Metals
- ✓ Abhishek Alloys
- ✓ K.T.N Group

FACILITIES PROVIDE

- ✓ Safety conditions
- ✓ Drinking water and rest rooms
- ✓ Medical facilities
- ✓ Canteen facilities
- ✓ Training the employees
- ✓ Leave facilities
- ✓ Bonus payments
- ✓ Insurance scheme

VISION OF THE COMPANY

The company has the vision for next ten years to pioneer in supplying casting of highest value at optimum price, which are sub assembly/parts by itself for OME's in automobile, engineering and industrial applications. It wants to be the "Best single source solution provider" for all its customer's casting requirements.

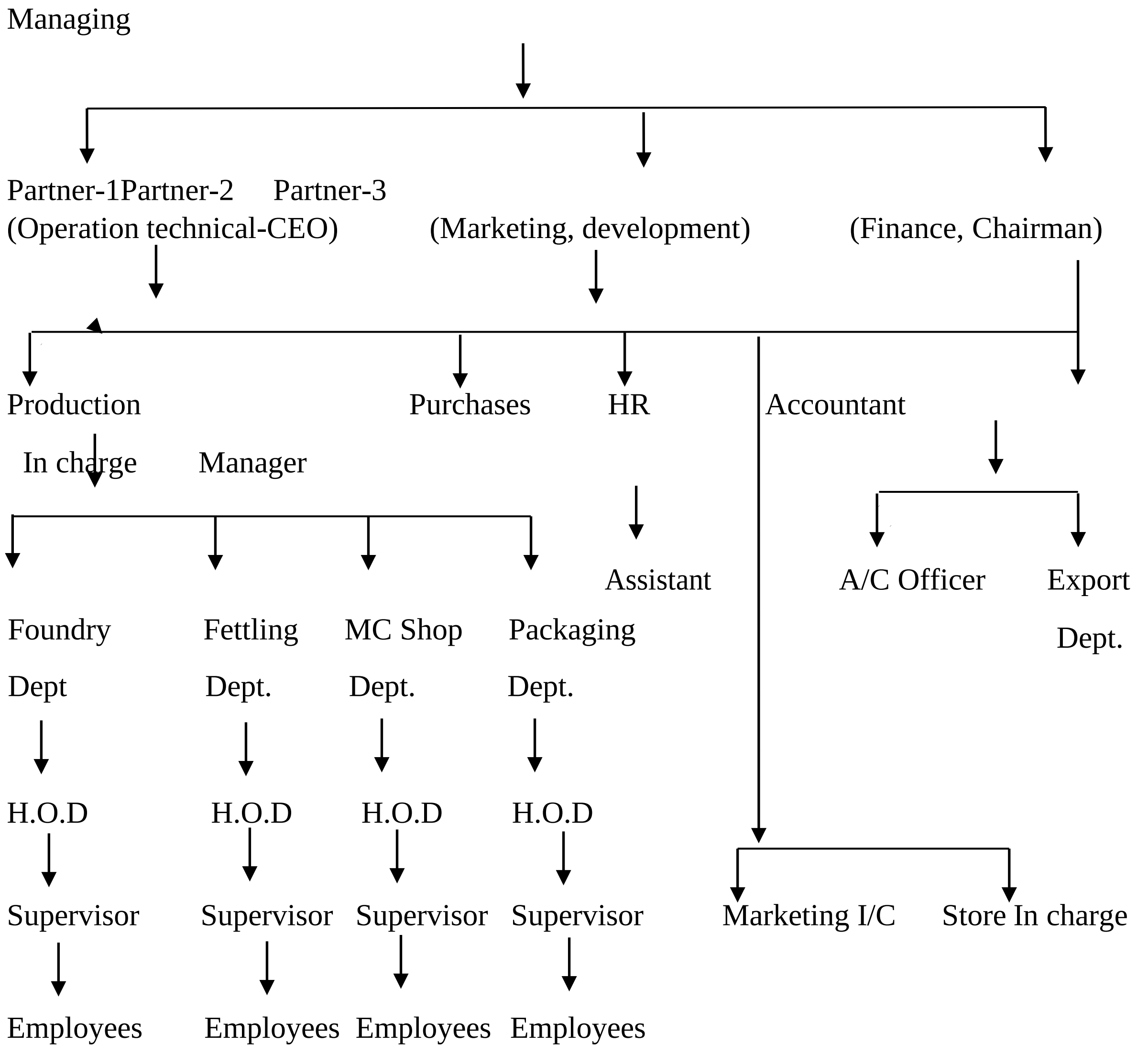
MISSION OF THE COMPANY

We help our OEM customer to convert from a design to production parts in Grey Iron and Ductile Iron and help in building their products in shorter time on continual basis. We strive for operational excellence, innovation, continual improvement and make exciting place to work and promote talent of our people to ultimate deliver higher customer satisfaction.

POLICY OF THE COMPANY

We are committed to delight our customers by providing consistent quality products and on time services exceeding their expectations with continual improvement in QMS and processes with team efforts.

ORGANISATION STRUCTURE



DEPARTMENTS

- Production Department
- Machine Department
- Scheduling Department
- Testing Department
- Human Resource Management
- Purchase Department
- Dispatch Department
- Store and Material Handling Department
- Maintenance Department
- Accounts Department

BRIEF DEPARTMENT INFORMATION

- **PRODUCTION DEPARTMENT:-**

The process of converting raw materials into finished goods.

- **MACHINE DEPARTMENT:-**

  A conventional machine shop where the machining work is done.

- **SCHEDULING DEPARTMENT:-**

  Job operation – Manufacture of product on the basis of order

  Repetitive operation – it involves mass production of the product.

- **TESTING DEPARTMENTR:-**

  The material received by the vendor is inspected as per sampling method mentioned in material specification.

  a. Incoming raw materials
  b. Castings are tested every stage.
  c. Finished products are tested.

- **HUMAN RESOURCE MANAGEMENT:-**

HRD handles the most delicate section of the company, HRD manager is in charge of whole department.

a. Recruiting
b. Handles the policies
c. Maintains discipline
d. Training
e. Time keeping
f. Attendance

- **PURCHASE DEPARTMENT:-**

  It receives the monthly and individual purchase requisition from stores.

- **DISPATCH DEPARTMENT**

To dispatch the finished goods to their destination

- **STORE & MATERIAL HANDLING DEPARTMEN**

It handles all the equipment and raw materials.

- **MAITENANCE DEPARTMENT**

It takes care of all the machines and systems.

The stock maintenance department works in collaboration with purchase department.

These records are stored into the computers to ensure that they are minimum errors.

- **ACCOUNTS DEPARTMENT**

It keeps all the track of the transaction expanses and maintains all the accounts.

- **QUALITY DEPARTMENT**.

Quality policy

Systems

Style

Staff skills

Shared values

- **DESIGN DEPARTMENT**

Designing of various machines is been used by the suitable software's like auto cad, ansys, etc

RODUCT PROFILE

1. **Cylinder oil sump**

2. **Wheel Housing**

3. **Gear Box-Compressor Parts**

4. **RH-Tractor Engine Parts**

PRODUCT MIX

- **COMPRESSOR PARTS :** Gear case, Air compressors parts.
- **NON-AUTO SECTORS :** 4Sylinder oil sump, flywheel housing.
- **DIESEL ENGINE PARTS:** Oil sump, Wheel hub.
- **MARINE APPLICATION :** Water connection-marine diesel engine parts.
- **MACHINE TOOLS PARTS:** Torrent body.
- **ELEVATORS:** Gear box.
- **TRANSMISSIONS APPLICATIONS:** Transmission case-tiller parts.
- **HOUSING APPLICATIOS:** Bearing, flywheel, Pulley.
- **MISCELLANEOUS:** Gear box, Intermediate plates etc.

SWOT ANALYSIS:-

STRENGHT:

- SIS is export oriented.
- On time salary.
- Latest technology/equipment's.
- Experienced staff.
- Good relationship in all categories.
- Having both the foundry and machinery which help them from order to dispatch.

WEAKNES:

- The company is in position where they need man power but is not able to find the required man power.
- There are vacancies not able to track the right person for the right job.

OPPORTUNITIES:

- High demand
- Permanent and new customers.
- With commencement of three foundry, machinery and development centres the production capacity will increase.
- Better network of customers and working conditions labour.

THREATS:

- Stiff competition from china and other countries.
- Environment policy and restrictions.
- Competitive price.

QUALITY OBJECTIVES

Meet the customer demand for quantities, schedules and adding new products as per Shanti Iron & Steel scope of manufacturing.

- Cost reduction by controlling wastage and rejection
- Continuous improvement in products, process and system
- Upgrade for better technology to achieve high productivity and quality as required by customers
- Train the employees to enable them to improve their skill and knowledge in level with the ne

INTRODUCTION TO THE TOPIC:-

Accordingly to Edward Flippo Human resource management, is the planning, organization, directing and controlling of the human development, compensation, integration, maintenance and separation of human resource to the end that individual and societal objectives are accomplished.

From above definition human resource management refers to set of programs, function and activities designed and carried out in order to maximize both employees as well as organizational effectiveness.

Human Resource Management a relatively term, emerged during 1970's coming to the subject HRM, it may be stated that concern for the welfare of the workers in the management of the business enterprises has been in existence since.

An organization is a human grouping in which work is done for the accomplishment of specific goals, or mission. People have things happen to aid in the achievement of the organizational objective, to co-ordinate the resources of the organization viz., money, material, machinery and men. It is an effective compilation and without human efforts, organization cannot accomplish their objectives.

RESEARCH METHODOLOGY

Research Methodology is defined as a more systematic activity directed towards discovery and the development of an organized body of knowledge. An efficient research contributes to the evaluation of a proper decision, which ultimately affects the path the organization will choose. The data collected is of paramount importance and hence the research process has to be effective and an efficient one.

TYPES OF DATA COLLECTION

- **Primary Data**
  - ✓ Questionnaire Survey.
  - ✓ Interaction with the employees.
  - ✓ Participant's observation is undertaken.
  - ✓ Visited actual work place.
  - ✓ Observation of participants was undertaken.

- **Secondary Data**
  - ✓ Monthly absenteeism data.
  - ✓ Yearly absenteeism report.
  - ✓ Leave records of employees.

OBJECTIVE OF THE STUDY

- To study the level of absenteeism prevailing in the organization.
- To study the major causes of absenteeism in the organization.
- To identify steps required to control the employee absenteeism.
- To provide suggestions in the form of solutions to reduces the rate of absenteeism.
- To find out various reasons for employees absenteeism.
- To find out whether shifts system has effect on absenteeism.
- To find out whether absenteeism has impact on routine work or not.

Any effective absentee control program has to locate the causes of discontent and modify those causes or eliminate them entirely. In other words, if we deal with the real reasons team members stay home it can become unnecessary for them to stay away. Any investigation into absenteeism needs to look at the real reasons for it.

Sometimes team members call in sick when really do not want to go to work. They would not call you up and say, “I’m not coming in today because my supervisor abuses me”

Or, “I’m not coming in today because my health is not well.”

Or, “I’m not coming today because the bathrooms are so filthy; it makes me want me sick to walk into them.”

There are few essential questions to consider at the outset if you want to make a measurable improvement to your absenteeism figures.

Why is your present absenteeism policy ineffective?

Where and when is excessive absenteeism occurring? In many cases, Under-trained supervisors could be a contributing factor.

What are the real causes for absences?

It is commonly expected that low pay, poor benefits and high workloads will be the major causes.

In India the problem of absenteeism is greater than other countries. When the employee takes time off, on a scheduled working day with permission, it is authorized absence. When he remains absent without permission or informing, it is wilful absence without leave.

In these days, when the needs of the country require greater emphasis upon increase of productivity and the economic and rational utilization of time and materials at our disposal, it is necessary to minimize to the maximum possible extent.

RECENT SURVEY INDICATES THE FOLLOWING TRENDS IN ABSENTEEISM:

- The higher the rate of pay and greater the length of service of the employee, the fewer the absences.
- As an organization grows, there is a tendency towards higher rates of absenteeism
- Single employees are absent more frequently than married employees.
- Younger employees are absent more frequently than older employee but the later are absent for longer periods of time.
- Unionized organizations have higher absenteeism rates than non-union organization.

EFFECT OF EMPLOYEE ABSENTEEISM:

- Normal work-flow is disturbed.
- Overall production in the factory goes down.
- Causal workers may have to be employed to meet production schedules such worker is not trained properly.
- Difficulty is faced in executing the order in time.
- Overtime allowance will increases considerably because of higher absenteeism.
- Extra pressure on employees, who are present for the work, may disappoint them.

ABSENTEEISM-TYPES

There are two types of absenteeism, each of which requires a different type of approach.

1. INNOCENT ABSENTEEISM

Innocent absenteeism refers to employees who are absent for reasons beyond their control, like sickness and injury. Innocent absenteeism is not culpable which means that it is blameless. In a labour relations context this means that it cannot be remedied or treated by disciplinary measures.

2. ULPABLE ABSECNTEEIM

Culpable absenteeism refers to employees who are authorization for reasons which are within are their control. For instance, an employee who is on sick leave even though he/she is not sick, and it can be proven that the employee was not sick, is guilty of culpable absenteeism. To be culpable is to be blameworthy. In a labour relations context this means that progressive discipline can be applied.

For the large majority of employees, absenteeism is legitimate, innocent absenteeism which occurs infrequently. Procedures for disciplinary action apply only to culpable absenteeism. Many organizations take the view that through the process of individual absentee counselling and treatment, the majority of employees will overcome their problems and return to an acceptable level of regular attendance.

COUNSELLING INNOCENT ABSENTEEISM

Innocent absenteeism is not blameworthy and therefore disciplinary action is not justified. It is obviously unfair to punish someone for conduct which is beyond his/her control.

The procedure an employer may take for innocent absenteeism is as follows:

1. Initial counseling's
2. Written counseling's
3. Reduction’s of hours
4. Discharge

1. **INITIAL COUNSELING**

   Presuming you have communicated attendance expectations generally and have already identified an employee as a problem, you will have meet with him or her as part of your attendance program and you should now continue to monitor the effect of these efforts on his or her attendance.

   If the absences are intermittent, meet with the employee each time he/she returns to work. If absence is prolonged, keep in touch with the employee regularly and stay update on the status of his condition.

2. **WRITTEN COUNSELLING**

   If the absences persist, you should meet with the employee formally and provide him/her with a letter of concern. If the absenteeism still continues to persist the employee should be give a second letter of concern during another formal meeting.

3. **REDUCTIO'S OF HOURS**

In between the first and second letters the employee may be given the option to reduce his/her hours to better fit his/her personal circumstances. This option must be voluntary accepted by the employee and cannot be offered as an ultimatum, as a reduction in hours is a reduction in pay and therefore can be looked upon as discipline.

4. **DISCHARGE**

   Only when all the previously noted needs and conditions have been meet and everything has been done to accommodate the employee can termination be consider the following in ruling on an innocent absenteeism dismissal case.

- ✓ Has the employee done everything possible to regain their heath and return to work?
- ✓ Has the employer provided every assistance possible? (i.e. counselling, support, time off)
- ✓ Has the employer informed the employee of the unworkable situation resulting from their sickness?

- ✓ Has enough time elapsed to allow for every possible chance of recovery?
- ✓ Has the employer treated the employee prejudicially in any way?

As is evident, a great deal of time and effort must elapse before dismissal can take place.

These points would be used to substantiate or disprove the following two fold test.

1. The absences must be shown to be clearly excessive.
2. It must be proven that the employee will be unable to attend work on a regular basis in the future.

CORRECTIVE ACTION FOR CULPABLE ABSENTEEISM

As already indicate, culpable absenteeism consists of absences where it can be demonstrated that the employee is not actually ill and is able to improve his/her attendance.

Presuming you have communicated attendance expectations generally, have identified the employee as a problem, have met with him/her as part of your attendance program, made your attendance program, made your concerns on his specific absenteeism known and have offered counseling as appropriate, with no improvement despite your positive efforts, disciplinary procedures may be appropriate. The general procedure is as follows: [Utilizing counseling memorandum]

1. Verbal Warning’s
2. Written Warning’s
3. Suspension’s
4. Discharge

1. VERBAL WARNING

Formally meet with the employee and explain that income protection is to be used only when an employee is legitimately ill. Advice the employee that his/her attendance recovered must improve and be maintained at an improved level or further disciplinary action will result. Offer any counseling or guidance as is appropriate. Give further verbal warnings as required.

2. WRITTEN WARNING

Interview the employee again. Show him/her the statistics and point out that there has been no noticeable or sufficient improvement. Listen to the employee to see if there is a valid reason and offer any assistance you can. If no satisfactory explanation is given, advise the employee that he/she will be given a written warning. The written warning should identify any noticeable pattern.

If the amount and pattern continue, the next step in progressive discipline may be a second, stronger written warning. Your decision to provide a second written warning as an alternative to proceeding to a higher level of discipline (i.e. suspension) will depend on a number of factors.

3. SUSPENSIONS

If the problem of culpable absenteeism persists, following the next interview period and immediately following an absence, the employee should be interviewed and advised that he/she is to be suspended. The length of the suspension will depend again on the severity of the problem, the credibility of the employee's explanation, the employee's general work performance and length of service. Subsequent suspensions are optional depending on the above condition.

MEASUREMENT OF ABSENTEEISM

For calculating the rate of absenteeism we require the number of people scheduled to work and number of people actually present. Absenteeism can be finding out of absence rate method.

Absence Rate = <u>No. Of man days lost *   100</u>
No. Of man days planned to work

FOR EXAMPLE

a) Average number of employees in work force: 100
b) Number of available workdays during period: 20
c) Total number of available workdays (a*b): 2,000
d) Total number of lost days due to absences during the period: 93
e) Absenteeism percent [(d/c)*100]: 4.65

Since absenteeism is a major barometer of employee morale, absenteeism above 5% has to be considered as very serious (across most industries 3% is considered standard).

USES OF EMPLOYEE ABSENTEEISM

Important factors leading to absenteeism can be summarized as follows.

1. Long hours of work.
2. Bad working conditions.
3. Lack of co-operation and understanding between management and workers.
4. Sickness
5. Accidents.
6. Problem of transport facilities.
7. Low wages.
8. Lack of proper medical aid and health programmes.
9. Lack of canteen services.
10. Bad housing conditions.
11. Social or religious festivals.
12. Marriages.
13. Education of children.
14. Domestic problems and consequent worries.
15. Harvest seasons, etc.

    Among these causes, in the existing Indian conditions, wage level in industries, has a direct bearing on absenteeism. Sickness on account of bad housing conditions contributes highest to industrial absenteeism. Social and religious causes can be accounted as the second important contributing factor for absenteeism.

EFFECTS OF EMPLOYEE ABSENTEEISM

Absenteeism is one of the root causes of labour unrest. It affects the workers earnings as well as the company in the following manner.

1. **Decrease in productivity:**
    - Employees may be carrying an extra workload or supporting new or replacement staff.
    - Employees may be required to train and orient new or replacement workers.
    - Staff morale and employee service may suffer.
2. **Financial costs:**
    - Payment of overtime may result.
    - Cost of self-insured income protection plans must be borne plus the wage costs of replacement employees.
    - Premium costs may rise for insured plans.
3. **Administrative Costs:**
    - Staff time is required to secure replacement employees or to reassign the remaining employees.
    - Staff time is required to maintain and control absenteeism.

The definition of absenteeism, its causes, its affects on productivity, and its costs in terms of finances and administrative effectiveness are quite clear.

Traditional methods of absenteeism control based only on disciplinary procedures have proven to be ineffective. It is almost impossible to create a fair disciplinary procedure because even well run disciplinary systems, which treat similar actions in consistently similar ways, are usually seen as unfair. The reason for this is discipline alone usually does not identify or address the root causes of absenteeism.

Every employee who takes time off in defiance of company regulations has reasons, right or wrong, which justify to themselves the legitimacy of their actions.

PECULIAR FEATURES OF ABSENTEEISM

On the basis of studies undertaken certain observations may be made.

a) The rate of absenteeism is lowest on payday; it increases considerably on the days following the payment of wages and bonus. The level of absenteeism is comparatively high immediately after payday. When worker either feel like having a good time or in some other cases return home to their villages family and after a holiday, has also been found to be higher than that on normal days.

b) Absenteeism is generally high in workers below 25 years of age and those above 40. "The younger employees are not regular and punctual". Presumably because of the employment of a large no. of new comers among the younger age groups, while the older people are not able to withstand the strenuous nature of the work.

c) The percentage of absenteeism is higher in the night shift than in the day shift. This is so because workers in the night shift experience great discomfort and uneasiness in the course of their work than they do during day time.

d) Absenteeism in India is seasonal in character. It is the highest during March-April-May, when land has to be prepared for monsoon, sowing and also in harvest season (Sept-Oct) when the rate goes as high as 30%.

ANALYSIS OF CAUSES

1) **FAMILY ORIENTED & RESPONSIBILITES**

   It was observed that about 40% case absenteeism is family oriented and more responsibilities of workers. It increases in harvesting season.

2) **SOCIAL CEREMONIES**

   In 20% cases it was found social and religious functions divert worker from work.

3) **SICKNESS AND ACCIDENT**

   In 20% case the workers remain absent due to ill health and disease and 15% workers remain absent due to accident.

4) **TRANSPORTATION**

   Most of the workers have to travel long distance to reach the work place. Most of the workers are not satisfied with transport facilities.

5) **WELFERE FACILITES**

   In 13% cases, the workers are not satisfied with welfare facilities.

6) **WORKING CONDITIONS**

   In 21% cases, the workers feel that there is not good working condition, because they work in standing position which causes to remain absence for relaxation.

7) **MANAGEMENT SYSTEM**

   Near about 10% people are dissatisfied with management system because they feel that their work is not being recognized and promotions are biased.

8) **OTHERS WORKS**

   Near about 30% worker absent to others works.(like married, children school, festivals).

MEASURES TO CONTROL EMPLOYEEABSENTEEISM:-

- **ADOPTION OF A WELL DEFINED RECRUITMENT PROCEDURE**
  The selection of employees on the basis of command, linguistic and family consideration should be avoided. The management should look for aptitude and ability in the prospective employees and should not easily yield or pressure of personal likes and dislikes. Application blanks should invariably be used for a preliminary selection and tools for interviews.

- **PROVISION OF HEALTHFUL AND HYGENIC WORKING CONDITION**
  In India, where the climate is warm and most the work involves manual labour, it is essential that the workers should be provided with proper and healthy working conditions.

- **PROVISION OF REASONABLE WAGES AND ALLOWANCE AND JOB SECURITY TO WORKERS**
  The wages of an employee determine his as well as his family standard of living. This single factor is important for him than other.

- **SAFETY AND ACCIDENT PREVENTION**
  Safety at work can be maintained and accidents can be prevented if the management tries to eliminate such personal factors as negligence, overconfidence, carelessness, vanity, etc and such material factorizes unguarded machinery and explosive, defective equipment and hand tools.

- **CORDIAL RELATIONS BETWEEN SUPERVISORS AND WORKERS**
  The supervisor should be recognize that industrial work is a group’s task and cannot be properly done unless discipline is enforced and maintained. Cordial relations between the supervisors and these workers are therefore essential for without them, discipline cannot be increased.

- **LIBERAL GRANT OF LEAVE**

The management's strict attitude in granting leave and holidays even when the need for them is genuine, tempts workers to go on E.S.I. leaves for under this scheme, they can have 56 days leaves in years on half pay.

- **DEVELOPMENT OF WORKERS BY TRAINING**

  The system of worker's education should be so designed as to take into account their educational needs as individuals for their personal evaluation, as operatives for their efficiency and advancement, as citizens for happy integrated life in the community, **as** members of a trade union for the protection of their interests.

- **MOTIVATORS WELFARE AND SOCIAL MEASURES**

  The management should consider the needs of workers and offer them adequate and cheap housing facilities, free of subsidized food, free medical and transport facilities, free education facilities for their children and other monetary benefits.

GUIDLINES FOR CONTROL OF ABSENTEEISM

Absenteeism is a disease that appears whenever a company fails to inoculate itself through the use of sound management practices. To cure excessive absenteeism, one has to know the exact causes and then examine the available, workable and proven solutions to apply against those causes.

Q. Why is your present absenteeism policy ineffective?

Q. Where and when is excessive absenteeism occurring?

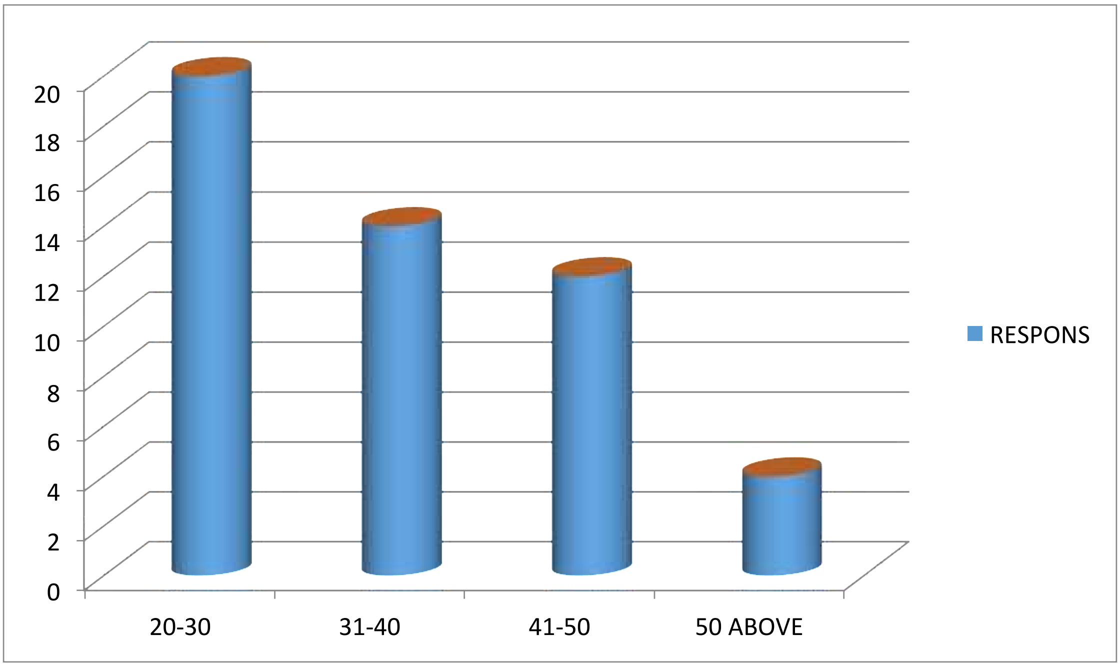
Q. What are the real causes for absences?

Q. How much formal training have your supervisors received on absenteeism containment and reduction.

ANALYSIS AND INTERPRETATION

Q.1 AGE OF EMPLOYEE?

AGE	NO. OF RESPONDENTS	PERCENTAGE
20-30	20	40%
31-40	14	28%
41-50	12	24%
ABOVE 50	4	8%
TOTAL	50	100%



ANALYSIS:

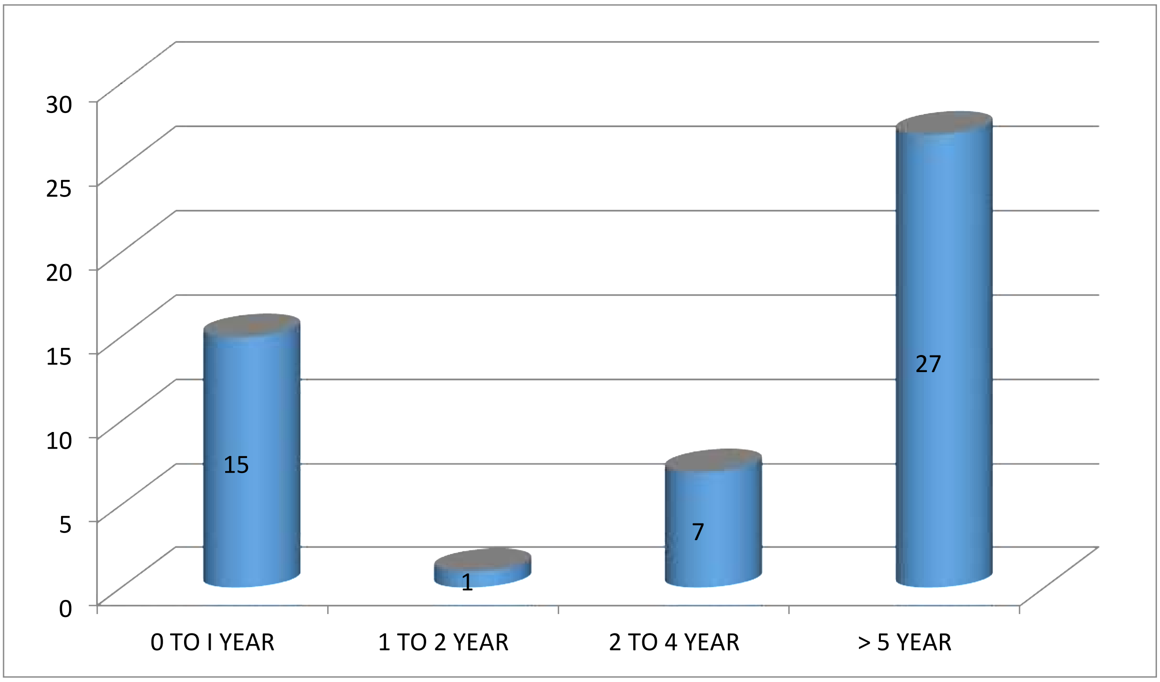
- 40% Of the worker are age between 20-30
- 28% of the worker are age between 31-40
- 24% of the worker are age between 41-50
- 8% of the worker are age between above 50

INTERPRETION:

According above information employees between age 20-30 are the most employee work to industry.

Q. 2 FOR HOW MANY YEARS YOU ARE WORKING WITH SIS?

OPTION	RESPONSE	PERCENTAGE
0 TO 1 YEAR	15	30%
1 TO 2 YEAR	1	2%
2 TO 4 YEAR	7	14%
ABOVE 5 YEAR	27	54%
TOTAL	50	100%



ANALYSIS:

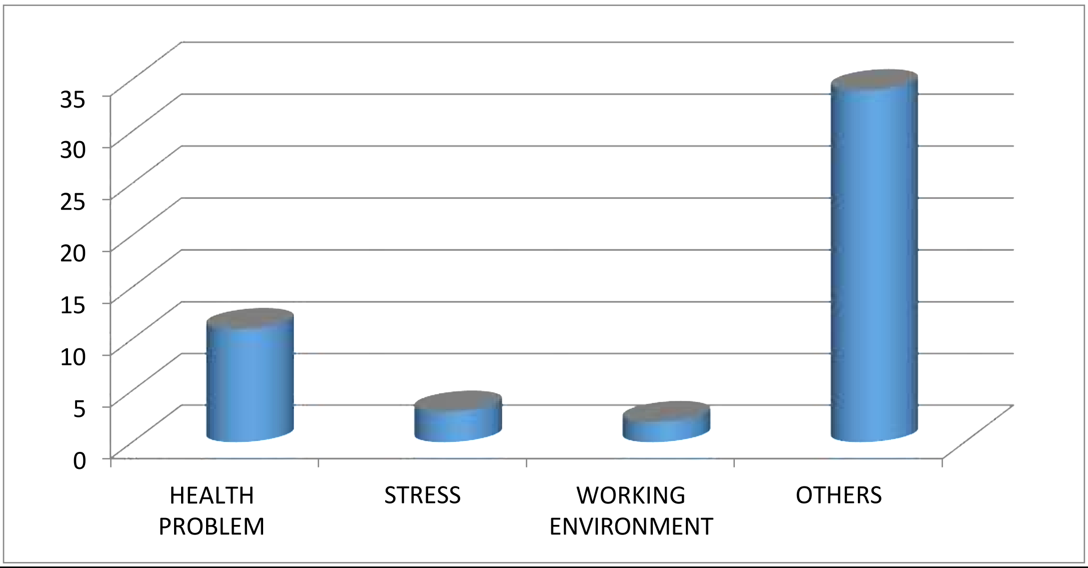
I t can be seen that 54% of the workers at SIS are working within more than 5years, 30% worker are working within 0 to 1 years, 2% worker are working within 1 to2 years, and 14% workers are working 2 to 4 years.

INTERPRETION:

According to me 5 years above the most workers work in company. It is good to company earning profits.

Q. 3 ACCORDINGTO YOU WHAT ARE THE MAIN REASONS FOR EMPLOYEES ABSENT?

OPTION	RESPONSE	%
HEALTH PROBLEM	11	22%
STRESS	3	6%
WORKING ENVIRONMENT	2	4%
OTHERS	34	68%
TOTAL	50	100%



ANALYSIS:

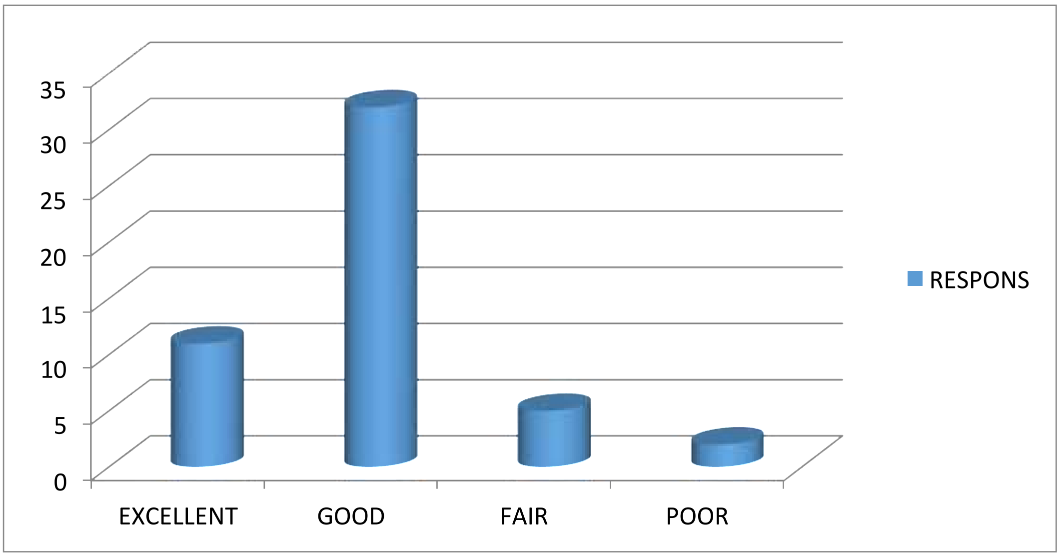
According to 22% workers health problem is the reason for being absent. 6% think that stress can be the reason for absent, 68% workers think that can be absent others works like festivals, Marriages, Children education. 4% workers are absent working environment.

INTERPRETION

Most of the workers absent reason of others problem like personal work, any functions they will be attained to work time. It will be control but provided housing facilities.

Q. 4 YOURS VIEWS REGARADING WEALFARE FACILITIES PROVIDED SIS?

RESPONS	RESPONSE	PERCENTAGE
EXCELLENT	11	22%
GOOD	32	64%
FAIR	5	10%
POOR	2	4%
TOTAL	50	100%



ANALYSIS:

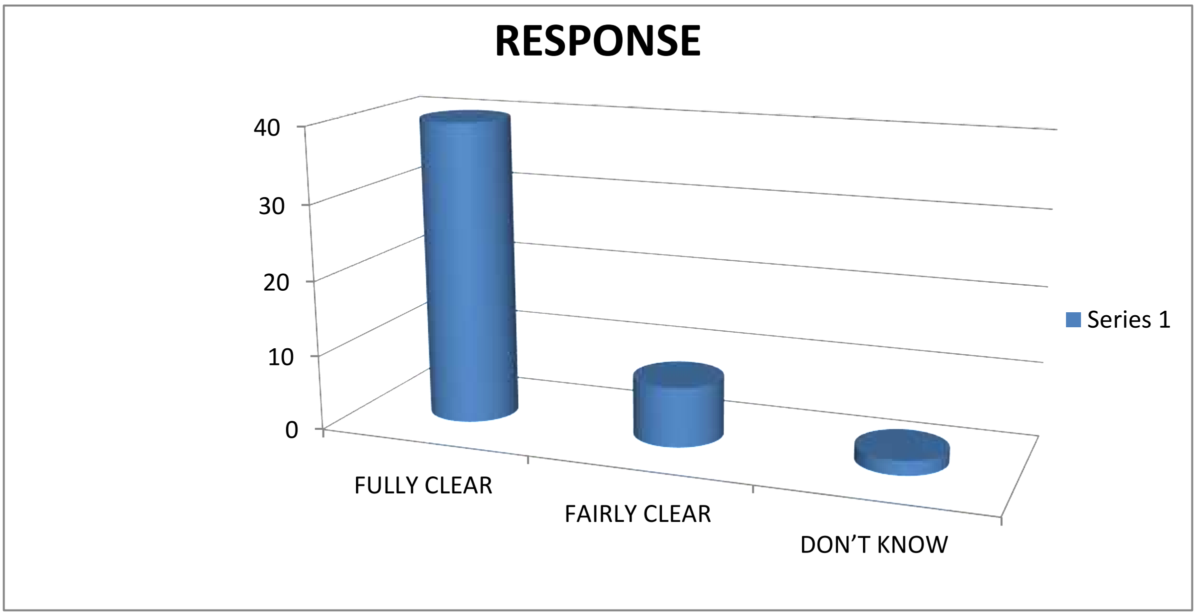
Here the management is the strength of the organization, because by looking at this chart only we can say that how well the LABOUR WELFARE OFFICER co-operate with all the labours. When I said this question I got very positive answers from the labours i.e. 22% worker said EXCELLENT, and 64% worker said GOOD, and 10% worker said FAIR, and 4% said it as POOR.

INTERPRETION:

This is majority of labours are satisfied and with a positive opinion about labour welfare facilities.

Q. 5 ARE YOU CLEAR ABOUT YOUR WORK/JOB RESPONSIBILITY?

OPTIONS	RESPONSE	PERCENTAGE
FULLY CLEAR	40	80%
FAIRLY CLEAR	8	16%
DONT KNOW	2	4%
TOTAL	50	100%



ANALYSIS:

It can be seen that 80% of workers at SIS are clear regarding their responsibility. 16% workers at SIS are fairly clear about your work. 4% worker is don't known our responsibility.

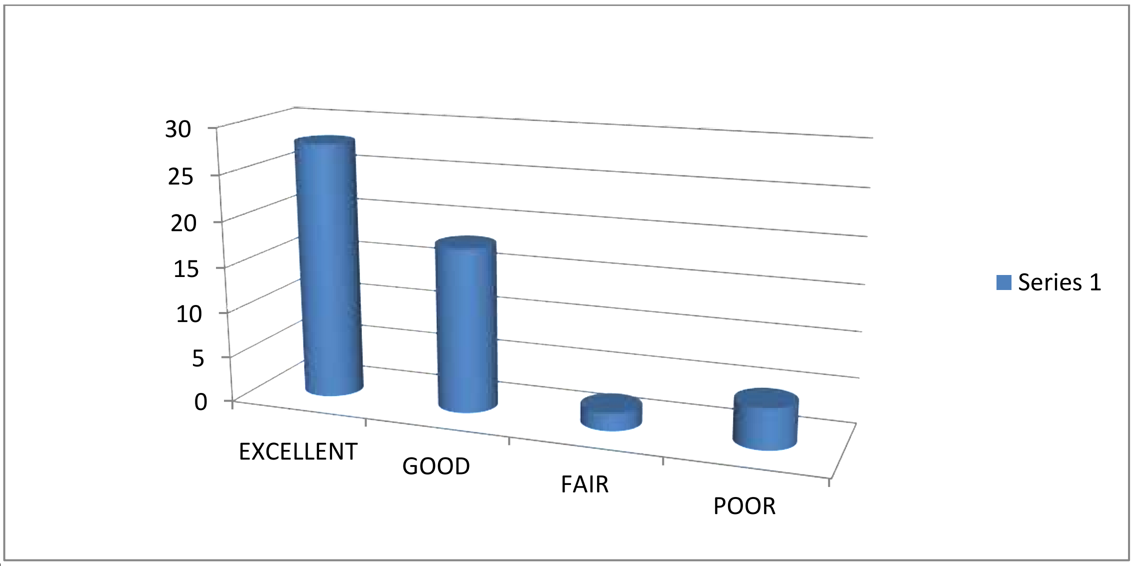
INTERPRETATION:

According to above information most of the workers clear about work or responsibilities it is good to company.

Q. 6HOW ARE YOUR RELATIONS WITH SUPERIORS/CO-WORKER?

OPTIONS	RESPONSE	PERCENTAGE
EXCELLENT	28	56%
GOOD	18	36%
FAIR	2	4%
POOR	2	4%
TOTAL	50	100%

RESPONSE



ANALYSIS:

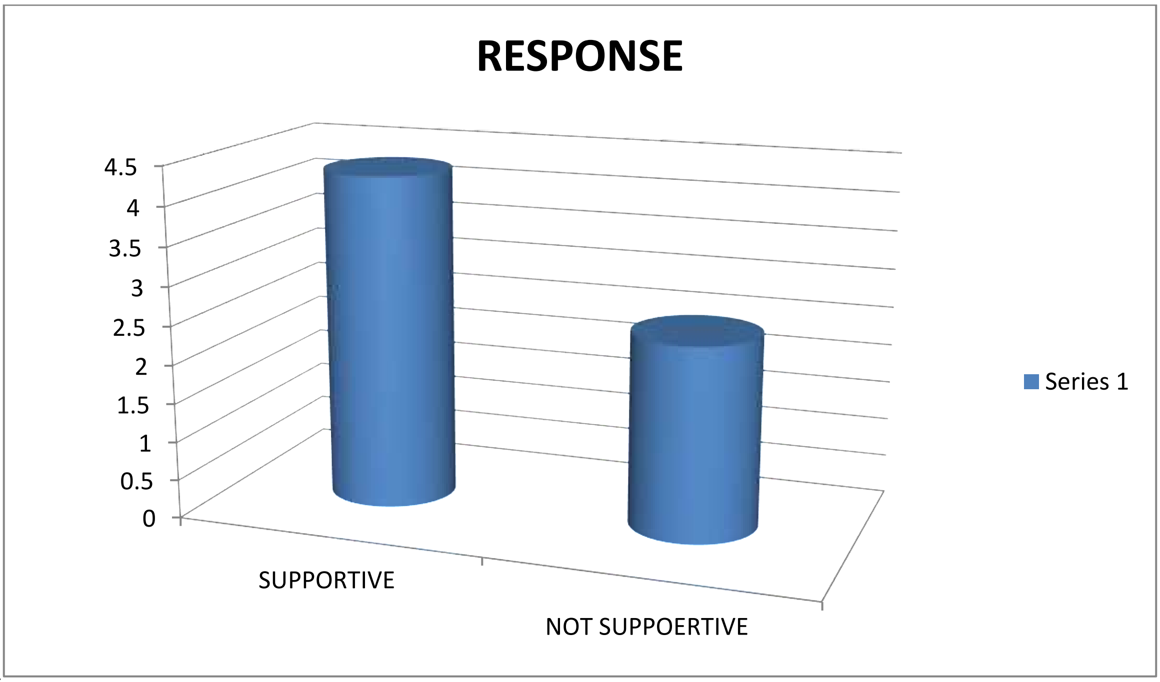
When the asked relations between your superiors most of the worker given response was positive .i.e. 56% workers have excellent relation with the superiors where 36% have good relations and 4% workers poor relations to superiors .

INTERPRETION:

According to information all workers are happy to relation with the superiors. It is majority of company.

Q.7YOURS SUPERIORS BEHAVIOR TOWARDS YOUR PROBLEM?

OPTIONS	RESPONSE	PERCENTAGE
SUPPORTIVE	43	86%
NOT SUPORTIVE	7	14%
TOTAL	50	100%



ANALYSIS:

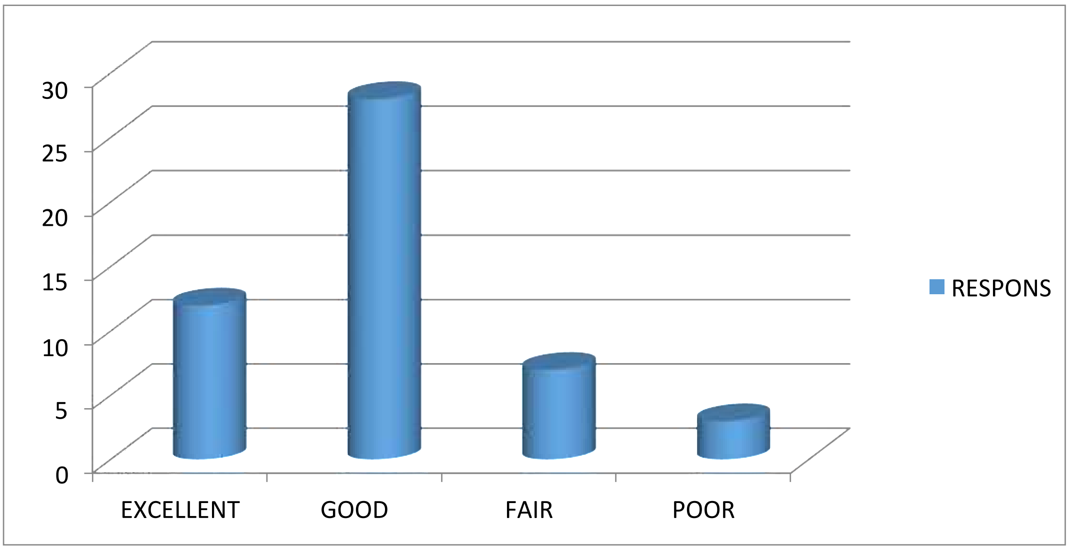
SIS Industry 86% workers think that their superiors behaviour towards their problem is SUPPORTIVE& 14% worker consider it as NOT-SUPPORTIVE.but many worker say positive answer.

INTERPRETION:

7 people feel that their superiors behaviour is not supportive because the employee don’t like the approach superiors use to solve the problem .

Q.8 **WHAT DO YOU FEEL ABOUT TRAINING FACILITY IN SIS?**

RESPONS	RESPONSE	PERCENTAGE
EXCELLENT	12	24%
GOOD	28	56%
FAIR	7	14%
POOR	3	6%
TOTAL	50	100%



INTERPRETATION:

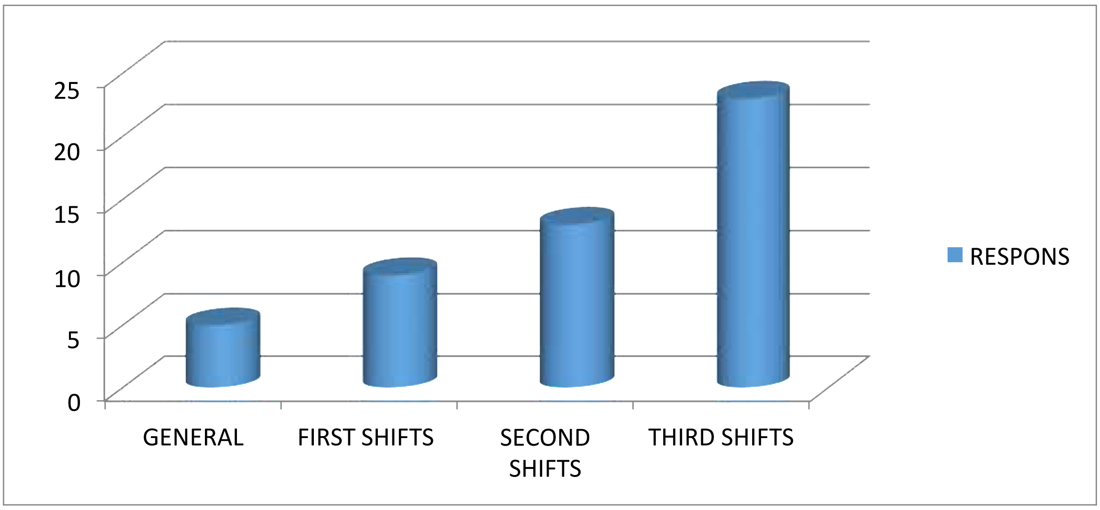
When workers were asked about training facility at SIS 24% were of the opinion that it was EXCELEENT, and 56% workers said GOOD, and here also majority of the workers respons was FAIR 14%, and only 6% worker were not satisfied with this facility and they said POOR

ANALYSIS:

When workers were asked about training facility at SIS most of workers satisfied this facility some workers are not agree this facility.

Q.9_WHICH SHIFT DO YOU FIND MORE DIFFICULT TO WORK?

OPTIONS	RESPONSE	PERCENTAGE
GENERAL	5	10%
FIRST SHIFTS	9	18%
SECOND SHIFTS	13	26%
THIRD SHIFTS	23	46%
TOTAL	50	100%



ANALYSIS:

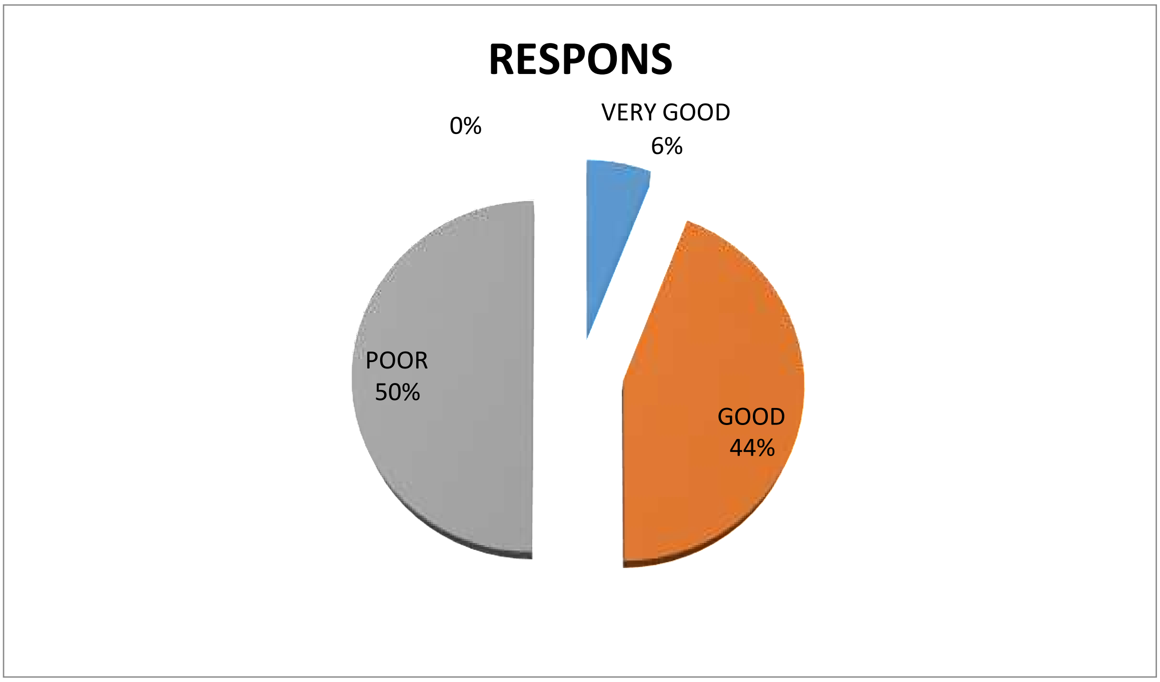
Worker opinion 10% worker to find more difficult to work GENERAL SHIFTS, and 18% worker said FIRST SHIFTS and 26% worker said SECOND SHIFTS and more worker said to THIRD SHIFTS 46%. Workers are finding more difficulty to third shifts.

INTERPRETION:

Workers opinion most of workers to said third shifts workers are finding more difficult to work. It will change to shifts rules.

Q. 10 WHAT IS YOUR OPINION TOWARDS FACILITIES OF THE CANTEEN ?

OPTIONS	RESPONSE	PERCENTAGE
VERY GOOD	3	6%
GOOD	22	44%
POOR	25	50%
TOTAL	50	100%



ANALYSIS:

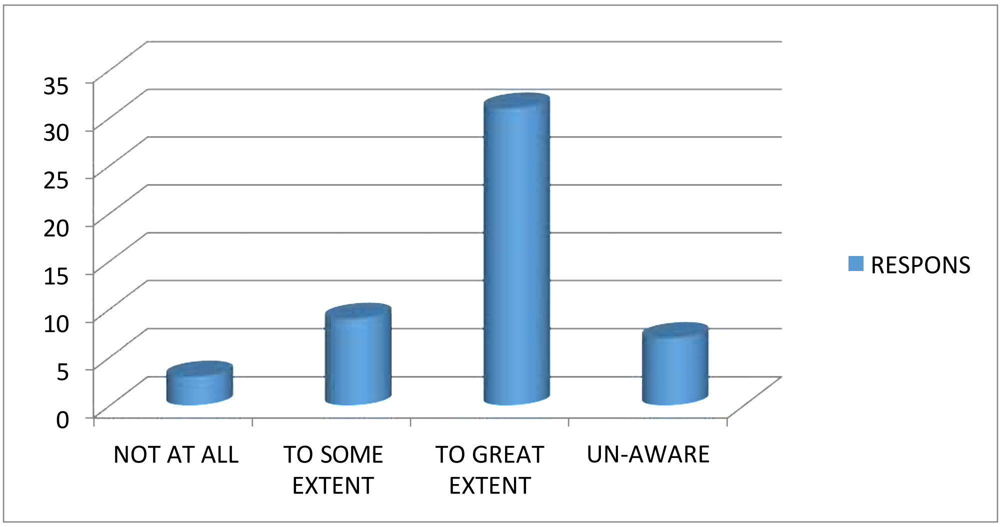
Out of 50 workers 6% workers said that the canteen facility available at SIS is VERY GOOD, and 44% workers said that the canteen facility is GOOD, and 50% workers are said POOR in their opinion.

INTERPRETION:

50% Worker are satisfied and with positive opinion about canteen. It is good to company improve level of facilities.

Q 11.ARE YOU AWARE OF LEAVE RULES OF THE SIS?

OPTIONS	RESPONSE	PERCENTAGE
NOT AT ALL	3	6%
TO SOME EXTENT	9	18%
TO GREAT EXTENT	31	62%
UN-AWARE	7	14%
TOTAL	50	100%



ANALYSIS:

When worker were asked about this question, out of 50 workers 6% worker said NOT AT ALL, 18% worker said TO SOME EXTENT, 62% worker said TO GREAT EXTENT and 14% worker said UN-AWARE.

INTERPRETION:

According to the above data 20% of the employees are not aware of the leave rules .

TYPES OF LEAVES

1) Bereavement
2) Pregnancy and /or pregnancy disability
3) Public holidays
4) Vacation days
5) Sick days or leave
6) Maternity / paternity
7) Adoption leave

FINDINGS

Finding and analysis reveals the following conclusion.

- Most of the employees working more than 5 years, employee retention rate good.
- Employees are satisfied with the overall welfare facilities provided by SIS.
- All workers clear about work or responsibilities.
- Most of workers find to difficult work in third shifts.
- Health problems seem to be one of the causes of absenteeism for the work.
- Employee feels that their colleagues did not help them in case of personal problems.
- Workers think that their superior’s behavior towards problem is supportive, It is good to company.
- Worker are satisfied and with positive opinion about canteen

SUGGESTIONS:

Absenteeism is a serious problem for management because it involves heavy additional expenses. The management should take the following measures to reduces the rate of absenteeism.

1) PROVIDE INCENTIVES- An incentive provides an employee with a boost to their motivation and unnecessary absenteeism. Incentives like two hours of bonus pay for every month of perfect attendance can improve a lot.
2) EMPLOYEE ASSISTANCE PROGRAM- If you confront an employee about his or her frequent absenteeism and you find out that it is due to personal problems them to EAP.
3) CONDUCT WORKSHOPS- Identify the chronic absentees and conduct a workshop focusing on their areas of interest in work and their job satisfaction definitions. This response can be discussed with the subordinates openly and they can be placed in their respective departments of work so that their talents and capabilities can be utilized efficiently.
4) JOB ROTATION- Workers must be given different jobs at different shifts so that his job does not become monotonous, repetitive and boring. Flexi-time can also be allowed within certain limitations.
5) The organization must improve their facilities the canteen as some employee are not satisfied hence it a matter of health & hygiene
6) The organization should property educate their employee about the leave rules in the organization
7) It is good to company improve level of facilities

CONCLUSION

Shanti Iron & Steel pvt. ltd Belagavi, being one of the largest manufacturer of casted in India is also a victim of absenteeism, as one of the curse their organization is facing at present. The study tries to revel the factors influencing the absenteeism of employees with some suggestion which will be of immense aid for the employees as well as the organization to reduce the absenteeism level. I earnestly desire that, the study might bring some descend in the number of absentees in the organization, if take into consideration practically.

To conclude, employees' dissatisfaction towards job & welfare measures, hectic work schedule, stress, health problems are some of the major causes of absenteeism. This can be reduced by the management by implementing various employee satisfactory changes in the organization. People are the major assets of any organization and taking care of their welfare and satisfaction is their duty as a whole apart from earning profit.

LIMITATION OF THE STUDY

There are some limitations for research which are as follows:-

- As it was not possible to visit each department the true picture of working condition could not be judged.
- The workers were busy with their work therefore they could not give enough time for the interview.
- The personal biases of the respondents might have entered into their response.
- Some of the respondents give no answer to the questions which may affect the analysis.
- Respondents were reluctant to disclose complete and correct information because of a small period of time only small sample had to be considered which doesn’t actually reflect and accurate and intact picture.

BIBLOGRAPHY

WEBSITES:-

www.shaniiron.net

www.humanresource.com

www.skp@shantiiron.net

QUESTIONNAIRE

I am **MS. Manisha chougule** student of **R.P.D. COLLEGE OF BUSINESS ADMINISTRATION,** requesting you to fill the questionnaire which is a part of curriculum and the needful, this information purely academic purpose.

"A STUDY ON ABSENTEESIM OF EMPLOYEES AT SHANT IRON & STEEL Pvt. Ltd"

QUESTION

1. **For how many years are working with SIS?**
   - **A) 0 to 1 year** ☐ **B) 1 to 2 year** ☐
   - **C) 2 to 4 year** ☐ **D) > 5 year** ☐
2. **According to you what are the main reasons for employee absent?**
   - **A) Health problem** ☐ **C) Stress** ☐
   - **B) Working environment** ☐ **D) Others** ☐
3. **Are you clear about your work / job responsibility?**
   - **A) Fully clear** ☐ **C) Don't know** ☐
   - **B) Fairly clear** ☐
4. **Your views regarding working environment of SIS?**
   - **A) Excellent** ☐ **C) Fair** ☐
   - **B) Good** ☐ **D) Poor** ☐
5. **How are your relations with your superiors / co worker?**
   - **A) Excellent** ☐ **C) Fair** ☐
   - **B) Good** ☐ **D) poor** ☐
6. **Yours superiors behavior towards your problem?**
   - **A) Supportive** ☐ **B) Not supportive** ☐
7. **Yours views regarding welfare facilities provided SIS?**
   - **A) Excellent** ☐ **C) Fair** ☐
   - **B) Good** ☐ **D) Poor** ☐
8. **What do you feel about training facilities**
   - **A) Excellent** ☐ **C) Fair** ☐
   - **B) Good** ☐ **D) Poor** ☐

9. What is your opinion towards facilities of the canteen?

A) Very good ☐ **C) Poor** ☐

B) Good ☐

10. Which shift do you find more difficult to work?

A) General shifts ☐ **C) Seconds shifts** ☐

B) First shifts ☐ **D) Third shifts** ☐

11. Disciplinary action taken by management on absenteeism has reduced absenteeism in our company?

A) Not at all ☐ **C) To great highly** ☐

B) To some extent ☐ **D) Extent true** ☐

12. Are you aware of the leave rules of the company?

A)Not at all ☐ **C) To great strongly** ☐

B)To some extent ☐ **D) Extent aware** ☐

SKE SOCIETY'S
RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

Department of Business Administration- Belagavi

(Affiliated To Rani Channamma University, Belagavi)

RANI CHANNAMMA UNIVERSITY, BELAGAVI

A Project Report On

"CUSTOMER RELATIONSHIP MANAGEMENT"

Undertaken At

"ANMOL ENGINEERING, BELAGAVI."

Submitted By

Ms. NIKITA GORAL

REG.NO. B1811217

Submitted to

RANI CHANNAMMA UNIVERSITY, BELAGAVI

In The Partial Fulfilment of the Award of

BACHELOR'S DEGREE OF BUSINESS ADMINISTRATION

2020-2021

SKE SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

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BBA 6thSem

Under the guidance of

Organizational Guide

Ms. SARITA. U. PATIL KADAPURE

Institute Guide

Prof. POONAM

2020-2021

S.K.E. SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

BELAGAVI-590006

(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

Certificate

This is to certify that **Ms. NIKITA GORAL** has satisfactorily completed the project at **Anmol Engineering Udyambag, Belagavi.** In partial fulfillment of award of Bachelor's Degree in Business Administration by **Rani Channamma University, Belagavi** for the year 2019-2020.

Guide	**Director**
Prof. POONAM KADAPURE	**Prof. S.S. SHIMANGOUDAR**

DECLARATION

I **Ms. NIKITA GORAL** bearing the register no-B1710835 hereby declare that the project report entitled " A Study of **CUSTOMER RELATIONSHIP MANAGEMENT**" At Anmol Engineering, Udyambag, Belagavi" Submitted to **Rani Parvati Devi College of Business Administration Belagavi**, in partial fulfillment of the requirement for the award of bachelor's degree of business administration during the year 2019-20, is a record of Bonfire report carried out by me under the guidance of **Prof. POONAM KADAPURE**, Rani Parvati Devi College of Business Administration and no part of it has been submitted for any other degree.

Date:

Place: Belagavi **Ms.NIKITA GORAL**

ACKNOWLEDGEMENT

I would like to acknowledge my profound sense of gratitude

I heartily thanks to the Anmol Engineering, Udyambag, Belagavi. For giving me an opportunity to undertake project work in their esteemed organization.

I have taken efforts in this project. However, it would not have been possible without the kind support and help of many individuals and organizations. I would like to extend my sincere thanks to all of them.

I would also like to thank the employees of the organization who have helped me directly and indirectly in the accomplishment of this project.

My thanks and appreciation also goes to my internal guide **Prof. POONAM KADAPURE** in developing the project. I also feel great pleasure to take this opportunity to my humble and deep sense of gratitude to our esteemed Director **Prof. S.S. SHIMANGOUDAR**for his support throughout the curriculum.

Last but not least I am very grateful to my beloved parents and family members and friends for their encouragement which helped me in completion of this project.

Ms.NIKITA GORAL

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EXECUTIVE SUMMARY

The study is applicable to **Anmol Engineering, Belagavi.** The study covers Industry Profile, **Anmol Engineering, Belagavi.** Vision, future growth and prospectus, special reference to organization under study and SWOT analysis and also it covers summary of marketing performance and the learning experience gained during in plant training. This research is on the basis **of "A Study On customer relationship management at Anmol Engineering, Belagavi"**. This research includes some findings related to the above topic and also some suggestions based on that.

This research was conducted through Primary sources of data collection which is collected through various methods **such as a**nd secondary source includes Companies annual reports, website, and broachers.

INTRODUCTION OF COMPANY

The “ANMOL ENGINEERS” is a company and is registered with the government of Indian registrar of companies Belagavi. Anmol engineers commenced operations in 1998, with the initiative of first-generation young entrepreneurs. Mrs. Sarita U. Patil with her first confidence steep to manufacture of Die, Pattern making and foundry and all types of engineering CI machined components in Belagavi.

The proprietor of the business is versed in this line of business. Proprietor is currently financed by many institutions, now wishes to expand her business over new horizons. For this proprietor wishes to consolidate her borrowings and achieve economy by cost reduction and savings in “running and interest” costs.

The proprietor has been approached with many proposals for Die and Pattern making of one of its kind in the market. The proprietor being one person in and around her vicinity who can undertake such work is very much assured of customers who would flocking to his doorsteps for such Dies and. The proprietor had invested in infrastructure in form of new VMC machineries worth Rs. 30 lakhs.

The proprietor is currently engaged in making and selling of casting materials and also die and pattern making on a small-scale basis. The proprietor is now venturing into mainly making of dies and pattern in additions to her existing business of making casting.

INDUSTRY PROFILE

The Indian industries have been set up based upon the variety of technological sources, the range of their specifications is very wide. Due to this range of products in the oil hydraulics is also quite wide resulting in very small batch for each product.

It is therefore, difficult to specify a minimum economically viable capacity for the industry. While there has been a continued overall growth in the oil hydraulic products business due to large variety of specialized products to meet specific individual applications, volume growth in individual products has been very low. With low volumes and high development costs concerning tooling, casting and forging, the industry has not been able to adopt modern production methods. Current production technologies in use are largely dictated by production of large volumes, quality requirements and costs.

Since the Indian Industries have to manufacture a large variety of products with low volumes, the industry is not able to use the modern high production lines. Most of the manufacturers, with exception to some (who have installed dedicated SPM’S and CNC machines for manufactures of components), are currently using general purpose machines with special too ling’s and some purpose machines for specialized metal cutting operations

Although the industry has shown a reasonable growth over the years, but it is far away from the volumes which would lead to adopting modern production methods. Also the limited demand is being shared by over 20 firms resulting in uneconomical volumes for most of them. It is unlikely that the situation would change drastically in the coming decade due to various factors mentioned above.

Almost all the major manufacturers of hydraulic equipments have collaboration with foreign companies. Only two companies viz. Polyhedrons and Oscar Equipments are manufacturing products based on indigenous development. There has been very little attempt at developing indigenous technology for these products, although barring few items, all other equipments have been indigenized.

VISION, MISSION

VISION:

"Vision is to provide right products to the exacting demands of the quality conscious customers at a competitive pricing structure. "Anmol Engineers" appreciates commitment for teamwork, continuous improvement, and developing mutually beneficial relationship with the customer"

MISSION

Our mission is "customer satisfaction" through continuous efforts on always finding better ways to do things and protect the interests of our customers We appreciate the opportunity to earn our customers safety by providing quality products.

FACTORY UNIT:

The proprietor is already running her business of manufacture of casting materials of die and pattern making and is currently operating from 185, Udyambag, Belagavi. She has the required infrastructure along with requisite man power requirement to undertake the proposed activity of expansion into major die and pattern making activity.

The proprietor now is desirous of expanding his activity by procuring additional VMC machinery with installation at a cost about 30 lakhs. This new machinery will enable the proprietor to undertake additional order of Rs 3 lakhs per month which will yield a net inflow about 25%.

LOCATION:

The company is situated at 185, Industrial Estate, Udyambag, Belagavi. The raw materials, labour, power and transportation and other infrastructural facilities are easily available for the company this industrial area has been developed by the Karnataka Small Industries Development Corporation LTD. Belagavi.

This existing factory building is located in 185, Industrial Estate Udyambag, Belagavi.

THE QUALITY:

The stringent quality control procedure is followed at ‘‘ANMOL ENGINEERING’’. Top class testing instruments in the well-equipped material testing laboratory has ably supported the quality control activity.

THE COMMITMENT:

‘‘ANMOL ENGINEERING’’ with an open mind approach is always willing to accept new developments and technologies to ensure the strict adherence to the delivery schedule on time, every time. Restricting itself to a limited type of casting, **‘‘ANMOL ENGINEERING’’** ensures 100% focuses, on every minute’s quality needed.

QUALITY POLICY:

- **‘‘ANMOL ENGINEERING’’** shall always strive for customer satisfaction.
- We shall endeavor to build quality product to satisfy our customers.
- We shall motivate and empower our employees and bring in a feeling of ownership in them.
- We shall strive for continuous improvement in QMS to achieve our goal of providing a quality product at a competitive price and on time.
- We believe that with this goal we shall be able to excel in competitive markets.

COMPANY POLICY

“We set to be the most preferred partner in manufacturing and supply of engineering products as well as production of tooling manufacturing like metallic patterns and fixtures required to develop the particular component.

Our motto is to give our entire efforts to get customer satisfaction & to prove our self as one of the good & renowned tooling manufacturers.

COMPANY PROFILE

Name of the company	:	Anmol Engineering
Ownership pattern	:	Proprietor
Manufactures	:	Graded Cast Iron,
		Ductile Iron,
		Alloy & Steel castings
Year of establishment	:	2005
Type of industry	:	Small scale industry (Under FactoriesACT)
Location	:	Udyambag, Belgaum
Contact details		
(i) Address	:	C-6, GOVT .INDUSTRIAL ESTATE,
		UDYAMBAG, BELGAUM. 590 008
		KARNATAKA.
(ii) Telephone	:	9448111515
Total labours	:	60 Labours

COMPANY HISTORY

The Company was started in Oct 2005. The Company, as part of Backward Integration, took over a Foundry for manufacturing Cast Iron Castings, which had a Cupola and a small Foundry setup.

Two CNC turning centers were added to the machining setup, this was a Major Forward Integration step in 2006.

Company is now capable of manufacturing Castings from 5 kgs to 325 kgs.

Company is committed to fulfill the requirements of their customers and to satisfy by following the best manufacturing systems and produce zero defects casting with prompt payment.

PROPOSED MACHINERY:

The details of plant and machinery proposed to be installed are given below.

Name of the machine

1. BFW Make CHAKRA BMV65T24
2. Tool craft make Radial type
3. KMT make Pillar type
4. Hydrotech make Hydraulic Press
5. Bench Grinder's Electro craft make
6. Flexible Shaft Grinder Electro craft make
7. 4" Angle Grinder Dewalt make

PRODUCTS:

Using various components for electric motors and alternators various types of terminal boxes and covers, For power transmission unit various types of gear boxes centers, top and bottom bearing housing, gear cases, shafts. Bearing housing for automobile industry back plates, face plates, drums. Etc is manufactured by the company.

MANUFACTURING PROCESS:

The manufacturing process involves finished grinding, turning, boring, milling, salting, shaping, drilling, taping, burnishing and painting etc by using lathes, milling machines, drillings, balancing machines. All the parameters mentioned by customers in their components, drawings are firstly shaped and finished on the above mentioned machines.

PRODUCT PROFILE

Coupling casting **Pump casting**

Automobile **Other casting**

Process

- **Moulding**

  BFPL produces cored and non-cored castings using jolt squeeze machines, floor moulding, and loose moulding processes for moulding. Depending on the job, customer requirement and the type of casting to be produced, we use moulds that are made of green sand, or of self-hardening, air-setting moulding sand, silicate, no bake and also shell. The moulding is done in fix boxes as well as loose flask type. The cores are made up of silicate, shell, no bake and sand mix and produced in house and some subcontracted. The sand systems are well-controlled and perfectly adapted to our operations.

- **Pouring**

  Once the prescribed alloy has been made using a state-of-the-art process that combines highly evolved equipment and control devices, the mold is filled using a network of runner troughs especially designed in accordance with the specific requirements of each casting. The necessary stages of inoculation and metal conversion are scrupulously observed, and the casting temperature is controlled with utmost precision.

- **Shake-out / Cleaning**

  Once the predetermined solidification and cooling period is over, the casting is lifted out of its mold, the sand and the flask are recovered, and a new molding cycle is launched. Later, the casting is freed from its risers, shot-blasted and cleaned for shipping to the customer, or readied to undergo other operations such as thermal treatment, machining or painting when necessary.

- **Thermal Treatment**

  A thermal treatment can then be done to the casting in a state-of-the-art electric furnace with 2.1m X 2.4m X 1.1m (84" X 96" X 42") of usable interior volume. This furnace is equipped with a programmable control system and a multi-point recording device, which precisely monitors its temperature according to a variety of requirements.

Thermal treatment may be required for two main reasons:

Stress Relieving

Stress often occurs during metal solidification in the mold. By thermal treatment , we can minimize the risk of warping during subsequent machining operations, or when the piece is in use. This treatment may be required by the customer or by Belgaum Ferrocast's operational practices, according to the casting requirements.

Changing the mechanical properties

Thermal treatment may be required to modify the mechanical properties of the casting through a transformation of its metallurgic structure. Likewise, this treatment may be required by the customer, or be part of Belgaum Ferrocast's manufacturing process. It will help the casting attain its specified characteristics.

- **Painting**

  According to the customer's requirements, various types of surface protection may be applied to castings. To provide the best possible product, Fonderie Saguenay regularly sub-contracts painting to a specialized company. Our subcontractor is familiar with our operating practices. We communicate regularly and efficiently with him, and delay is minimal.

- **Machining**

  A fair percentage of castings made by Anmol Engineeringare machined at the customers' request. For this purpose, we rely on our modern machining facilities, which are perfectly suited to the requirements of your pieces. These operations are performed under our supervision and remain our responsibility; they are carried out with the same exactness, are subjected to all appropriate inspections, and are delivered with a full dimensional inspection report.

- **Final Inspection**

  Before being sent to the customer, all castings undergo a final inspection with a degree of refinement adapted to each particular case. This final inspection is part of an all-inclusive plan, based on our vision of quality, which inspires everything we do.

  In addition to this final inspection, our operating process is always rigorously controlled, which minimizes the risk of defects.

Whenever the need arises, we hire the services of independent inspection firms to conduct specialized testing, destructive or not, such as ultrasonic, X-Ray, wet-phase magnetic particles inspection, and so on.

- **Quality vision**

The ultimate goal of our "quality system" is to ensure that each casting we make satisfies our client's requirements.

This goal inspires all of our actions, from the choice of raw materials and configuration of our casting equipment and processes, and covers all other variables that may affect the quality of the products under our responsibility. To achieve this goal, we perform a lot of testing.

Since 2001, Anmol Engineeringhas enjoyed the ISO certification in compliance with the ISO 9001: 2008 Standard and certified for ISO/TS-16949-2009 in year 2012 and has successfully undergone every annual control audit and triennial registration audit ever since. Belgaum Ferrocast'spolicy is to treat such accreditation procedures as occasions to learn and improve our processes rather than to view them as mere regulations.

At Belgaum Ferrocast, the production process starts as soon as we receive our customer's call for tender. At this stage, we take the greatest care to fully understand our customer's specific needs and to ensure that our production capacities will allow us to fulfill them.

Whether it is a new pattern or a modified one, we make a prototype. This stage gives us the opportunity to check and approve the pattern, to ascertain the efficiency of our production cycle and if need be to verify the efficiency of our subcontractors' manufacturing operations.

The efficiency of our "quality system" is regularly tested through audits held by our clients. This stimulates us and pushes us to constantly strive to achieve our goal: to continually improve our processes and intervention methods and ultimately to meet our customers' needs.

Competitors

1. Mangle founder
2. Shanti Iron
3. Shree Iron Works

Various Departments-

1. HR Department:

(HR) Classification Of Employee

Anmol Engineering(I) Pvt Ltd has overall 175 employees working in shifts

Permanent:

A Permanent employee is an employee who has been engaged on a permanent basis in writing at the commencement of employment or an employee who has satisfactorily completed the probationary period of service in the same or another occupation and is therefore borne on the rules of permanent employees by a specific order or written direction of the management.

Probationer:

A Probationer is an employee who is provisionally employed to fill a vacancy in a permanent post and has not been confirmed as permanent by the management in accordance with these rules. Ordinarily the period of probation shall be unto the last date of the month in which an employee completes six months service in the industry but may be extended at the discretion of the management twice by three months at a time. If no orders of confirmation or removal from service are passed on the expiry of the initial period, the probationary period shall be taken to have been automatically extended.

No workmen shall be deemed to have been become permanent unless a written order to this effect is issued, in the absence of which he shall continue to be a probationer may be terminated without assigning any reason during the period of probation. If a permanent employee is promoted to a higher post as probationer, he may at any time be reverted to his substantive permanent post during the period of probation without assigning any reason.

Temporary:

A Temporary employee will include the following:

- A person who is appointed for a limited period of time mentioned in the appointment letter.
- A person employed in connection with increase in work which is of seasonal or of temporary character.
- A person employed to work provisionally in a post till permanent arrangements for filling up the posts are made.

Casual:

A Casual employee means an employee employed for any work on occasional or casual nature.

Apprentice/Trainee:

An Apprentice or Trainee means a learner who may or may not be paid a stipend during the training period.

2. Marketing Department:

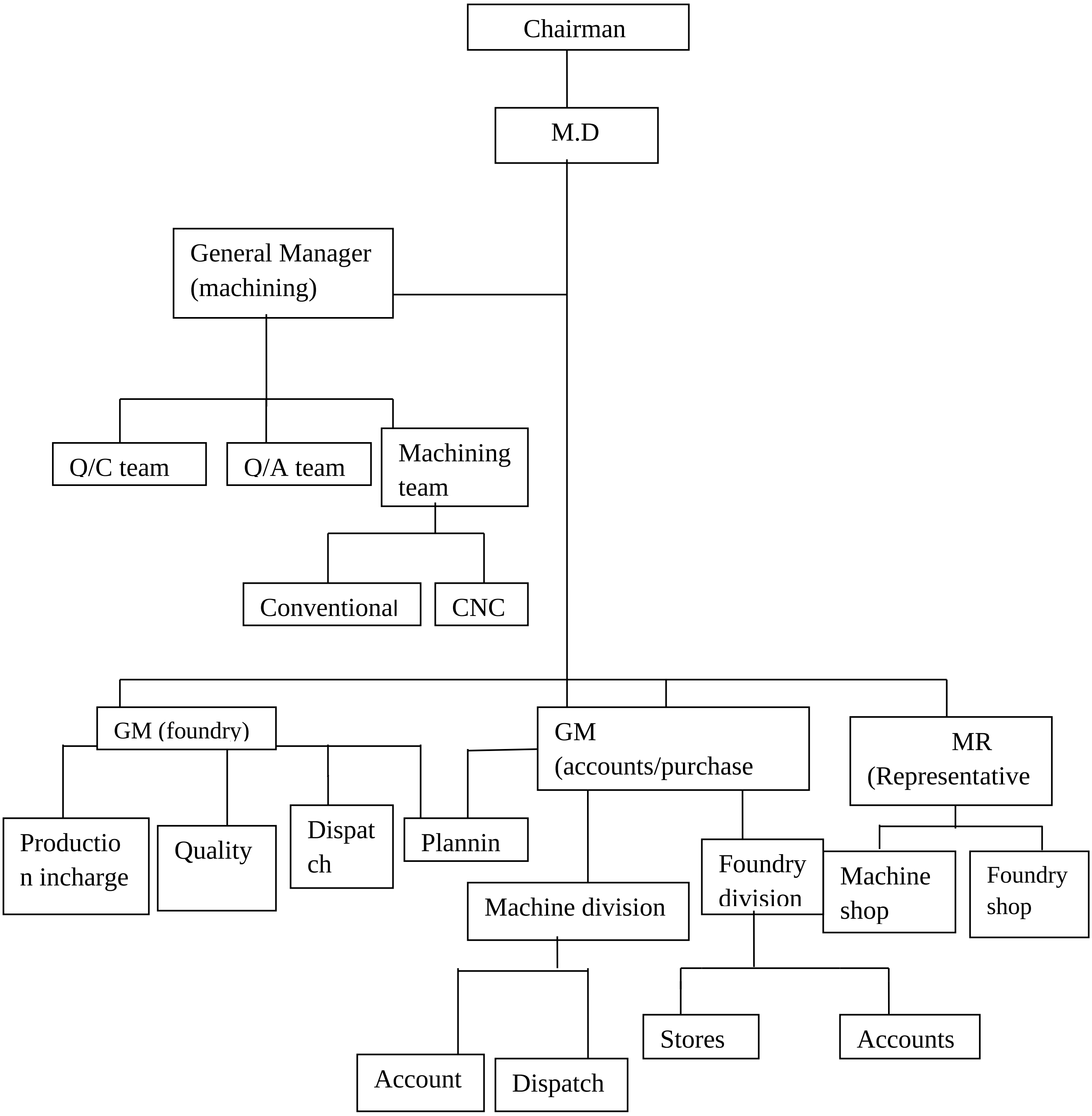
(Marketing) Exports Trends:

The Exports have been showing healthy trends approx 25-30% YOY as can be seen from the charts below. However, the current exports for FY 2013-14 are approx Rs. 13765 Crores. The exports are slowdown due to weak demand.

Functions-

- To get schedule from the customer.
- Review the schedule & get production plan to the production department.
- Submit the dispatch plan to the customer.
- Monitoring for dispatch plan dates

ORGANIZATIONAL STRUCTURE



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OBJECTIVE OF THE STUDY

- To understand the customer needs better
- To know how to maintain long term customer relationship
- To understand the relationship of organization with the customer.
- To study the current practices of CRM.

STATEMENT AND SIGNIFICANE OF PROBLEM

Customer plays very important role in today's global market so this study is based on "Consumer Relationship Management" conducted at ANMOL ENGINEERING

Every company makes all possible efforts to achieve its goal. The research is conducted to identify the customer relationship management as it is the strongest and the most efficient approach in maintaining and creating relationship with customers.

The CRM (Customer relationship management) is an integrated effort to strengthen the network of relationship for the mutual benefit of both the parties. The biggest management challenge in the new millennium of liberalization and globalization for a business is to maintain good relationship with the king the customer.

LITERATURE REVIEW

Introduction:

When company communicates its customers the process can involve many different people within both organizations using a variety of different methods. CRM is the acronym for the term “customer Relationship Management”. The main tool that is used is an order that is communicated by company’s customer to its sales department. However this is only one of many communications that should be managed. To ensure that company can provide the best customer service experience possible the use of customer relationship management (CRM) software should be considered.

Meaning of CRM:

Customer relationship management (CRM) is a term that refers to practices, strategies and technologies that companies use to management and analyses customer interactions and data throughout the customer lifecycle, with the goal of improving business relationship with customers, assisting in customer retention and driving sales growth, CRM system are designed to compile information on customer\s across different channels or point of contract between the customer and the company which could include the company’s website, telephone, live chart , direct mail, marketing materials and social media. CRM systems can also give customer-facing staff detailed information on customer’s personal information, purchase history, buying preferences and concerns.

Aims of CRM

- The CRM is a new technique in marketing where the marketer tries to develop long term relationship with the customers to develop them as lifetime customers. CRM aims to make the customer climb up the ladder of loyalty.
- The company first tries to determine who are likely prospects i.e. the people who have a strong potential interest in the product and ability to pay for it. The company hopes to convert many of its qualified prospect into first time customers and then to convert those first time customers into repeat customers. Then the company tries to convert these repeat customers into client-they are those people who buy only from the company in the relevant product categories. The next challenge for the company is to convert this client into advocates. Advocates are those clients who praise the company and encourage others to buy from it.

- The ultimate challenge is to convert these advocates into partners where the customers and the clients work actively together to discover ways of getting mutual benefit.
- Thus in CRM the key performance figure is not just current market share but share of life time value by converting customers into partners.
- In CRM the company tries to identify that small percentage (20%) of key account holders who's contributing to the company revenues is high (80%). So from this point of view, CRM is also known as KEY ACCOUNT MANAGEMENT.

Eight ways to keep customers for life:

1. Every part of the company's marketing effort should be geared towards building lifetime relationships.
2. People want to do business with friendly people. To have effective relations a friendly attitude must permeate in the organization.
3. Information technology developments should be positively used to serve the customers.
4. The company should always be flexible to bend its rules and procedures in the client's favor.
5. The company should communicate with its customer even when it is not typing to sell something.
6. The company can communicate and develop stronger customer bonding by providing financial and social benefits.
7. The company should try to know all its customers including their lifestyles, hobbies, likes and dislikes etc.
8. The company should make it a point to deliver more than what is promised.

How to introduce CRM in the company:

There are four key steps for putting one to one marketing program to work-

Step1: Identify your customers

To launch a one to one initiative the company must be able to locate and contract a fair number of customers or at least a substantial portion of its valuable customers. It is crucial to know the customer details as much as possible, not just their names or address, but their habits, preferences and so forth

Step 2: Differentiating your customers.

Customers are different in two principal ways, they represent different levels of value and have different needs. Once the company identifies its customers differentiating them will help the company to focus its efforts to gain the most advantage with the most valuable customers.

Step 3: Interacting with the customer

Interaction is also a crucial component of a successful CRM initiative. It is important to remember that interaction just not occur through marketing and sales channels, customer interact in many different ways with many different areas of the organization so to foster relationship all the areas of the organization must be accessible to the customer.

Step 4: Customize your enterprise's behavior

Ultimately to lock a customer into a relationship a company must adapt some aspect of its behavior to meet customer's individually expressed needs this might mean mass customizing a manufactured product or it might involve tailoring some aspect of the service surrounding the product.

Benefits of CRM:

1. Helps companies get an insight into their sales activities.
2. Helps in identifying profitable / unprofitable customers.
3. It's possible to integrate CRM with many third party applications/ web-based applications
4. Some CRM vendors support accessing the CRM system through mobile phones/Tablet computers.

SWOT ANALYSIS

SWOT analysis is a analysis of STRENGTH, WEAKNESS, OPPORTUNITY AND THREATS of the Company. This is used to analysis the company environment will help each and every company to know the present situation of the company.

STRENGTH:

- This is only one of the reputed Company in Belagavi. >It has been producing the product as the standard specified by the Government of Kamataka
- Fully computerized environment.
- Its continuous and larger production unit in Belagavi
- Product quality is the strength of the company.
- The work environment is full of excitement, creativity, and innovative atmosphere.

WEAKNESS:

- Absenteeism is the main problem in the Company.
- Huge sound and air pollution in the production department.
- Workers are not well qualified.

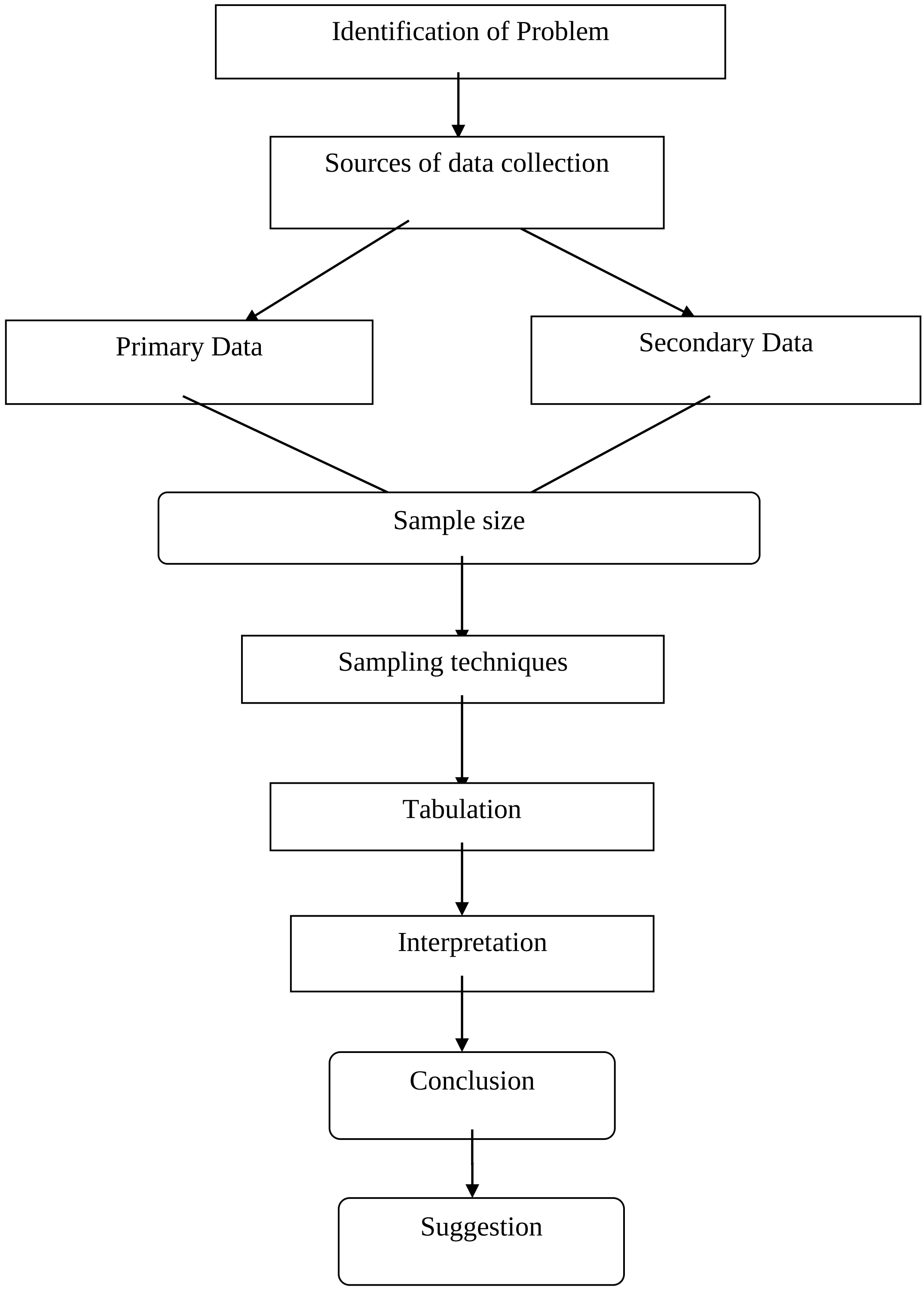
OPPORTUNITY:

- Company is having the excellent growth opportunity.
- Company is having the good hold in the market so it will help to earn more profit.
- In the capacity of the plant is the increasing direction.

THREATS:

- Huge power consumption and power failure.
- Foreign currency fluctuation.

RESEARCH METHODOLOGY



Sources of data collection

Data collection

Types of data collection involved are primary data and secondary data.

Primary data:

Data that has been collected from first-hand experience is known as primary data. In this source the information is gathered with the help of discussion, interview & interaction & carried on with official of different department.

Following are some of the source of primary data.

- Questionnaire
- Personal interviews

Secondary data

This includes both internal and external sources. The relevant information for secondary data was collected from various sources, like various records maintained, through the company brochures and different manuals of the company.

Tools used for data collection

The tools used for data collection are personal interview, questionnaire, and informal discussion, and broachers.

Sample size

30 customers were selected as a sample and questionnaire was asked to them to get there responses to words the relationship with company.

Sampling technique-

Deliberate sample techniques were adopted. In this method of sampling, samples were taken on deliberate selection of particular units of universe. Deliberate sampling is known as purposive or non- probability sampling.

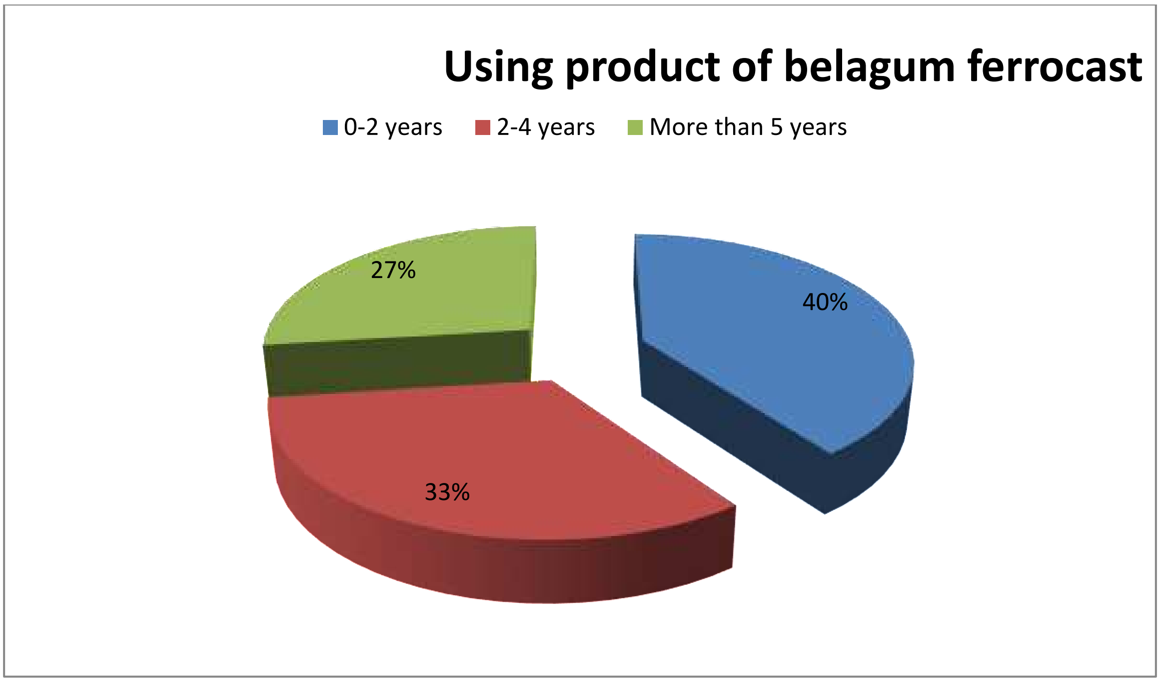
Sampling unit

Customers of the Anmol Engineering(I) Pvt Ltd InUdyambag area.

ANALYSING AND INTERPRETATION

1. From how many years you are using product of Belgaum Anmol Engineering?

SI NO	Responses	No of Respondents	Percentage
1.	0-2 years	12	40
2.	2-4 years	10	33
3.	More than 5 years	8	27
4.	Total	30	100



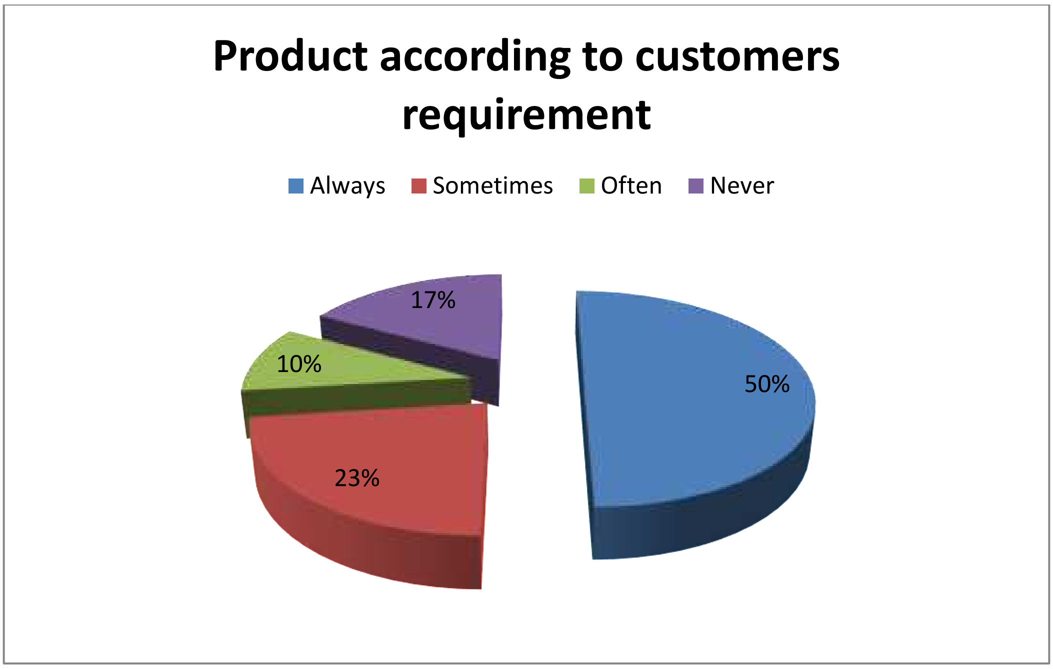
INTERPRETATION-

It was found that:

- 40% of customers are using the products of Anmol Engineering from almost 2 years.
- 33% of customers are using the products of Anmol Engineering from almost 4 years.
- 27% of customers are using the products of Anmol Engineering from almostmore than 5 years.

2. Do the company provide product according to your requirements?

S. NO	Response	No of Respondents	Percentage
1.	Always	15	50
2.	Sometimes	7	23
3.	Often	3	10
4.	Never	5	17
5.	Total	30	100

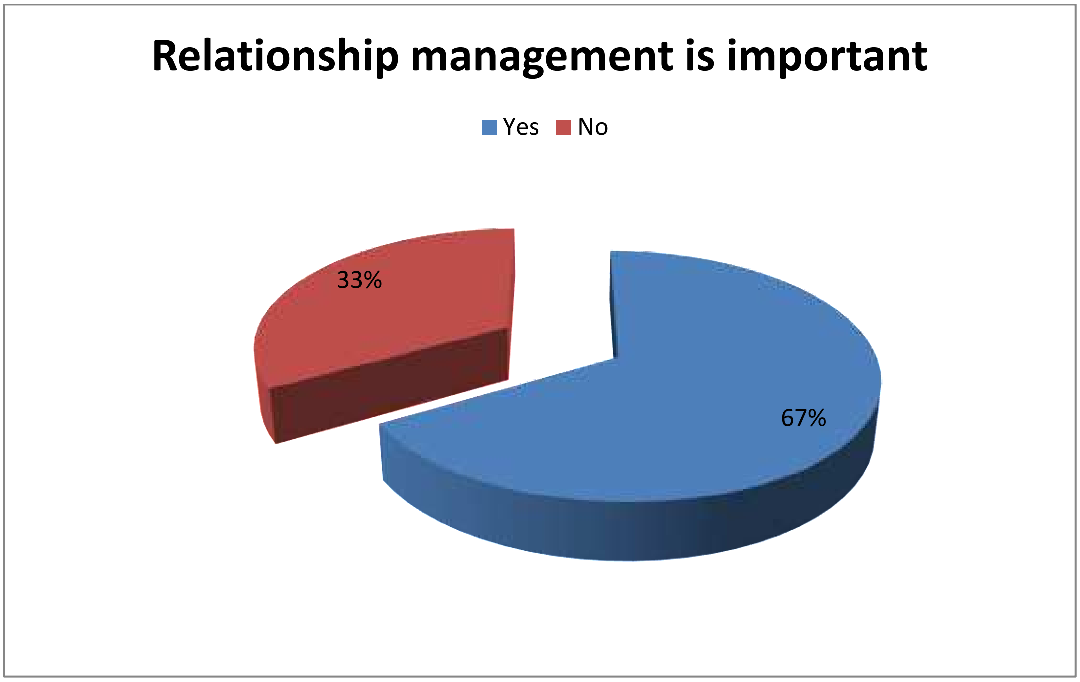


INTERPRETATION-

- 50% of the customer says that always the company provide product according to the customer requirements
- 23% of the customer says that sometimes the company provide product according to customer requirements
- 10%of the customer saysthatoften the company provide product according to customer requirements
- 17% of the customer says thatneverthe company provide product according to customer requirements
- Because their customer relationship may not be good with providers so they may not get products according to the requirement.

3.Do you find that customer relationship management is important?

SI NO	Response	No of Respondents	Percentage
1.	Yes	20	67
2.	No	10	33
3.	Total	30	100

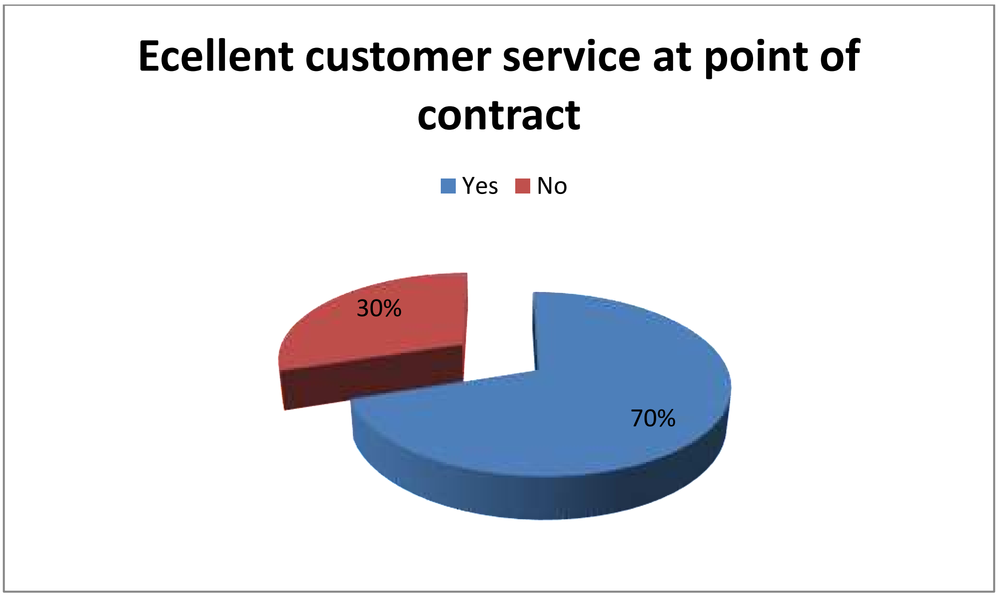


INTERPRETATION–

- 67% of the customer says yes that customer relationship management is important.
- 33% of the customer says nothat customer relationship management is important.
- Because they may take as a advantage give and take materials on credit and they may not pay the amount of products.
- They may ask discount because of good relation.

4.**Do you think company is able to give excellent customer service at point of contract?**

SI NO	Response	No of Respondents	Percentage
1.	Yes	21	70
2.	No	9	30
3.	Total	30	100

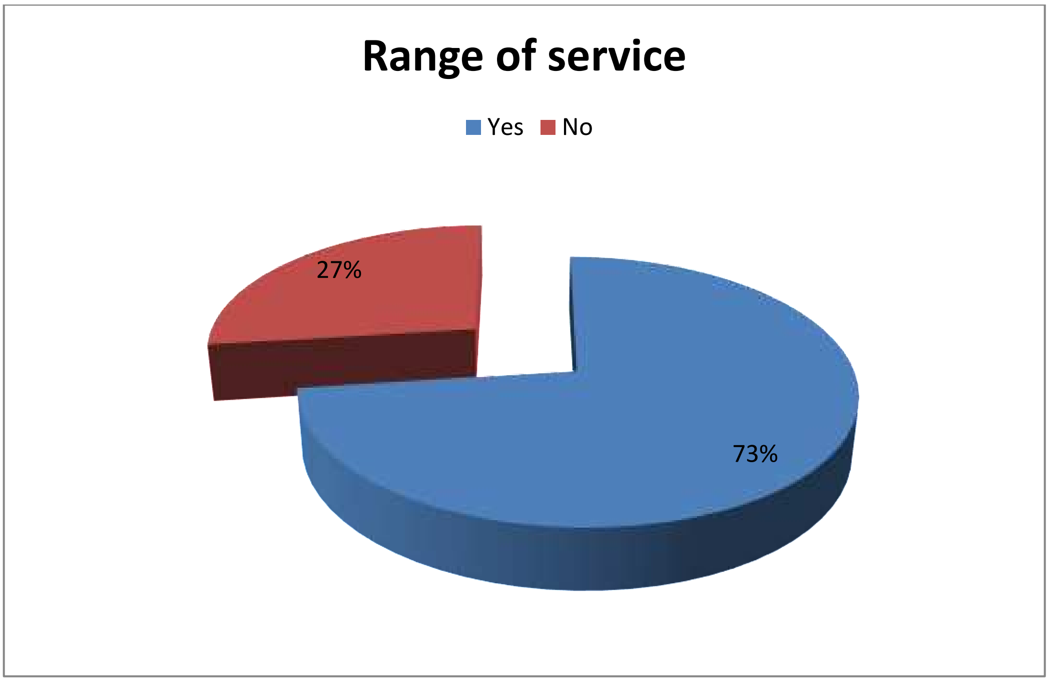


INTERPRETATION–

- 70% of the customer says yes that the company is able to give excellent customer service at point of contract
- The kind of services are transport services, good quality service.
- 30% of the customer says nothat the company is able to give excellent customer service at point of contract

5. Are you satisfied with the range of services?

SI NO	Response	No of Respondents	Percentage
1.	Yes	22	73
2.	No	8	27
3.	Total	30	100

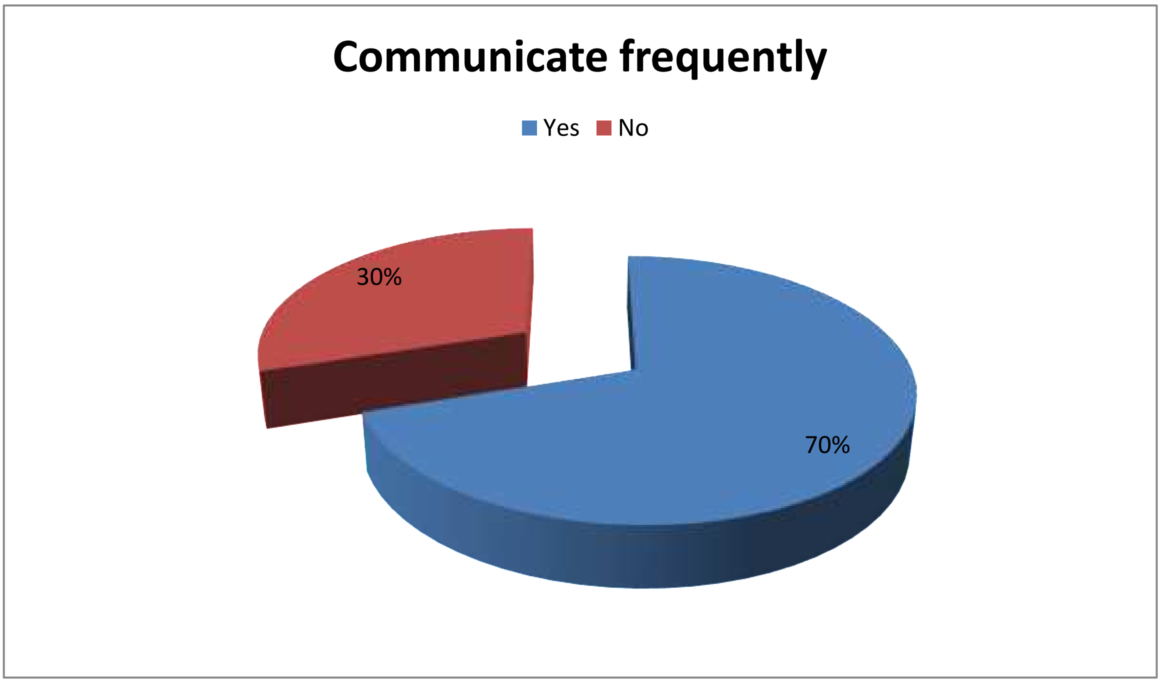


INTERPRETATION –

- 73% of the customer says yes that they satisfied with the range of services.
- 27% of the customer says no that they satisfied with the range of services
- The range of services means provider providing materials to the address by delivery of services. They may stay as required time to financial stability.

6.Does the company communicate with you frequently?

SI NO	Response	No of Respondents	Percentage
1.	Yes	21	70
2.	No	9	30
3.	Total	30	100



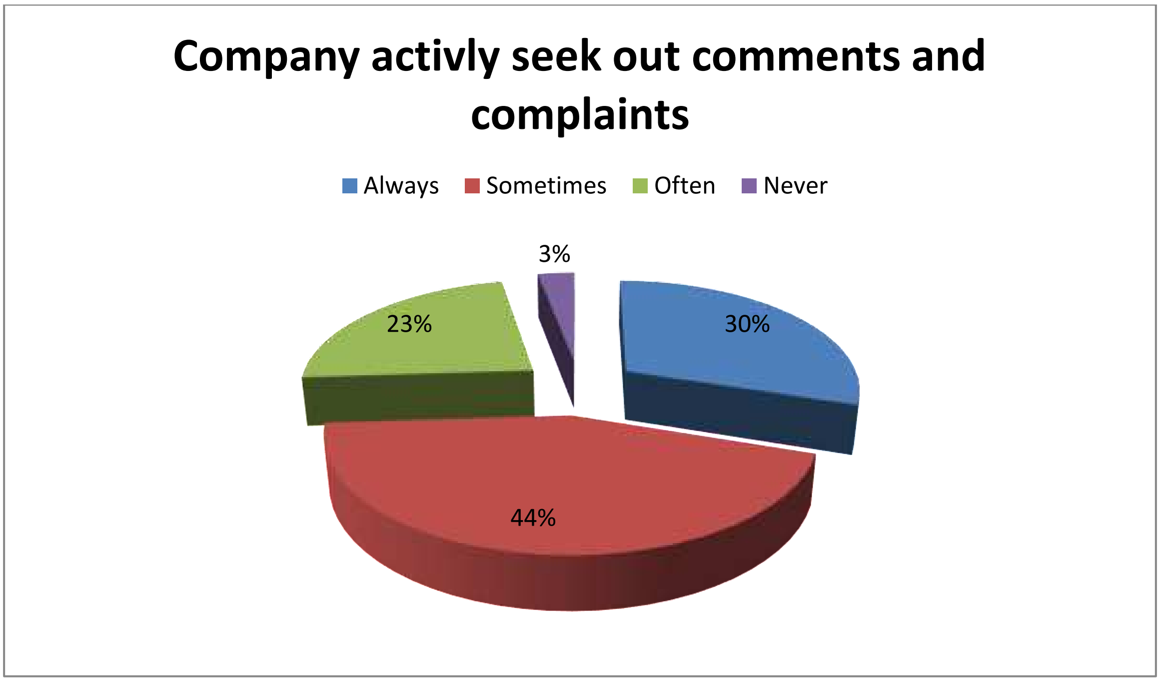
INTERPRETATION –

- 70% of the customer says yes that the company communicates with the customer frequently.
- 30% of the customer says no that the company communicates with the customer frequently.
- They may not have good relationship with each other
- They may not truly listening and they misinterpreting with the customer

.

7.Does the company actively seek out your comments & complaints?

S.NO	Response	No of Respondents	Percentage
1.	Always	9	30
2.	Sometimes	13	44
3.	Often	7	23
4.	Never	1	3
5.	Total	30	100

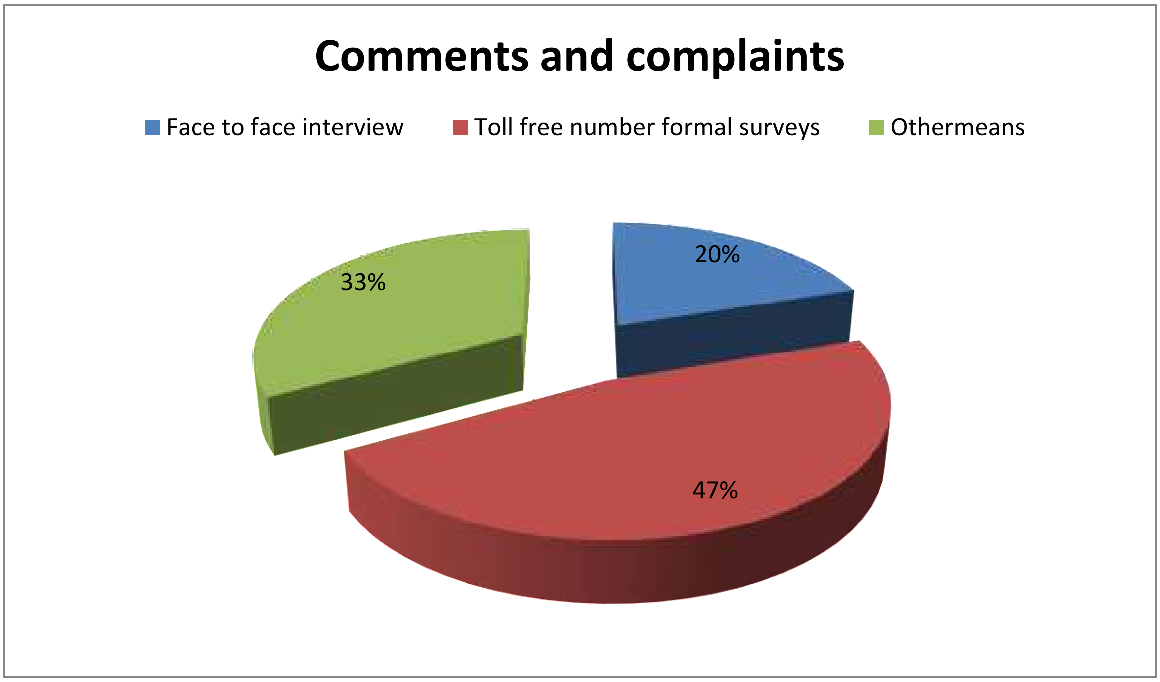


INTERPRETATION-

- 30% of the customer says always that the company actively seek out the customers comments & complaints
- 44% of the customer says sometimes that the company actively seeks out the customer’s comments & complaints.
- 23%of the customer says often that the company actively seeks out the customer’s comments & complaints.
- 3% of the customer says never that the company actively seeks out the customer’s comments & complaints.
- Because they may be busy in some other work.

8. Through which means the companies get your comments & complaints?

S. NO	Response	No of Respondents	Percentage
1.	Face to face interview	6	20
2.	Toll free numbers formal surveys	8	47
3.	News paper , social media	10	33
4.	Total	30	100

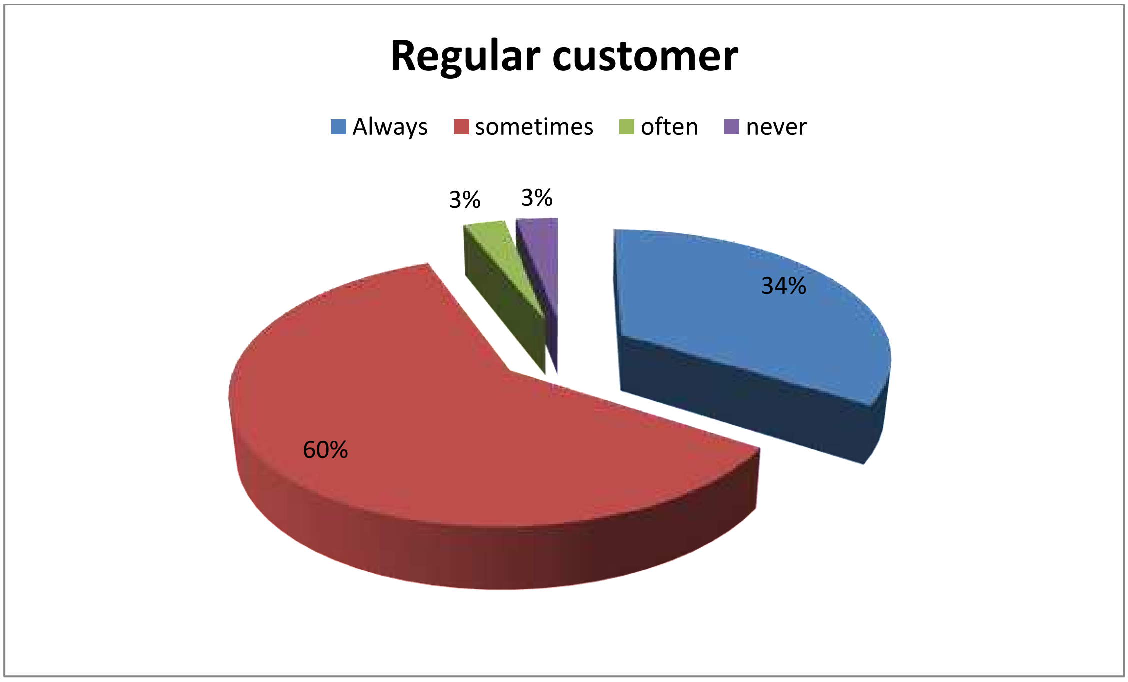


INTERPRETATION-

- 20% of the customer said through face to face interview that the companies get customer comments & complaints
- 47% of the customer said through toll free number formal surveys that the companies get customer comments & complaints
- 20%of the customer said through other means that the companies get customer comments & complaints

9. **Does the company give concessions to you as a regular customer?**

S.NO	Response	No of Respondents	Percentage
1.	Always	10	34
2.	Sometimes	18	60
3.	Often	1	3
4.	Never	1	3
5.	Total	30	100

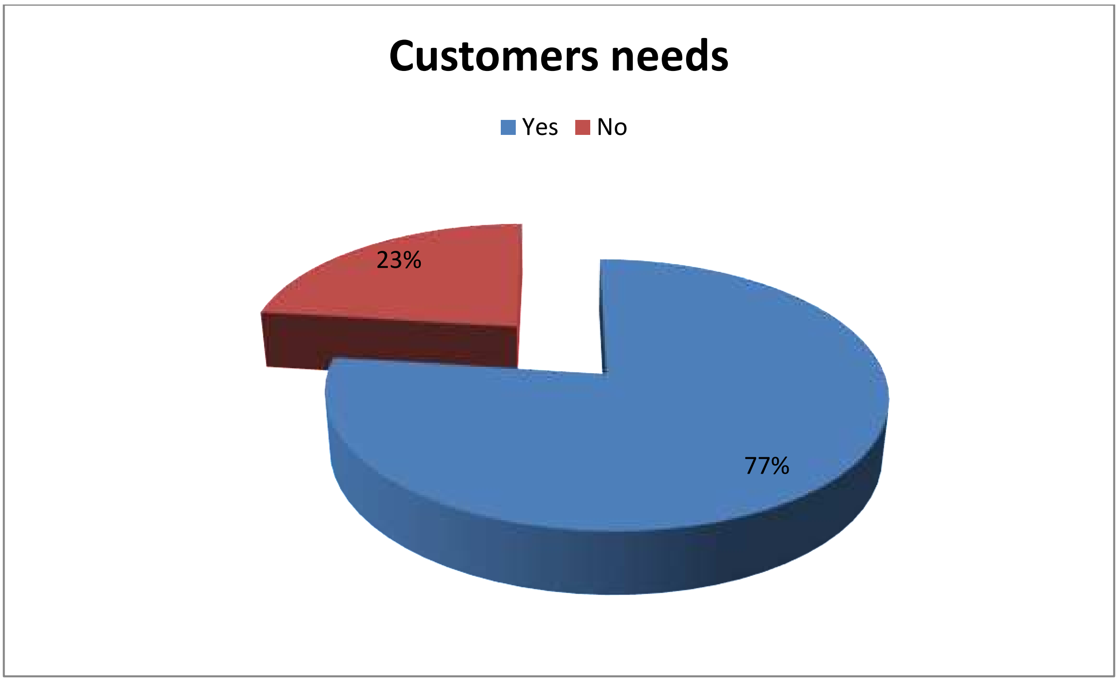


INTERPRETATION-

- 34% of the customer says always that the company give concessions to you as a regular customer
- 60% of the customer says sometimes that the company give concessions to you as a regular customer.
- 3%of the customer says often that the company give concessions to you as a regular customer
- 3% of the customer says never that the company give concessions to you as a regular customer

10. Do the company's corporate strategy give important to a customer's needs?

S.NO	Response	No of Respondents	Percentage
1.	Yes	23	77
2.	No	7	23
3.	Total	30	100

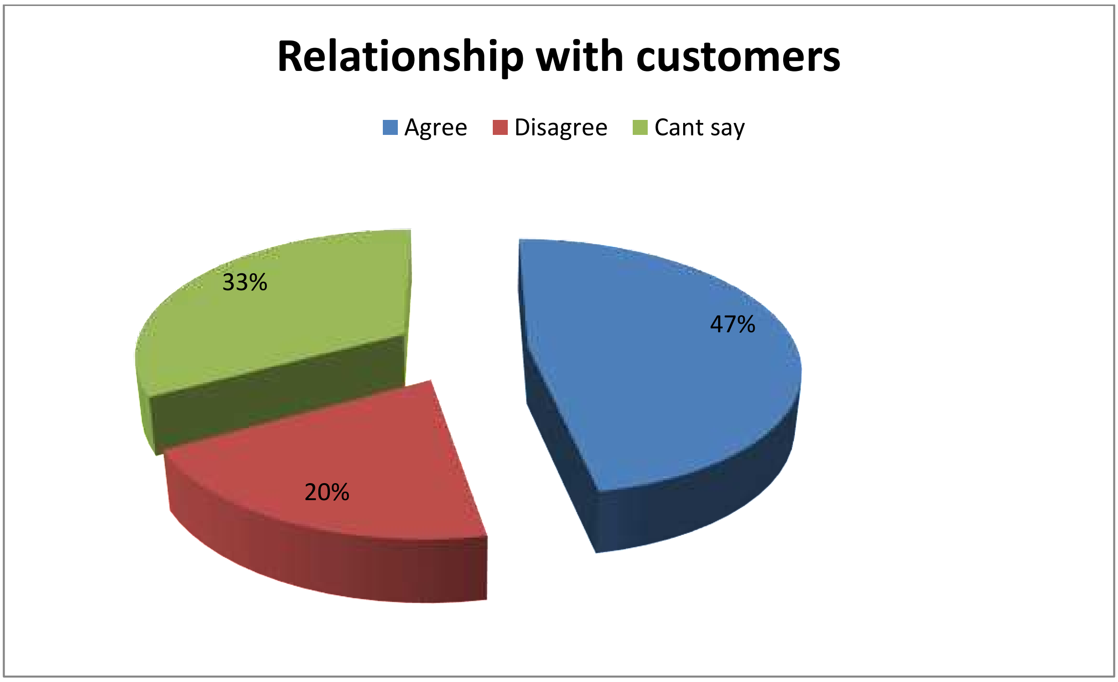


INTERPRETATION –

- 77% of the customer says yes that the company's corporate strategy give important to a customer's needs.
- 23% of the customer says no that the company's corporate strategy give important to a customer's needs.
- Corporate strategy unique plan o r frame work that is long- term in nature designed with an objective to gain a competitive advantage over other market participants while delivering both the cutomer.

11. Relationship with customers is given great value in our organization?

S. NO	Response	No of Respondents	Percentage
1.	Agree	14	47
2.	Disagree	6	20
3.	Can't say	10	33
4.	Total	30	1oo

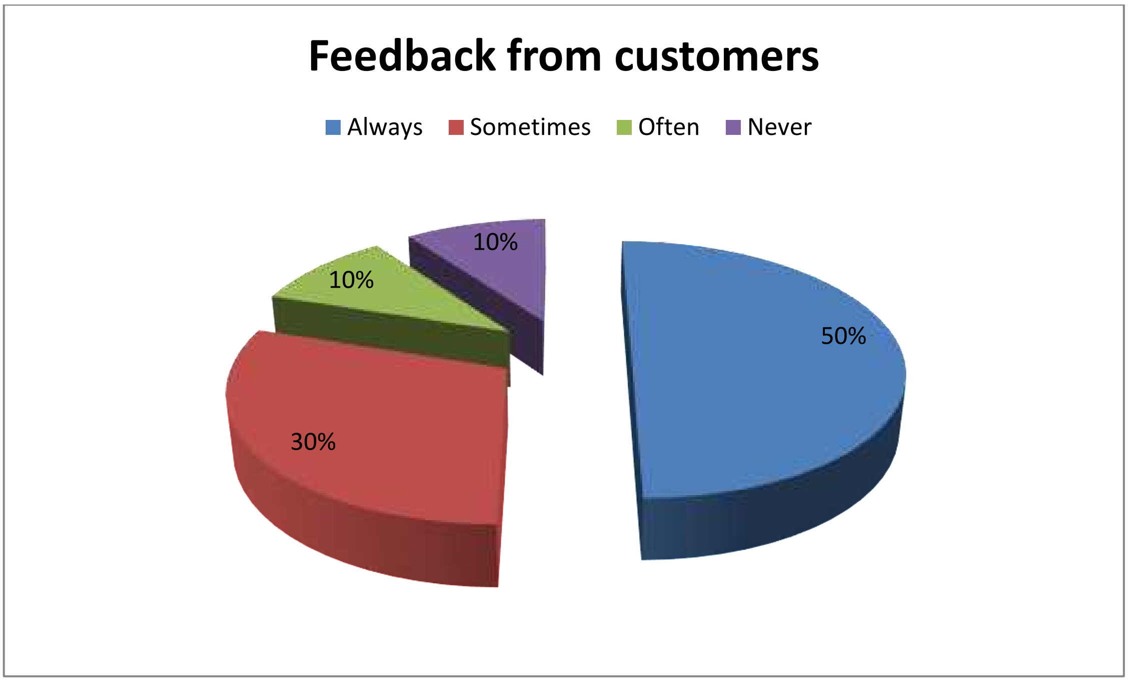


INTERPRETATION-

- 47% of the customer says agree that the Relationship with customers is given great value in our organization.
- 20% of the customer says Disagree that the Relationship with customers is given great value in our organization.
- 33%of the customer said often that the Relationship with customers is given great value in our organization.
- Some of the customers disagree with value in organization because some times employees don't treat customer in a good way.

12 . **Does the company take feedback from you?**

S. NO	Response	No of Respondents	Percentage
1.	Always	15	50
2.	Sometimes	9	30
3.	Often	3	10
4.	Never	3	10
5.	Total	30	100

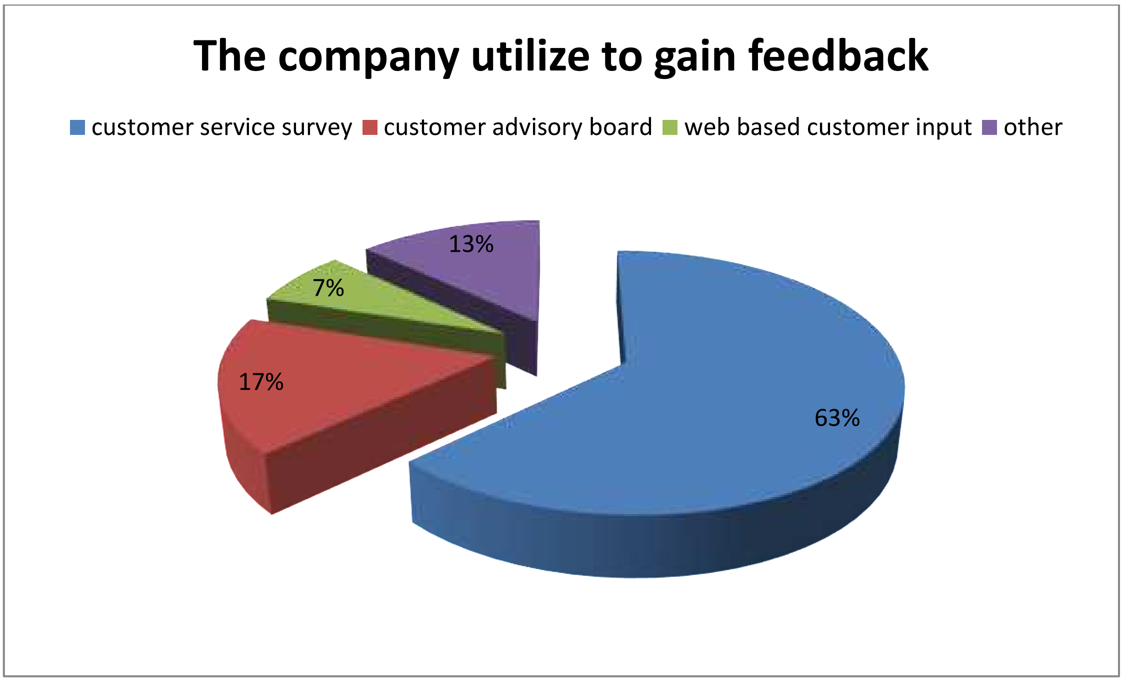


INTERPRETATION-

- 50% of the customer said always that the company takes feedback from the customers.
- 30% of the customer said sometimes that the company takes feedback from the customers.
- 10%of the customer said often that the company takes feedback from the customers.
- 10% of the customer said never that the company takes feedback from the customers.
- Because they may be busy or forgotten to take feedback or the performance of the workers is good so they may never take feedback.

13. What methods does the company utilize to gain feedback from you?

S.NO	Response	No of Respondents	Percentage
1.	Customer service survey	19	63
2.	Customer advisory board	5	17
3.	Web based customer input	2	7
4.	Other	4	13
5.	Total	30	100

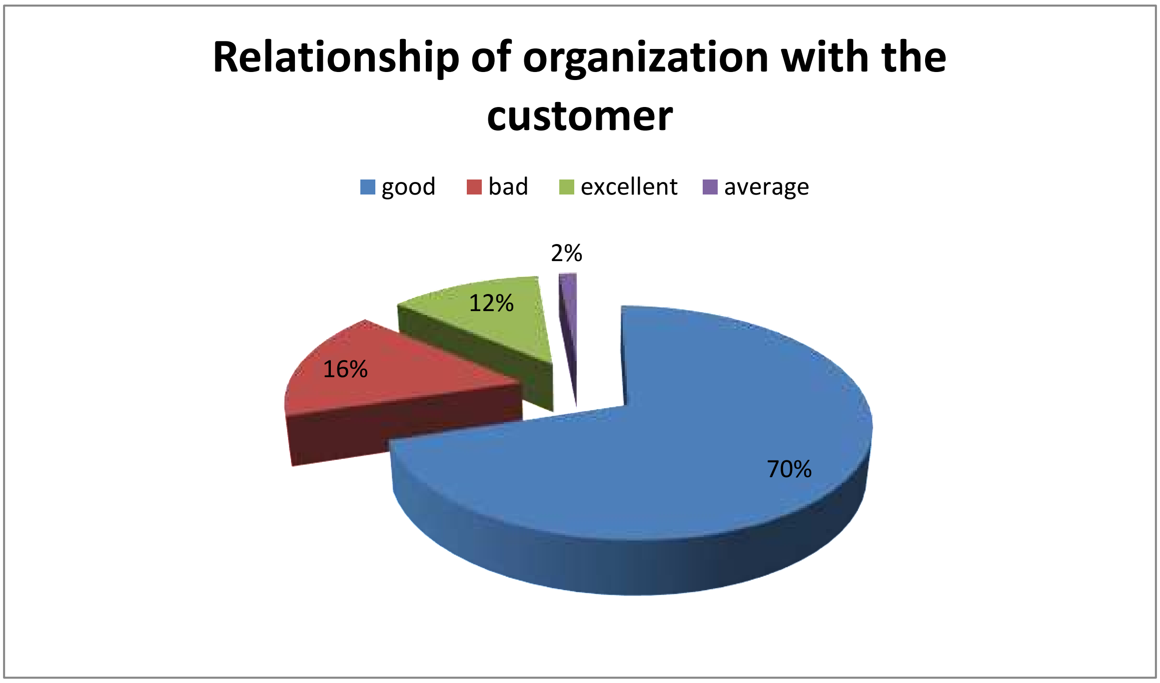


INTERPRETATION-

- 63% of the customer says that customer utilize to gain customer service survey feedback from customer.
- 17% of the customer says thatcustomerutilize to gain customer Advisory board feedback from customer.
- 7%of the customer says that customer utilize to gain Web based customer input feedback from customer.
- 13% of the customer says that customer utilize to gain other feedback from customer.

14. How was the relationship of organization with the customer?

SI NO	Response	No of Respondents	Percentage
1.	Excellent	3	12
2.	Good	17	70
3.	Average	6	2
4.	Bad	4	16
5.	Total	30	100

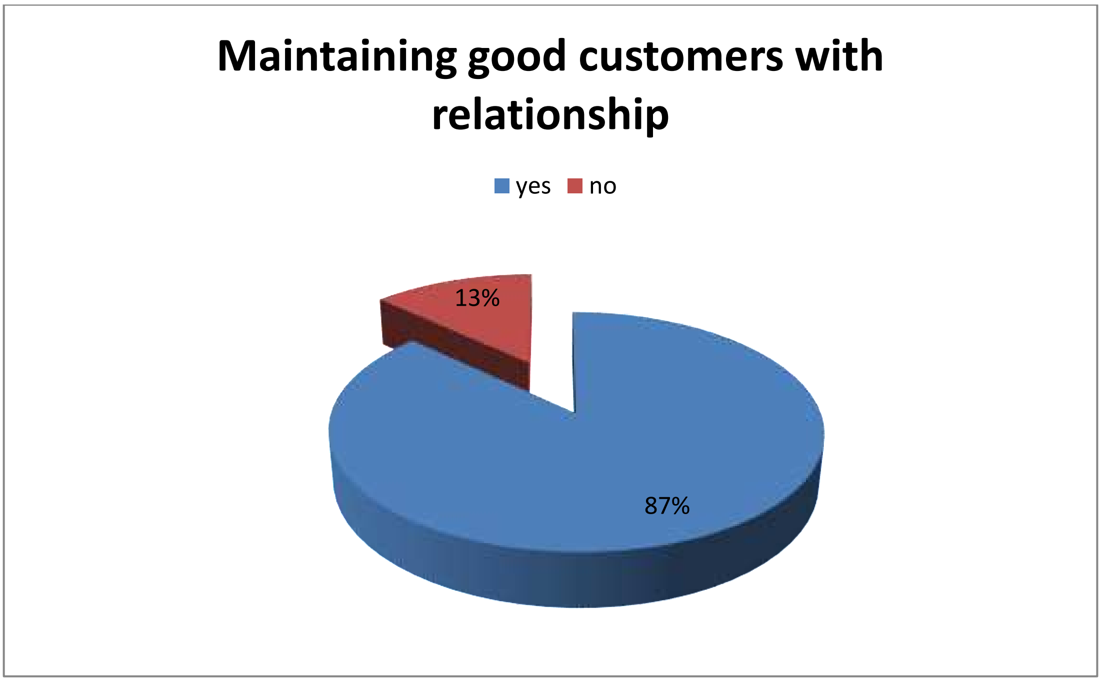


INTERPRETATION-

- 12% of the customers say that relation of organization is excellent with the customer.
- 70% of the customers say that relation of organization is good with customer.
- 2% of the customers say that relation of organization is average with the customer.
- 16% of the customerssay that relation of organization is bad with the customer.

15. Do you think Anmol Engineeringis maintaining good customer relationship through its services?

SI NO	Response	No of Respondents	Percentage
6.	Yes	26	87
7.	No	4	13
8.	Total	30	100



INTERPRETATION-

- 87% of the customer says yes that Anmol Engineering is maintaining good customer relationship through its services.
- 13% of the customer says yes that Anmol Engineering is maintaining good customer relationship through its services.
- 13% of the customer are not satisfy through is services because they may not providing materials as per there expectations they are not sending goods to related time.

FINDING

- As study conducted in Anmol Engineering, we came to know that there is no good relationship among the customer.
- As per study there is no good communication with customer.
- In the company there is lack of supply of goods to the customer.
- The customer range service is low.
- Company is giving small amount of concession to the customer.

SUGGESTIONS

- In Anmol Engineering they should conduct some activities and functions to develop good relationship among the customer.
- Here they should develop good communication with customer and they have to develop trust of customer of the company.
- Company should provide the material to the customer as per there expectations so they may get more demand in supply.
- They have to develop customer rage services.

  Ex: Transporting materials to specified place at time and take care of financial stability.
- The company should provided large amount of concession to employees like rewords and gifts, customer of the year awards.

CONCLUSION

From this study it can be concluded that the customer relationship management in company is satisfactory. The company is using various CRM practices like customization of the product, maintaining interaction with the customers regularly and providing good quality product etc.

Customer relationship management has a certain impact on the profitability of the company. Average sale per customer has increased 15% over the last two years. Customer response rate towards marketing activities is also improving. Information technology is not used as much as it should be. The company is using traditional tools of CRM like quantitative research, personal interviews.

BIBLOGRAPHY

www.anmolengineering.com

- Industrial visit
- Annual report of company

QUESTIONNAIRE

Dear Sir/Madam,

I am **NIKITA GORAL** pursuing BBA at people Education Society, Belagavi. As a part of my curriculum I am conducting a survey on "**CUSTOMER RELATIONSHIP MANAGEMENTAT ANMOL ENGINEERING"** The information provided by you will be strictly kept confidential and used for academic purpose only.

PERSONAL INFORMATION

NAME: ________________________________ MOB: ______________________

Gender: (A) Male [ ] (B) Female [ ]

Address: ____

1. From how many years you are using product of Belgaum Anmol Engineering?
   a) 0-2 years ( )
   b) 0-2 years ()
   c) More than 5 years ( )

2. Do the company provide product according to your requirement?

   a) Always ( )

b)Sometimes ( )

   c) Often ( )

   d) Never ( )

3. Do you find that customer relationship management is important?
   a) Yes ( )
   b) No ( )

4. Do you think company is able to give excellent customer service at point of contract?
   a) Yes ( )
   b) No ( )

5. Are you satisfied with the range of services?

    a) Yes ( )
    b) No ( )

6. Does the company communicate with you frequently?

    a) Yes ( )
    b) No ( )

7. Does the company actively seek out your comments and complaints?

    a) Always ( )
    b) Sometimes ( )
    c) Often ( )
    d) Never ( )

8. Through which means the companies get your comments and complaints?

    a) Face to face interview ( )
    b) Toll free numbers formal surveys ()
    c) Other means ( )

9. Does the company give concessions to you as a regular customer?

    a) Always ( )
    b) Sometimes ( )
    c) Often ( )
    d) Never ( )

10. Do the company's corporate strategy give important to a customer's needs?

    a) Yes ( )
    b) No ( )

11. Relationship with customer is given great value in our organization?

    a) Agree ( )

    b) Disagree ( )

    c) Can't say ( )

12. Does the company take feedback from you?
    a) Always ( )
    b) Sometimes ( )
    c) Often ( )
    d) Never ( )

13. What methods does the company utilize to gain feedback from you?

    a) Customer service survey ( )
    b) Customer advisory board ( )
    c) Web based customer input ( )
    d) Other ( )

14. How was the relationship of organization with the customer?

    a) Excellent ( )
    b) Good ( )
    c) Average ( )
    d) Bad ( )

15. Do you think Anmol Engineering is maintaining good customer relationship though its services?

    a) Yes ( )
    b) No ( )

SKE SOCIETY'S

RANI PARVATI DEVI COLLEGE OF BUSINESS ADMINISTRATION BELAGAVI.

(Affiliated to Rani Channamma University, Belagavi)

A project report on

"PREVENTIONS OF INDUSTRIAL ACCIDENTS"

Undertaken at

MASTER PRECISION Udhyambag. Belagavi Submitted by

Mr Patresh Sali

Reg. No: B1811218

Submitted to

RANI CHANNAMMA UNIVERSITY, BELGAVI

In the partial fulfillment of the award of

BACHELOR'S DEGREE OF BUSINESS ADMINISTRATION 2020-21

SKE SOCIETY'S

RANI PARVATI DEVI COLLEGE OF BUSINNESS ADMINISTRATION BELAGAVI.

(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

Certificate

This is to certify that **Mr. Patresh Sali** has satisfactorily completed the project at, **MASTER PRECISION UDHAYMBAG, BELGAVI**. In partial fulfilment of award of Bachelor's Degree by Rani Channamma university, Belgavi for the year 2020-21

Director

Prof.S.S.Shimanagoudar

Institution Guide

Prof. Poonam Kadapure

ACKNOWLEDGEMENT

The internship training report being first of its kind in my education carrier enhanced my knowledge with corporate exposure and practicality of all subject in the industry internship programmed at **MASTER PRECISION** at BELGAUM has been truly a valuable and knowledgeable experience.

First of all, I take this opportunity to express my deep sense of gratitude to **Mr. Rajesh karelar** Who was my external guide during internship in **MASTER PRECISION.**

I am thankful to our beloved Director **S.S.Shimanagoudar** sir for giving me this opportunity.

My special thank to **Prof. Poonam Kadapure** for giving me valuable information and his co-ordination in providing various material for my project.

I also express my sincere thank and dedicate my work to parents , family members and my friends who always been a moral support and strong pillars at all stages of my life and at every stages with a cheer enthusiasm.

PATRESH SALI

DECLARATION

I hereby declare that project Titled **“Preventions of industrial accidents**” towards **MASTER PRECISION** Industries original piece of research work carried out me under the guidance and supervision & manager and faculty guied **Prof. Poonam Kadapure**

The information has been collected from genuine and authentic sources. The work has been submitted in partial fulfilment of the requirement of **BBA** course of **RCU University.**

PATRESH SALI

EXECUTIVE SUMMARY

This is a concise abstract of the project work done on “Human Resource” with specialreference to “MASTER PRECISION”.

This project is on the study of “Prevention of Industrial Accidents”. The project is donebased on the major and minor information manuals.

The objective of the study was to know the preventive measures adopted by thecompany to avoid accidents.

The report initiates with the brief introduction of the company. It covers many aspectsof “MASTER PRECISION.” like company profile, objectives, scope, etc,

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CHAPTER – 1

INTRODUCTION

STATEMENT OF THE PROBLEM

This study is carried out to make out the measures taken in prevention of industrial accidents by" MASTER PRECISION" and the challenges faced in conducting these measures.

NEED FOR THE STUDY

- To make out the organization of Master Precision.
- To identify the measures taken by master precision in prevention of industrial accidents

OBJECTIVES

- To discover the source of manual accidents and remedies given.
- To make out whether the staff are aware of safety.
- To learn the usage of human resources defensive equipments.
- To understand what are the safety measures undertaken at Master Precision. to avoid industrial accidents.

SCOPE OF THE STUDY

This research is concerned with Prevention of Industrial Accident and the actions taken in Master precision to prevent accidents. This research also considers knowing whether Master Precision is implementing security measures to prevent accidents

RESEARCH METHODOLOGY

Methodology is the orderly approach to the known problem. In other words, it is the method in which we go for the gathering of the information; in this study the researches adopted a variety of step for collecting information.

Sources of Data Collection

- Primary Data
- Secondary Data

Primary Data

The information was gathered all the way through prime consideration with managers and workers of the business. Primary data is collected with the help of questionnaire.

Secondary data

Secondary data is the data, which is previously composed by someone as well, and which is used for our study use, it is the data, which gives significant information in the diverse fields, everywhere we want.
Secondary data was collected from following sources:

- Internet
- Company Manuals
- Human Resource Books

HYPOTHESIS

Is there a considerable correlation between the safety measures undertaken by the industries to avoid industrial accident.

SAMPLING

Sampling is the method of learning regarding the population on the foundation of a sample drawn from it. Thus, in the sampling method in its place of every division of the earth only a fraction of the earth is considered and drawn on that basis for the whole earth.
Sampling Size
The model volume has been composed from 100 respondents for survey from employees of Master Precision company.

LIMITATIONS OF THE STUDY

- The study is restricted to Master Precision.
- Time limit
- It was hard to gather more information from the workforce due to their hectic schedule.

CHAPTER – 2

INDUSTRIAL PROFILE

INDUSTRIAL PROFILE

INTRODUCTION

Liberalization policies currently being followed by Indian government has shaken up the Indian industries. The fear of shut down has gripped many an existing protected industries and has made them realize the need to improve efficiency, quality and customer service. It is also being felt necessary to reduce costs and prices of the products so as to provide better value for money to the customer.

To achieve the above mentioned goals, it is necessary for the industries to use tools technique that can help to improve productivity of every functional area with as little investment as possible.

History of industrial engineering though not very old but it has passed through various stages to reach present formidable stage. Historians might dispute the period of beginning of industrial engineering but most of them agree that it has started with F. W. Taylor who was concerned primarily with productivity.

Functions of Industrial Engineering:

Factions of the industrial engineering may be classified into three groups as under:

1. Those which are usually assigned.
2. Those which are frequently assigned.
3. Those which are less frequently designed.

Degree of centralization:

The degree of centralization implies the extent to which industrial engineering activities in a multi plant organization are performed by the centralized fabrication engineering staff.
Fabrication shops are generally limited in their ability to create overly complex machining capabilities. In terms of manufacturing, the fabrication process is essential in crating the shell of the machinery or product and it takes the skills of other parties to complete the mechanical. Once a fabrication shop has finished a particular order the product is inspected and shipped to the client.

Employment:

The industry directly employs about 5,00,000 people & indirectly about 1,50,000 people & is labour intensive. The small units are mainly dependant on manual labour However, the medium & Large units are semi/ largely mechanized & some of the large units are world class .Most foundries use cupolas using LAM Coke. There is growing awareness about environment & many foundries are switching over to induction furnaces&some units in Agra are changing over to coke less.

PRODUCT PROFILE

CNC stands for Computer Numerical Control and has been around since the early 1970's. Prior to this, it was called NC, for Numerical Control. (In the early 1970's computers were introduced to these controls, hence the name change.)

CNC refers specifically to a computer "controller" that reads code instructions and drives the machine tool, a powered mechanical device typically used to fabricate metal components by the selective removal of metal.

The method of controlling machines by the application of digital electronic computers and circuitry. Machine movements that are controlled by cams, gears, levers, 0r screws in conventional machines are directed by computers and digital circuitry in computer numerical control (CNC) machines.

Computer numerical control provides very flexible and versatile control over machine tools. Most machining operations require that a cutting tool be fed at some speed against a work piece. In a conventional machine such as a turret lathe, the turning tool is mounted on a slide with hand-operated in feed and cross feed slides. The operator manually turns a crank that feeds the cutting tool into the work piece (in feed) to the desired diameter. Another crank then moves the turning tool along the longitudinal axis of the machine and produces a cylindrical out along the work piece. The feed rate of the turning tool is sometimes controlled by selecting feed gears. These gears move the axis slide at the desired feed. A CNC machine replaces the hand cranks and feed gears with servomotor systems.

In modem CNC systems, end-to-end component design is highly automated using CAD/CAM programs. The programs produce a computer file that is interpreted to extract the commands needed to operate a particular machine via a postprocessor, and then loaded into the CNC machines for production. Since any particular component might require the use of a number of different tools-drills, saws, etc.-modem machines often combine multiple tools into a single "cell".

HISTORY OF THE COMPANY:

MASTER PRECISION, an ISO 9001 2008 Unit has emerged as multicrore business, is a Registered firm promoted by technically experienced Technocrats, at Sy.No.7/2, Gajanan Nagar, Majagaon, Udyambhag, Karnataka, India, in the year 1996 & is engaged in manufacturing of Precision Engineering Components like Printing Machinery Rollers, Shifts required for Pumps, Valves & Electric Motors, etc to name a few required by Original Equipment Manufacturers (OEM).

MASTER PRECISION has sound infrastructure and Machine Capacity includes both Indian & Imported machines like Heavy CNC Lathes, Drilling, Milling & Grinding Machines, 20 Ton Hydraulic Press, Balancing Machine, Welding Machines, Compressor, Hacksaw & Bandsaw Cutting Machines , Measuring Instruments and fully dedicated Inspection Department. Hence, complete machine shop in its Armory.

COMPANY PROFILE

Name	MASTER PRECISION BELGAUM
Address	7/2, Behind K.E.B Sub-Station Udyambag ,Belgaum.
Telephone Number	0831-2405541/42
Fax Number	0831-2440813
Email Address	masterprecision@rediffmail.com
Total Area	6000aq ft
Nature of Business	Partnership Firm
Partners	Mr. B. P. Parmuji, and S. V. Patil
Year of establishment	1996
Total Employee	200
Working hours	8hrs
Weekly Holiday	Sunday
Annual Turnover	6 crore
Manufacturer	Manufacturing and Selling of Hydraulic Jack
Banker	Bank of Maharashtra

NATURE OF THE BUSINESS CARRIED

"Manufacturing & Supply of Machined Components & Assemblies as per customer requirements"

- Identified the processes needed for the quality management system.
- Determined the sequence & interaction of these processes as shown in section QM/4 of the manual.
- Monitoring, measuring &analysing these processes, is done
- Clearly defining the controls in the various procedures.
- Setting objectives to achieve for all the processes.

VISION, MISSION AND QUALITY POLICY

Vision

The vision was to become a leading supplier of components in assembled condition which is a win-win situation for both the customer Master precision in terms of quality, cost & delivery.

Mission

Due to the focused effort of the Management of Master Precision on work commitment & infrastructure leading to high quality, adequate cost & on time delivery to the customer, master precision has grown into a fully-fledged manufacturing unit supplying a major share of roller & related accessories.

COMMITMENT

- Is committed to meet customer expectation by improving product quality through continual improvement process.
- By improving delivery schedule as per varying needs of the customer.

QUALITY POLICY

- All of us, at Master Precision are committed to achieve total customer satisfaction & assurance of our customers by meeting & exceeding their expectations.
- We shall achieve our objective and exceed it by continuously improving our processes and strive to be known as a company implementing good management systems.

QUALITY OBJECTIVES

In the future Master Precision wants to continuously expand & cater of the other assembly need of customers & create a name for itself in the field of quality, delivery & good management systems.

- Achieving best performance rating from customers aiming at fullest customer satisfaction.
- Minimizing wastage and rejection levels to optimize the cost
- Upgrading technology.
- Employee development through continuous training.

CUSTOMERS NAME:

1. Manugraph India Ltd., unit I &II, Kolhapur,
2. Bobst India Pvt. Ltd., Pune,
3. Mather & Platt Pumps Ltd., Pune,
4. Beirsdorf India Pvt. Ltd., Goa,
5. Excel Print, Goa,
6. Engineering Heat Transfer Pvt. Ltd., Dharwad,
7. Chemiflow Rubber Industries, Belgaum,
8. Orione Hydraulics Ltd., Belgaum,

LIST OF THE SUPPLIERS:

1. ISMT LTD
2. Nagardas Kanji Shah
3. Jindal Saw Ltd
4. MTS LTD
5. Rolex India
6. Vikrant Sales Corpn.
7. J . V. Enterprises
8. Yashodha Engineering
9. Dattakrupa Industries
10. Prasad Engineering
11. Micro Finish
12. Rahul Forge
13. Siddheshwar Engineering
14. Accurate Engineers

SERVICES:

Master Precision has applied International standard for a quality management system so as to demonstrate its ability,

- To consistently provide product that meets customer and applicable regulatory requirements.
- Enhance customer satisfaction through the effective use and application of this system, including processes for continual improvement of the system.
- Assurance of conformity to customer and applicable regulatory requirements.

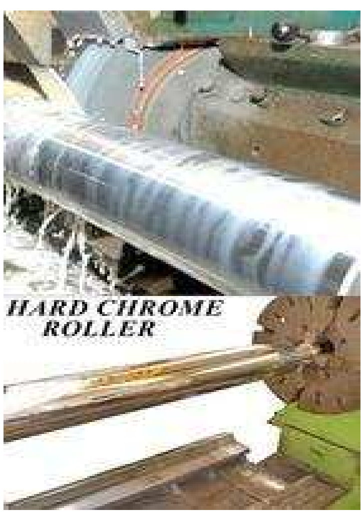
PRODUCTS OF MASTER PRECISION COMPANY:

- **Hydraulic Machine Parts**

- **Conveyor Rollers**

- **Friction Rollers**

- **Hard Chrome Plating Rollers**

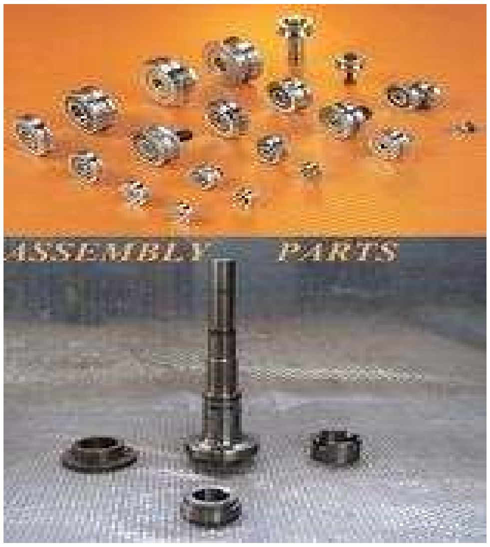


- **<u>Ink Transfer Rollers</u>**

- **<u>Rotating Cylinders</u>**

- **Rotogravure Cylinders**

- **Machine Assembly Parts**



OWNERSHIP PATTERN:

PARTERNERSHIP : MR. B. P. PARMUJI

:MR. S. V. PATIL

ACHIEVEMENTS/AWARDS:

- T0 consistently provide product that meets customer and applicable regulatory requirements.
- Enhance customer satisfaction through the effective use and application of this system, including processes for continual improvement of the system.
- Assurance of conformity to customer and applicable regulatory requirements.

Being a unit devoted to subcontract services the Top management of master Precision does not see any statutory requirements. In case any requirements do come up the same will be taken acre of documents amended suitably

THE SEVEN ELEMENTS:

The McKinsey 7 S model involves seven interdependent factors which are categorized as either "hard" or "soft" elements:

HardElements	**Softelements**
Strategy	Shared values
Structure	Skills
Systems	Style
	Staff

"Hard" elements are easier to define or identify and management can directly influence them: These are strategy statements; organization charts and reporting lines; and formal processes and IT systems.

"Soft" elements, on the other hand, can be more difficult to describe, and are less tangible and more influenced by culture. However, these soft elements are as important as the hard elements if the organization is going to be successful.

STRATEGY:

The plan devised to maintain and build competitive advantage over the competition.

Strategy used by the company.

- Providing better quality product.
- Maintaining good relation with clients.
- Providing procedures at right time and in right place.

The company maintains good relation by providing the right quality of products as ordered and in case of rejection attending the client's problem and trying to improve the quality of the product to the customer satisfaction. The company attends the client during the time of audit (quality audit, pattern audit, process audit) and serves their level best to serve the customer demand. The company also facilitates with the right time product delivery's which helps to maintain the good relation with their client.

SYSTEMS:

The daily activities and procedures that staff members engage in to get the job done. Systems refer to all the rules, regulations and procedures, both formal and informal that complements the organization structure. It includes production, planning and control, cost accounting procedures, quality control systems, capital budgeting, recruitment, training and development systems, performance evaluation systems, etc. Often change are seen in system rather than in the organization structure.

Every organization has some systems or internal processes to support and implement the strategy and run day-to-day affairs. Traditionally the organizations have been following a bureaucratic-style process model where most decisions are taken at the higher management level and there are various and sometimes unnecessary requirements for a specific decision (e.g. procurement of daily use goods) to be taken. Increasingly, the organizations are simplifying and modernizing their process by innovation and use of new technology to make the decision-making process quicker. Special emphasis is on the customers with the intention to make the processes that involve customers as user friendly as possible.

SHARED VALUES:

Shared Values called "super ordinate goals" when the model was first developed, these are the core values of the company that are evidenced in the corporate culture and the general work ethic.

At AAPL Foundries (P) Ltd they presents their faith, they believe their core values. They strive towards the achievement of their customer satisfaction, to provide safe working condition, to maintain discipline at all levels, to provide a friendly, congenial working atmosphere, employee satisfaction to the maximum. Their main concern is for their employees and their welfare. Equal importance is given for the environment protection and towards production.

STYLE:

The style of leadership adopted. The businesses have traditionally been influenced by the military style of management and culture where strict adherence to the upper management and procedures was expected from the lower-rank employees. However, there have been extensive efforts in the past couple of decades to change to culture to a more Open, innovative and friendly environment with fewer hierarchies and smaller chain of command. Culture remains an important consideration in the implementation of any strategy in the organization.

The company follows both styles such as

- Top down / Bottom up
- Authoritarian / participative

TOP DOWN / BOTTOM UP:

The company follows top down / bottom up style which means the rules & responsibility will be followed from top level authorities to their respective workers or supervisors. The same way the suggestion or idea or thoughts given by supervisors will be passed to their respective heads or division managers.

AUTHORITIAN / PARTICIPATIVE:

Here the company accepts both authorities and participative among the organization which means the employees in the organization have the right to participative in meeting and can suggestion or ideas and thoughts where they can share their views concerned to the organization.

The company also strongly believes that in sustaining the challenge posed by the competitors, the companies' strength will lie in customer satisfaction, quality assurance and innovative solutions through standard production methods and technical expertise. The company expects that the customer loyalty will remain safely, by facing challenges posed to the industry through innovative and quality leadership.

STAFF:

The human resource of management process used to develop manager's socialization process, shaping basic value of management ways of introducing young recruit to the company way of helping to manage the cries of the employees. The company has different selection process depending on the candidate's qualification, experience, communication skill, leadership quality and decision making skill for long term or short term.

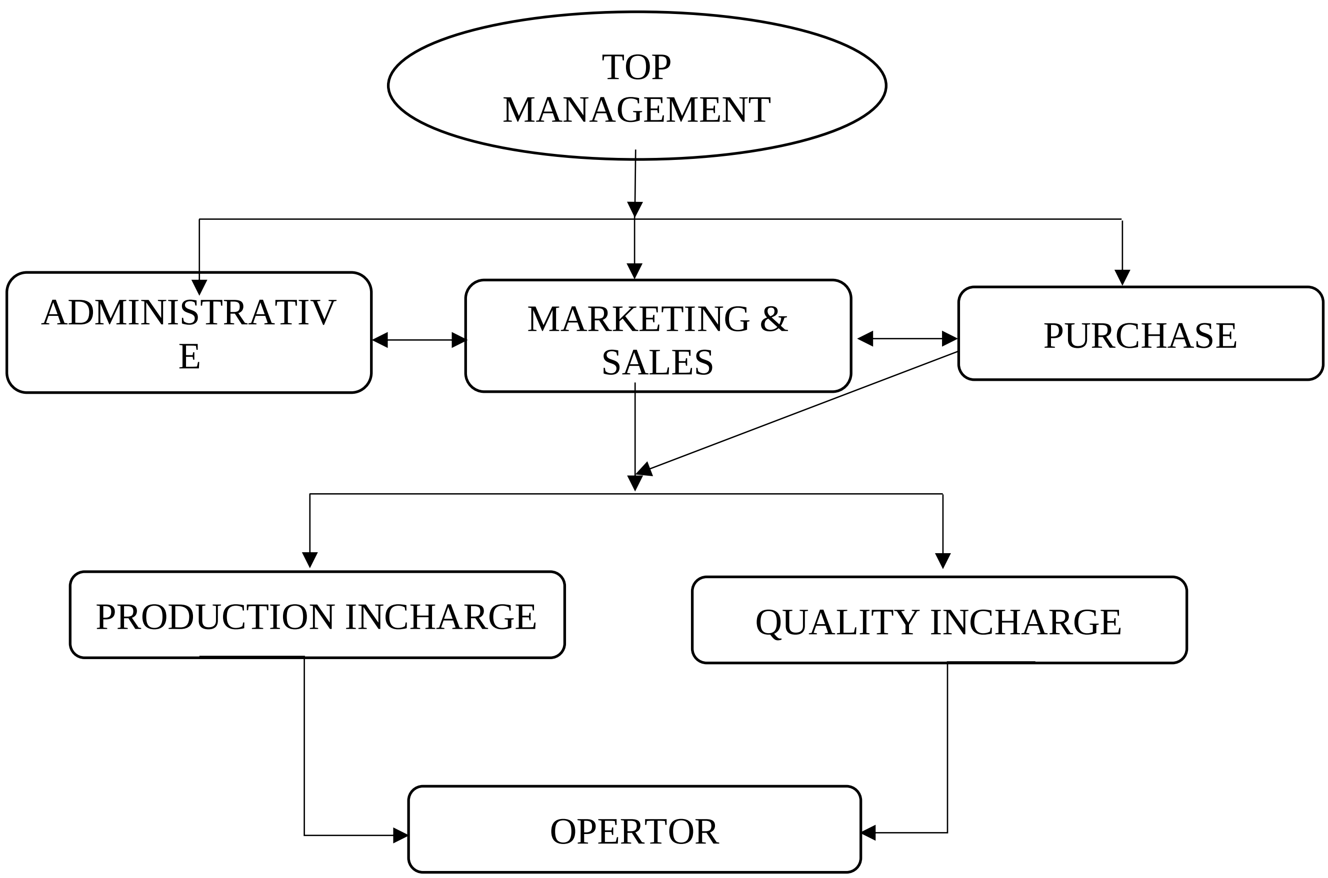
The company follows different procedure in shaping fresher. Staffing is one of the important procedures that is carried out in the organization. An organization development depends if the staff are will trained and have enough knowledge of the job properly to execute it in the right time.

SKILLS:

The actual skills and competencies of the employees working for the company. AKP Foundries (P) Ltd having no of skilled employees which jointly and effectively produce the end result most of the employees are multi skilled. This makes the company to work without any intervention. The managers in each department are having high attitude to motivate the employee to achieve the organizational goals. The middle level management in the firm is highly dedicated. All the middle level management people are professionals and are capable of taking decisions whenever it is required. Top level management has the ability to engage all work groups in coordinate manner which enhance successful results in all the departments.

Training programs are conceived, designed and implemented on need basis. Several training programs like on the job training and off the job raining are conducted to make the work force more efficient and effective. Each and every new employee is trained to cope up them with necessary skill required for that job.

ORGANIZATION STRUCTURE:



Managing Partner:

- Product marketing.
- To place orders for raw materials for timely execution.
- To maintain proper control on the work flow.
- To handle dialogues with Manu graph India ltd.
- To achieve maximum production by maintaining cordial relation with the workers.
- To gain orders for new designs.
- To pursue progress of the organization.
- To take precautionary measures to avoid any kind of loss in business.
- Financial planning and maintenance of sound balance
- To meet the needs of the organizations.
- To make regular follow-ups for outstanding recovery.
- To create an environment in the organisation for constant up gradation of the work system.
- To held the management review meeting every month and take note of the organisation's performance.

Management Representative:

- Maintain all system document updated.
- Co-ordinate to conduct audit & MRM as per plan.
- Co-ordinate with external appearance.
- Spread awareness of systems in company through training, posters, and interactions.
- Co-ordinate to ensure that adequate corrective & preventive actions are taken by all HOD's.
- Attend MRM.

Administration incharge:

- Maintain all communications clearly between company & customer.
- Prepare dispatch papers.
- Prepare invoices.
- Handle bank activities & provide information to managing partner.

Production Incharge :

- To record the “daily machine loading chart”.
- To get the “operator performance chart”, filled-up from the workers.
- To make regular inspection of the setup.
- To carry changes in the planning at times of urgency without affecting the delivery performance.
- To identify NC jobs and update the NC reports and NCPR forms.
- To maintain the machineries in good condition. To identify the workers training as per skill matrix system.
- Attend MRM.
- Co-ordinate with QA for resolution of complaints, NC etc.
- Incharge of development work.
- Update all lists of development work like list of machines, jigs, quality plans etc.

Quality Incharge:

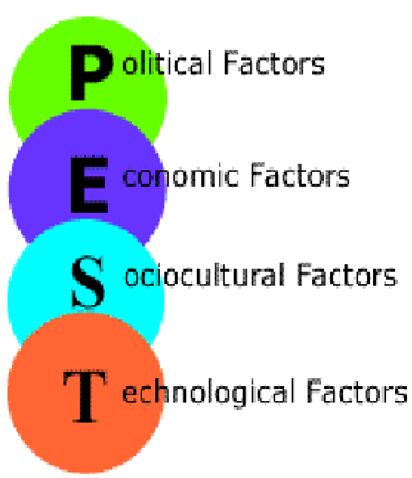
- Inspect all items at incoming stage as per quality plans.
- Inspect all items at in process stage.
- Separate NC items.
- Co-ordinate with production incharge & managing partner for resolution of customer complaints.
- Ensure calibration of instruments. Discuss NCR related to product with managing partner & customer (if required).
- Calculate supplier performance rating & submit to top management for review.
- Maintain stock register alter inspection / issue of material.
- To make final inspection of the jobs and take necessary measures to avoid customer’s complaint.

OPERATORS:

- Carry out work as per planned, instructed & drawing.
- Use calibrated instruments.
- Use safety measurers while operation.
- Segregate NC items & inform to incharge.
- Inform ahead of takingleave.
- Maintain discipline.
- Maintain machine in good working condition.

PEST ANALYSIS:

PEST analysis is a methodology that classifies effects of environment as political, economic, social, and technological features. A study of the PEST analysis method and examples related to this technique is beneficial for the growth of any organization. PEST analysis considers the influence of these factors on the business. The results of this analysis are useful for obtaining the benefit of opportunities, and consequently prepare contingency plans for the imminent threats. PEST analysis is considered to be a valuable strategic method to anticipate the market decline or growth, business status, potential for improvement, and develop future operational strategy.



POLITICAL:

Politics has a significant impact on the control of business, and the consumer capability of expenditures. The following should be considered while analysing this element:

- Political stability in the environment.
- Influence of government policies that control the business.
- Government economic policies.
- Influence of government on religion and culture. Involvement of government in trade agreements.

Laws of employment.

ECONOMIC:

The following are important economic factors which affects the industry.

- Rate of interest.
- State of inflation.
- Per capita income.
- Gross Domestic Product (GDP) Production level.

SOCIAL:

The social factors influence the industry at various levels, and need to be carefully examined. These factors are:

- Leading religion.
- Attitude towards foreign goods and services.
- Influence of language on use of products in the markets.
- Time available with the consumers for leisure.
- Demographics of the population.
- Lifestyle, education, health, fashion trends, earning capacity.

TECHNOLOGY:

Technology is commonly identified as an essential element of the organization since it is a useful tool for the attainment of market advantage. Technology can be used, and this is affected by government support. Technological advancement can produce new industries, and also provides valuable input to service and manufacturing industries. The following are important features in this regard:

- The manufacture of products at economical rates, without compromising quality.

Modern communication channels, like Customer Relationship, Management banners, etc.

SWOT ANALYASIS:

STRENGTHS:

- Up gradation of technology competitive and knowledgeable team works.
- Development of intricate casting.
- Empowerment of employees.
- Having dared strategic direction.
- Having positive cultural working environment.
- Good at manufacturing of S.G Iron Casting.
- Awareness in domestic customer.

WEAKNESS:

- Less space as compared to production.
- Communication gap at different levels.
- Improper working condition from health and safety point of view.

OPPORTUNITIES:

- Learning more in different areas of operation.
- Shifting towards export trends. 0 Tracking latest technology. 0 Maximum utilization of work force efficiency.
- Scope for expansion.

THREATS:

- To meet the requirements of pollution control norms.

Rate exploitation.

CHAPTER – 2

CONCEPTUAL BACKGROUND

THEOROTICAL BACKGROUND OF THE STUDY

The ever increasing automation, electrification, chemicalisation and sophistication have made industrial jobs more and more complex. This has led to increased dangers to individual existence in industries through accidents and injuries. In fact, it shows the want for and significance of industrial safety. First, let us understand what industrial accident actually means.

An industrial accident is a sudden and unpredicted incident in the business which interrupts the systematic movement of the work. According to the Factories Act, 1948 “It is an incident in an industrial enterprise causing physical damage to an individual which makes him unhealthy in doing his duties in the next 48 hours”.

In other words, accident is an unforeseen event in the course of employment which is neither anticipated nor designed to occur. Thus, an accident is an unexpected and uncontrolled event in which an action or reaction of an object, a material, an individual, or a energy results in personnel injury. It is essential to note that self-inflicted injuries cannot be regarded as accidents.

An industrial harm is defined as “A personal harm to an employee which has been caused by an accident or job-related disease and which arises out of or in the course of employment and which could enable such worker to reimbursement under Workers Compensation Act, 1923.

LITERATURE REVIEW

The report of the 8th Annual Behavioral Based Safety Conference 2012 states that the source of most workplace accidents and incidents is straightforwardly associated with individual failure and mistake.

David D. Woods, Leila Johannesen, Sidney Dekker, (2010) noticed that an individual mistake is the source of incidents and accidents. The authors have a tough opinion that the tag “human error” is injurious and unspecific, and leads to system failure and in turn leads to accident.

Sandy Smith, (2010) conducted safety measurement surveys at the work place, and prepared four recommendations for the organization to avoid accidents at work place. These are, institute obligation towards safety, education on practical management skills for top level and middle level managers, motivation of supervisors, and energetic contribution of workers in safety, will certainly avoid accidents.

Kofi Annan, (2009) powerfully believes that wellbeing and physical condition is not just for specialists and professionals. It must develop into the concern of all community at work places. In the name of global competition measures like cost cutting, sooner yield, improved earnings etc. must not root any risk in the work place and surroundings.

M. Paswn and A. Mukopadhyay, (2008) examined that the majority of the accidents are caused by the fault of people, tools, materials or environments. The authors had a view that the researcher must scrutinize every incident as well as the series of actions that led to the accident. The accident type is also important. Their study concludes that the key element in developing safety culture is developing a rigorous safety discipline that only will make the plant a safe place to work.

Amit Kumar Gupta, (2006) finds out the reasons for accidents and labels them under the acronym PEEPS. That is reasons for any accident are Place, Tools, Surroundings, People, and Structure. The author prescribes preventive measures using three Es that are

Engineering: The work has to be engineered for safety

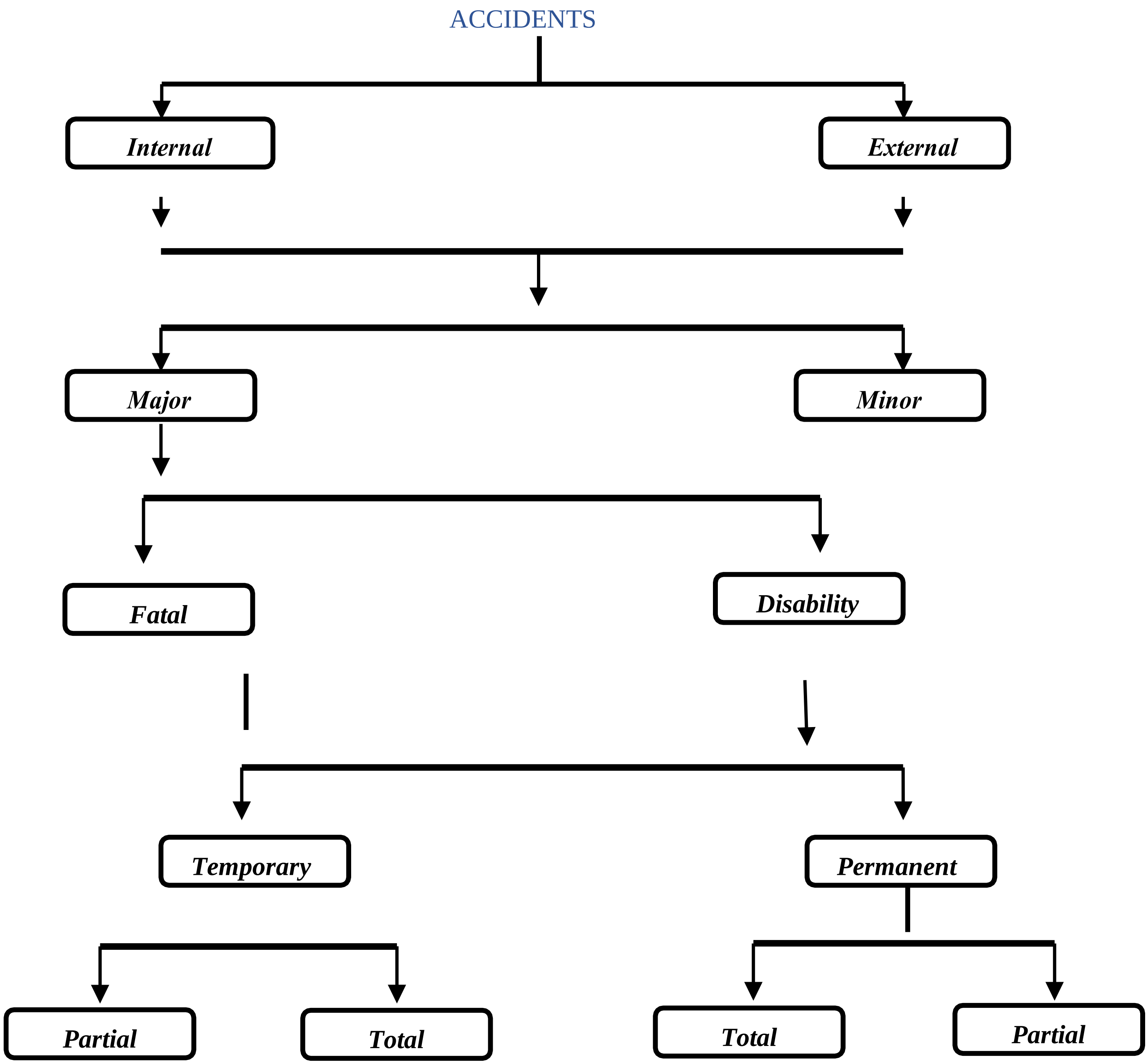
Education: Human resources should be knowledgeable in safe procedures Enforcement: Safety regulations must be accurately enforced

The writer also says that by gathering and evaluating the information, selecting and using the remedy, and by correct monitoring, accident prevention can be accomplished.

Jeffrey W. Vincoli, (1994) speaks the importance and steps of accident investigation. His opinion is that when accident takes place in an industry, the managers and line supervisors should be blamed for it.

Types of Accidents

Accidents may be of diverse types depending upon the severity, durability and level of the injury. An accident causing death or permanent or prolonged disability to the wounded employee is called ‘major accident’. A scratch that does not leave the employee disabled is termed as ‘minor accident’. When an employee gets hurt with external signs of it, it is external injury. No accident occurs automatically. Instead, certain factors cause accidents. It has been noticed that a disaster does not have a solitary cause but a range of causes, which are often closely related.



Causes of Accidents

1.Hazardous Situation

Hazardous situation are the main source of accidents. Hazardous situation contain such facts as: inappropriately secured tools, faulty tools, unsafe actions in or around machinery or tools, overcrowding and overfilling, inappropriate lighting and exposure to air. Such causes are identified as practical causes.

In addition, the psychological reasons such as functioning over time, boredom, tiredness, drowsiness, irritation and nervousness are also several supplementary causes that cause accidents. Safety experts make out that there are various high danger zones in an industry. These are for instance, hand lift trucks, wheel-barrows, gears and pulleys, saws and hand rails, chisels and screw drivers, electric drop lights, etc., where about one-third of industrial accidents occur.

2.Hazardous Acts

Business accidents happen due to certain acts on the part of workers. These acts could be the outcome of lack of information or talent on the part of the worker, certain physical defects and incorrect manner. Such as throwing equipment, working machines at unsafe speeds, building safety devices inoperative by removing, adjusting, disconnecting them; using insecure tools or employing tools inappropriately; using unsafe measures in loading, placing, addition, combining, lifting improperly, taking risky positions under suspended tons; disturbing, testing, abusing, starting fighting, horsing around, etc. Workers' individuality traits may make problems the issue further particularly if they have a tendency to take elevated risks, go through poor vision and disturbing insecurity, etc.

3.Other Causes

These causes occur out of unsafe situational and climatic circumstances and variations. These may comprise extreme sound, very high temperature, moist location, bad working circumstances, unhealthy surroundings, slippery floors, too much glare, dirt and smoke, arrogant behavior of bossy supervisors, etc

Efficient Safety administration

1. Safety policy: Every plant must invent and execute a safety policy. The aim of such a policy must be to get rid of or decrease accidents and injuries in the workplace.

2. .Top organization support: The safety policy should be supported by top executive firmly. Safety obligation must begin with top management. The obligation manifests itself in top managements' being personally involved in safety actions in a usual way; giving safety matters main concern in business meetings and production development, giving business safety executive high position and grade and as well as safety education in new workers' training.

3. Safety discipline inspiration: Safety regulations must be imposed strictly. Violations should not be tolerated. Repeated support of the requirement for safe performance and response on helpful safety practices have been found to be tremendously effective in civilizing workers' safety. Rewards and certificates might be presented to workers for superior safety records. To encourage workers participation and motivation, safety contests might be followed by incentives for safe work behavior.

4. Safety engineering: To minimize work place accidents, proper engineering procedures could be followed. Fencing of machinery, adequate space between machines, parts and equipments, use of material handling equipment, safety devices, proper maintenance of machines, etc., are undertaken to prevent accidents from occurring.

5. Safety guidance and communications: Safety guidance can also decrease accidents. It is particularly helpful in case of latest workers. Guidance in safe practices, measures, object managing, primary help, fire prevention, etc., might be presented to them. Posters, newsletters, displays, slogans and signs can also be used to encourage safety awareness all through the organization.

6. Accident examination and investigation: When accidents take place, they must be carefully investigated to discover the definite cause (poor illumination, poor aeration, damp flooring, etc.) as early as feasible. Such an early investigation is essential to make sure that situations below which the accident occurred have not misrepresented considerably. In the subsequent step, the injured worker or his supervisors must be interviewed to determine what happened and how the accident took place. In the third place, an accident examination statement must be set representing what has happened and recommending steps to avoid similar accidents from taking place

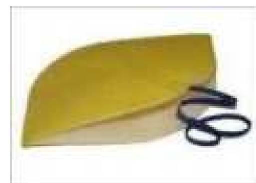
.

7. Evaluating of safety attempt: Business must supervise and estimate safety hard work by conducting safety audits at intervals. Accident and damage statics must be occasionally compared with earlier accident patterns to discover any significant changes. This investigation must be planned to calculate improvement in safety administration.

ACCIDENT CAUSED DURING LOADING IN FETTLING DEPARTMENT

- Hand trapped between containers
- Manual support provided for balancing containers
- Upper container could not get good support
- More number of containers loaded in one consignment
- Container quantity of keeping one above the other not defined - Root Cause

PERSONAL PROTECTIVE EQUIPMENTS PROVIDED IN MASTER PERCISION

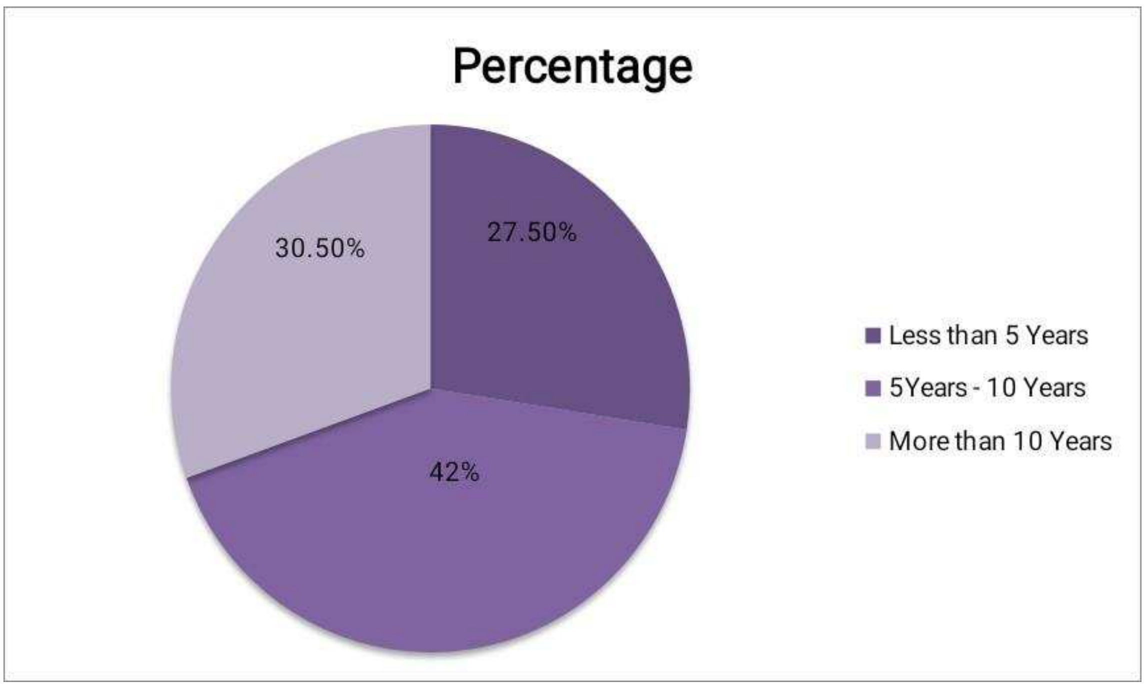
SAFETY SHOES	
FACE MASK	
HAND GLOVES	
EAR PLUGS	
GOOGLES	
HELMET	

CHAPTER-4 ANALYSIS AND INTERPRETATION

QUESTIONNAIRE

1. For how long have you been working here?

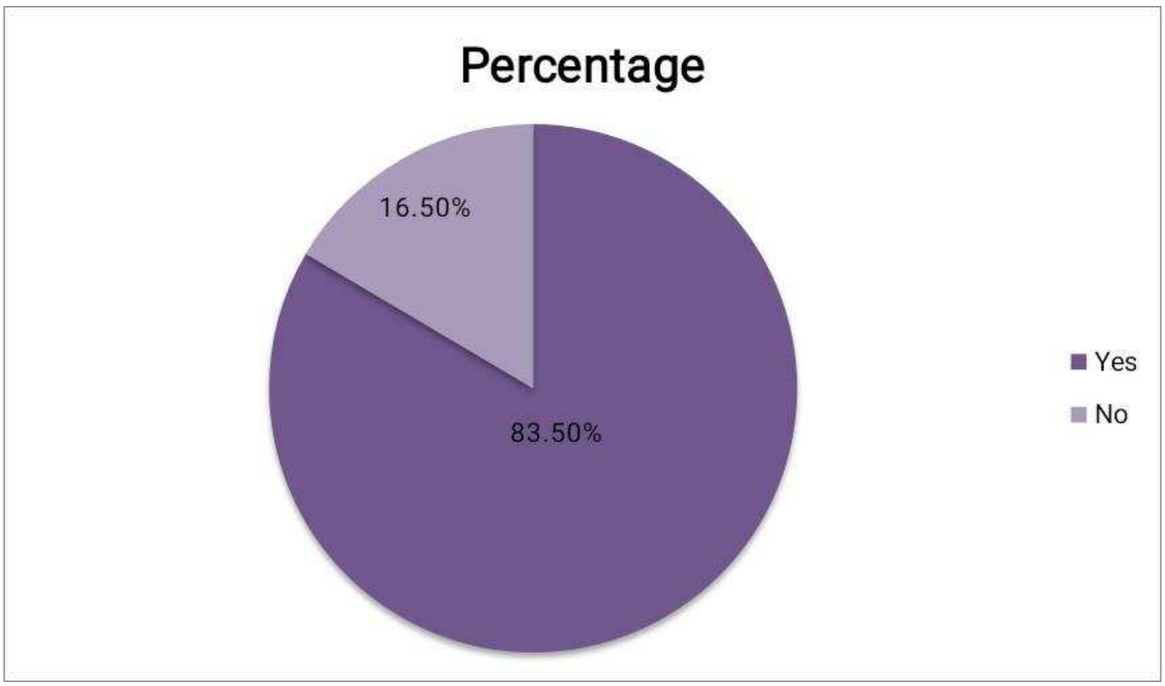
Particulars	No of Respondents	Percentage
Less than 5 years	55	27.5
5Years – 10 Years	84	42
More than 10 Years	61	30.5
Total	200	100%



Interpretation: 27.5% of employees are working for less than 5 years, 42% of employees are working from 5 – 10 years and 30.5% of employees are working from more than 10 years in the organization.

2. Are you conscious about the wellbeing measure policies?

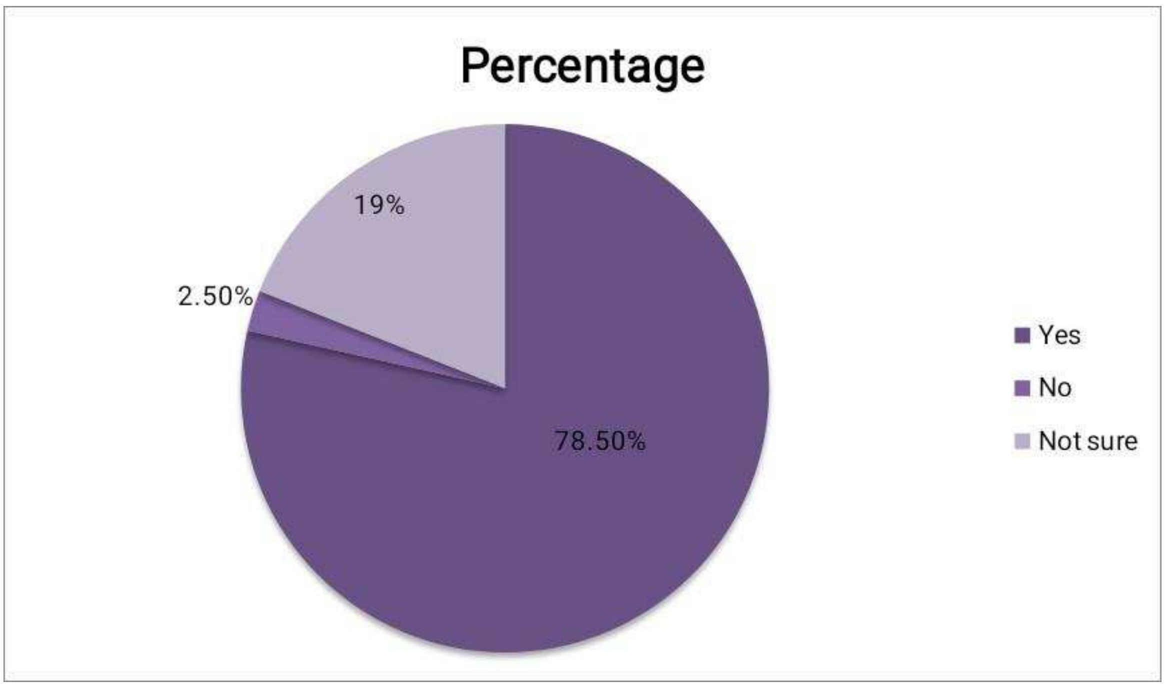
Particulars	*No of Respondents*	*Percentage*
Yes	*167*	*83.5*
No	*33*	*16.5*
Total	*200*	*100%*



Interpretation: 83.5% of the employees are aware about the safety measure policies held in the company whereas 16.5% of the employees are unaware about the safety policies.16.5% of employees are unaware about the safety policies(Reason: **<u>lack of notice</u>**)

3. Does your manager clearly converse wellbeing policies to you?

Particulars	No of Respondents	Percentage
Yes	157	78.5
No	05	2.5
Not sure	38	19
Total	200	100%

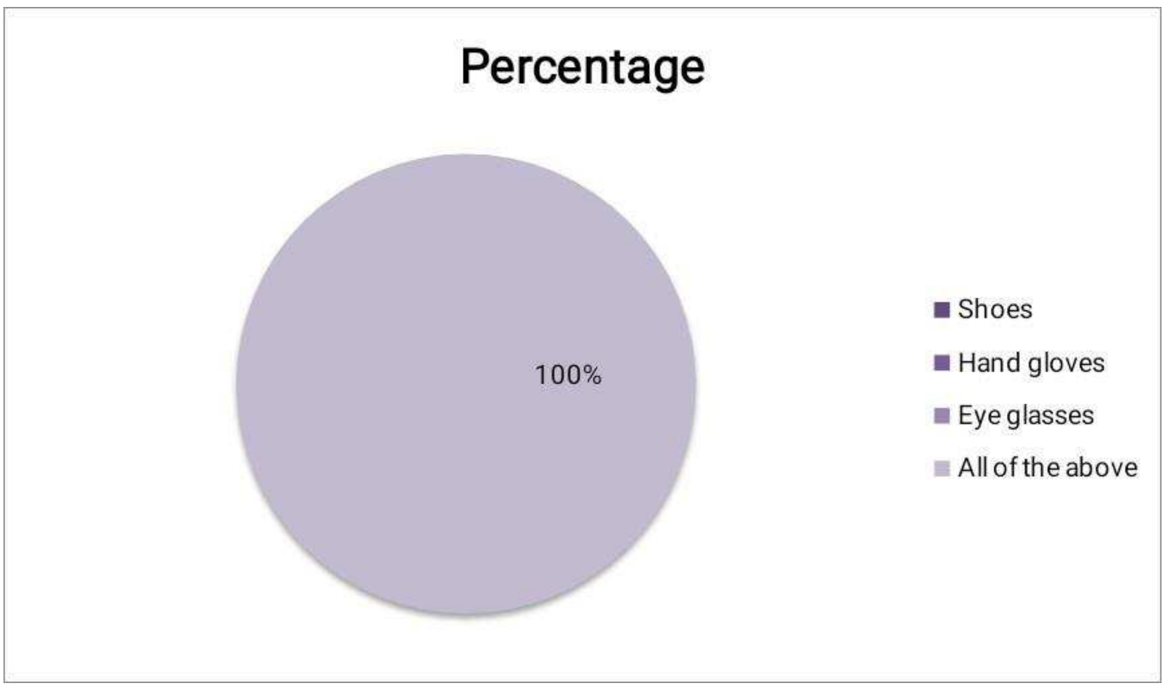


Interpretation: The above graph states that 78.5% of the respondents say that the employer clearly communicates about about the safety policies to employees, 2.5% of the employees say no and 19% of the employees are not sure about it.

2.5% of employees say no and 19% employees are not sure about wellbeing policies. (Reason: There is no proper communication.)

4. What type of protective equipment Company has provided to you?

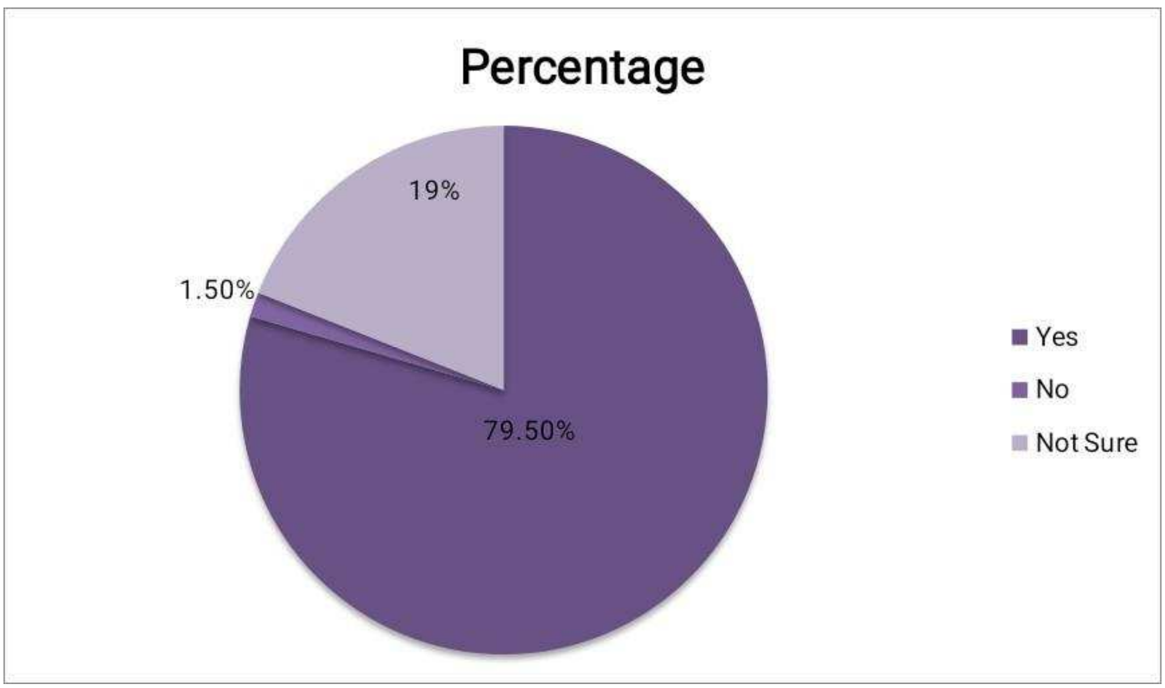
Particulars	No of Respondents	Percentage
Shoes	00	00
Hand gloves	00	00
Eye glasses	00	00
All of the above	200	100
Total	200	100%



Interpretation: The above graph states that all the respondents receive safetyequipments like shoes, hand gloves, and eye glasses from the company

5. Do you think that manager holds responsibility for your safety?

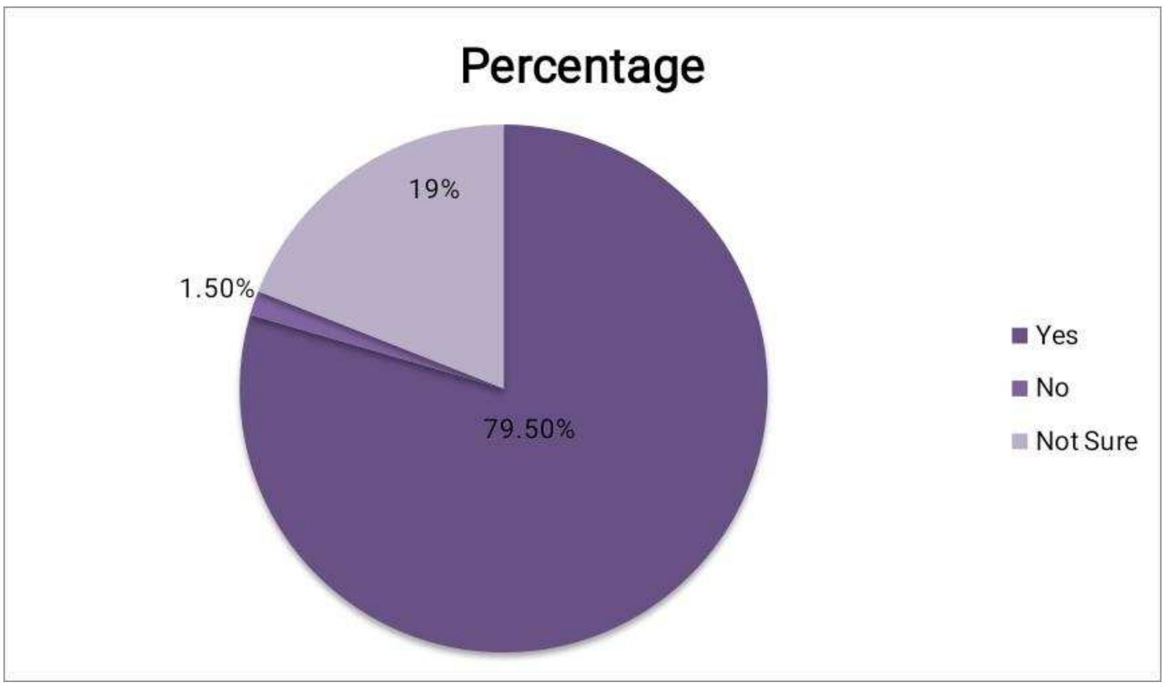
Particulars	No of Respondents	Percentage
Yes	159	79.5
No	03	1.5
Not sure	38	19
Total	**200**	**100%**



Interpretation: 79.5% of the respondents feels that the manager holds responsibility for the employee's safety, 1.5% say no and 19% of the employees are not sure of it. 1.5%employees says no 19% of employees not sure. (Reason:Lack of healthy relation between manager and employees.

6. Do you think that manager holds responsibility for your safety?

Particulars	No of Respondents	Percentage
Yes	159	79.5
No	03	1.5
Not sure	38	19
Total	200	100%

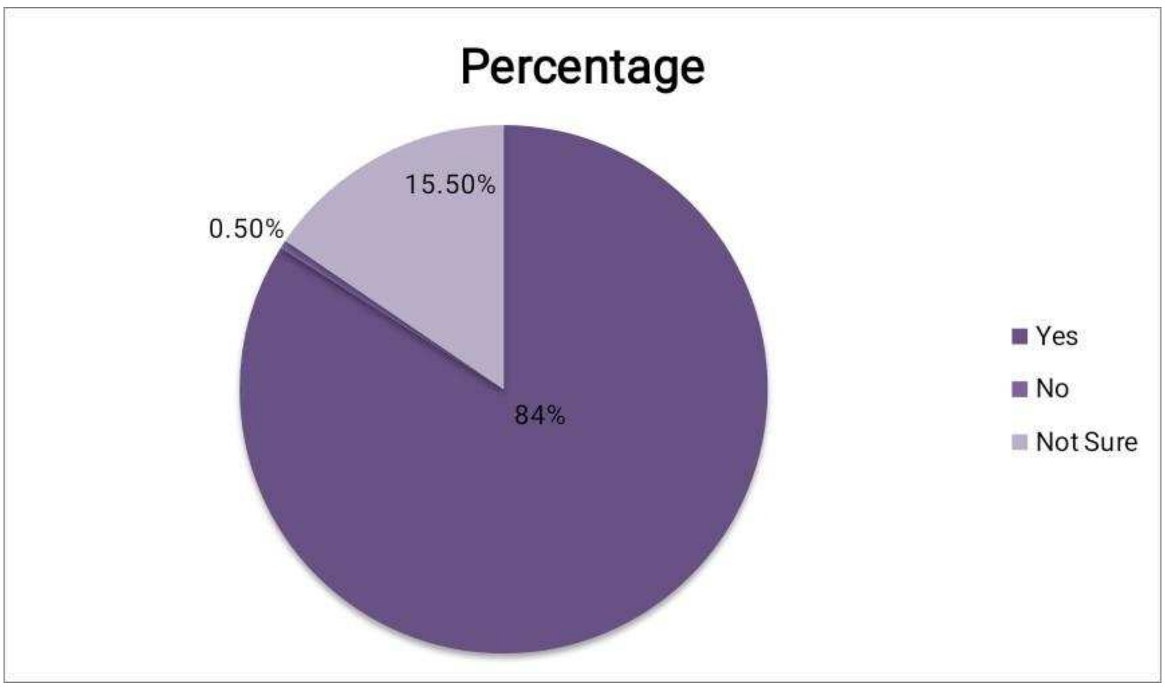


Interpretation: 79.5% of the respondents feels that the manager holds responsibility for the employee's safety, 1.5% say no and 19% of the employees are not sure of it.

1.5%employees says no 19% of employees not sure. (Reason:Lack of healthy relation between manager and employees**.**

7. Do you believe that organization keeps trying to reduce accidents?

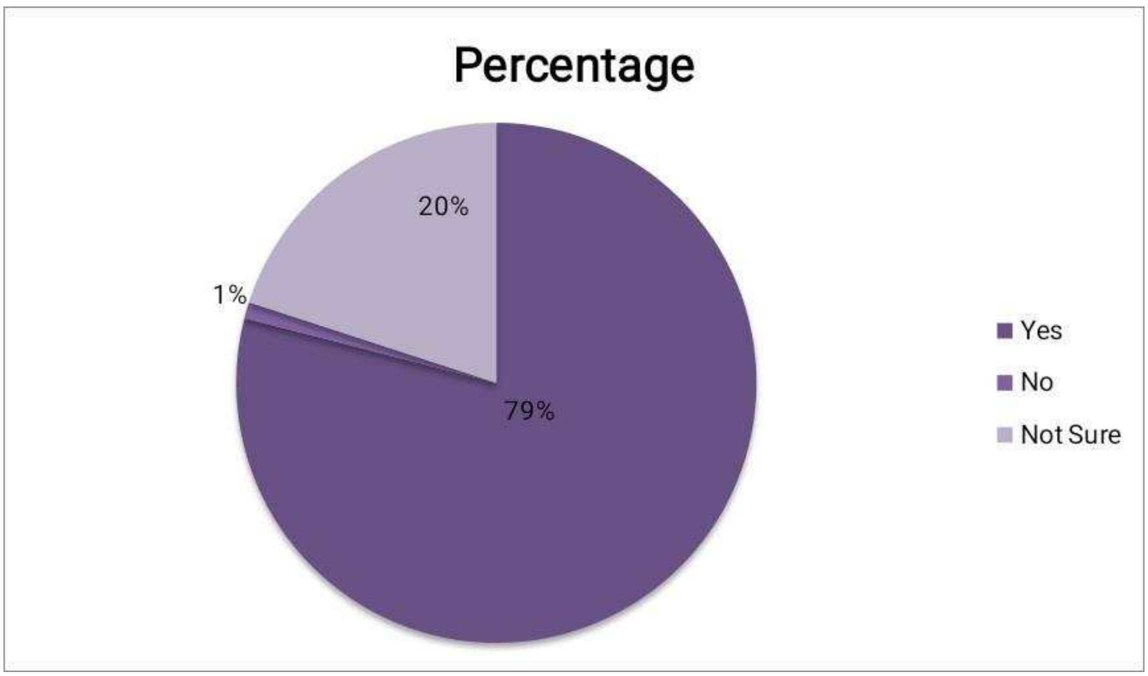
Particulars	No of Respondents	Percentage
Yes	168	84
No	01	0.5
Not sure	31	15.5
Total	200	100%



Interpretation: 84% of the respondents state that the organization keeps trying to reduce accidents, 0.5% say no, and 15.5% of the employees are not sure about it(Reason :employees are not sure about the policies, they don't know the policies of organization.)

8. Does your supervisor react when informed about the work place danger?

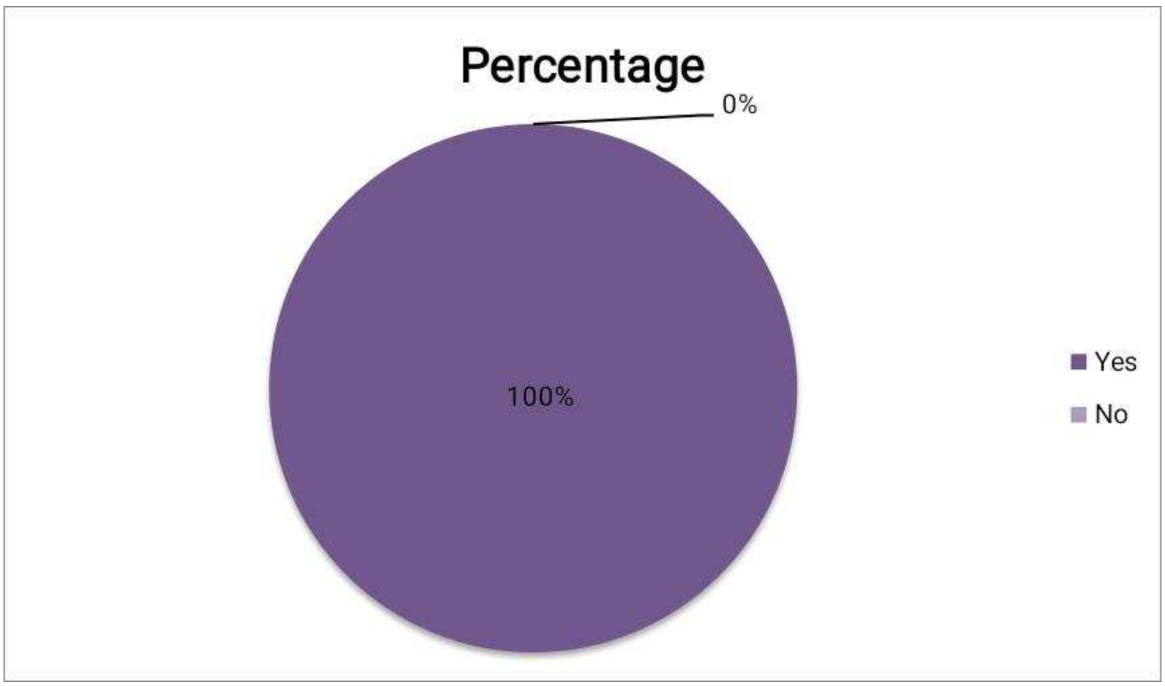
Particulars	*No of Respondents*	*Percentage*
Yes	*158*	*79*
No	*02*	*1*
Not sure	*40*	*20*
Total	*200*	*100%*



Interpretation: 79% of the employees' state that the supervisor reacts when informed about the work place dangers, 1% of the respondents say no, and 20% of the respondents are not sure whether the supervisor reacts to the work place danger. ***(Reason: Lack of trust)***

9. *Are the safety training programmes held in your company?*

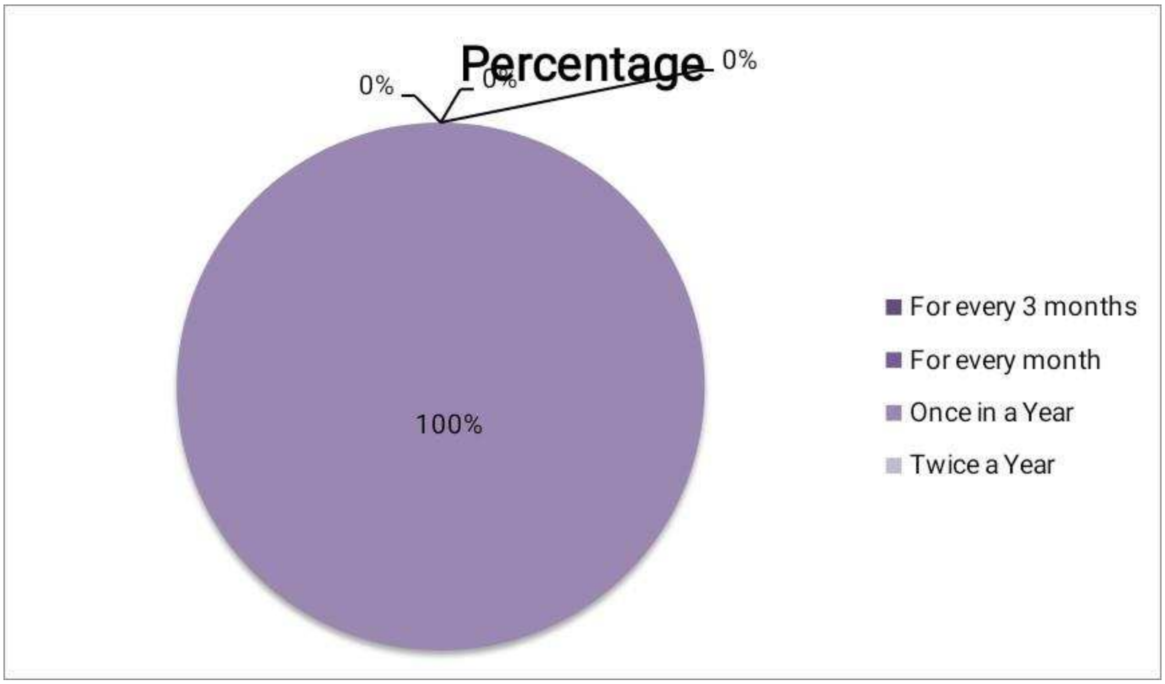
Particulars	*No of Respondents*	*Percentage*
Yes	*200*	*100*
No	*00*	*00*
Total	*200*	*100%*



Interpretation: All the respondents state that the safety training programmes are held inthe company.

10. *If Yes, then how often?*

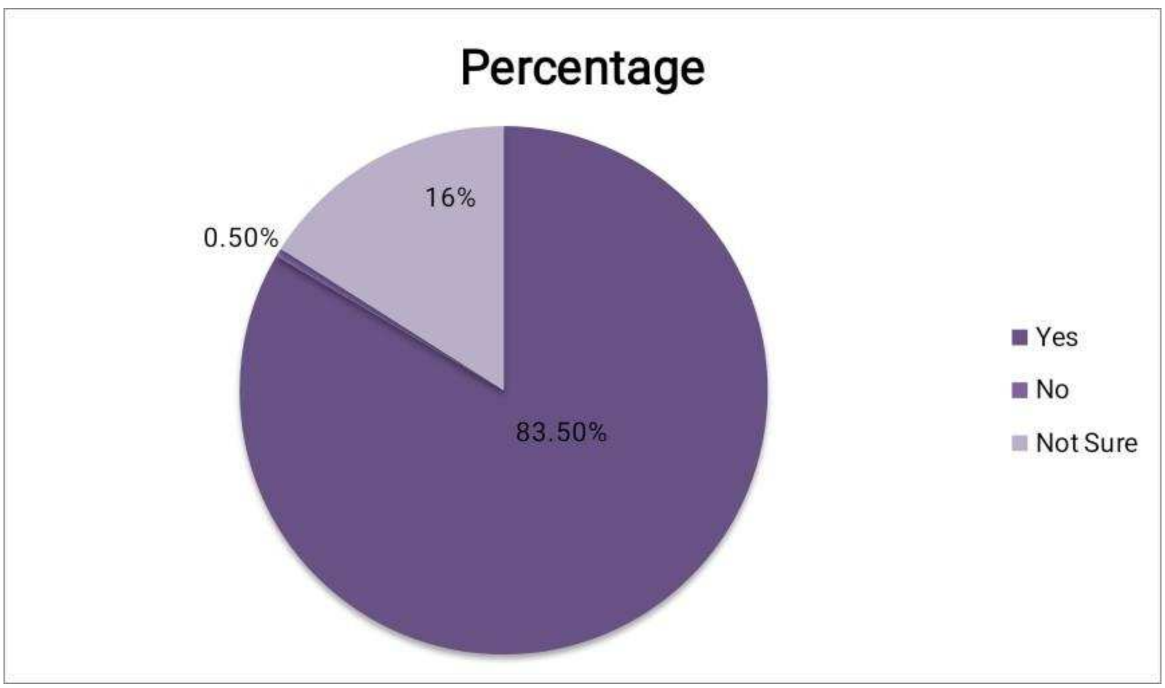
Particulars	*No of Respondents*	*Percentage*
For every 3 months	*00*	*00*
For every month	*00*	*00*
Once in a Year	*200*	*100*
Twice a Year	*00*	*00*
Total	*200*	*100%*



Interpretation: Almost all the respondents state that the training programme is heldonce in a year.

11. Does the company remind regularly to practice safe work habits?

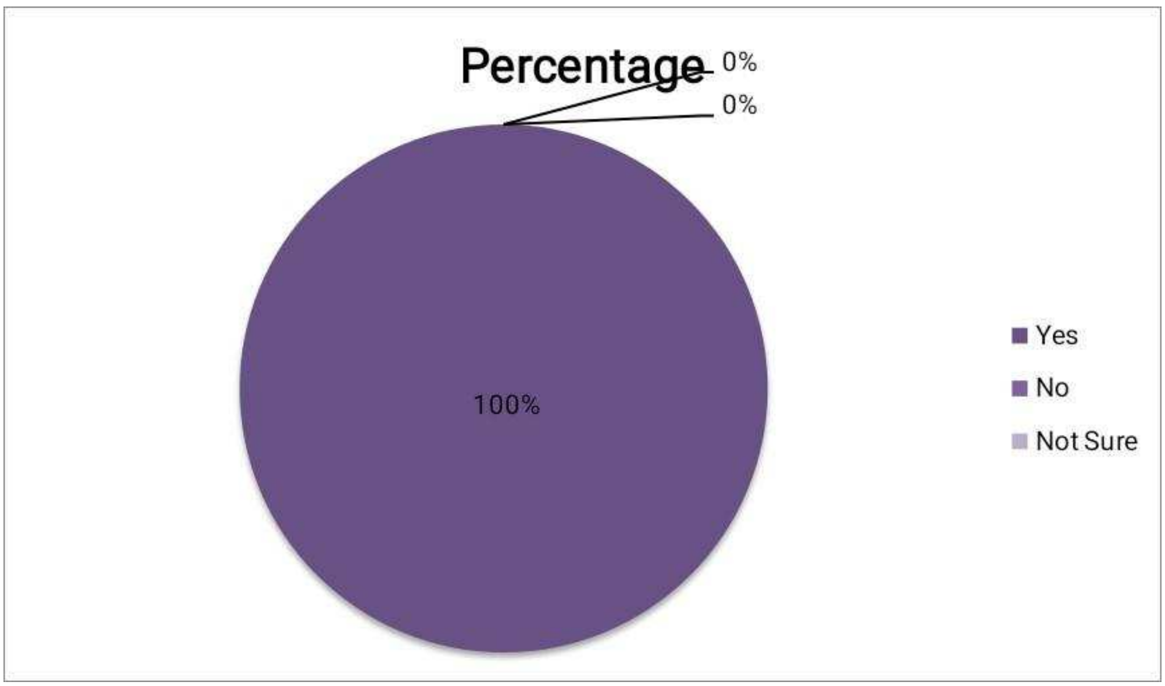
Particulars	No of Respondents	Percentage
Yes	167	83.5
No	01	0.5
Not sure	32	16
Total	200	100%



Interpretation: 83.5% of respondents state that the company reminds the employees regularly to practice safe work habits but 0.5% say no and 16% state that they are not sure about it.

12. Is there a precautionary maintenance plan for machines to prevent accidents?

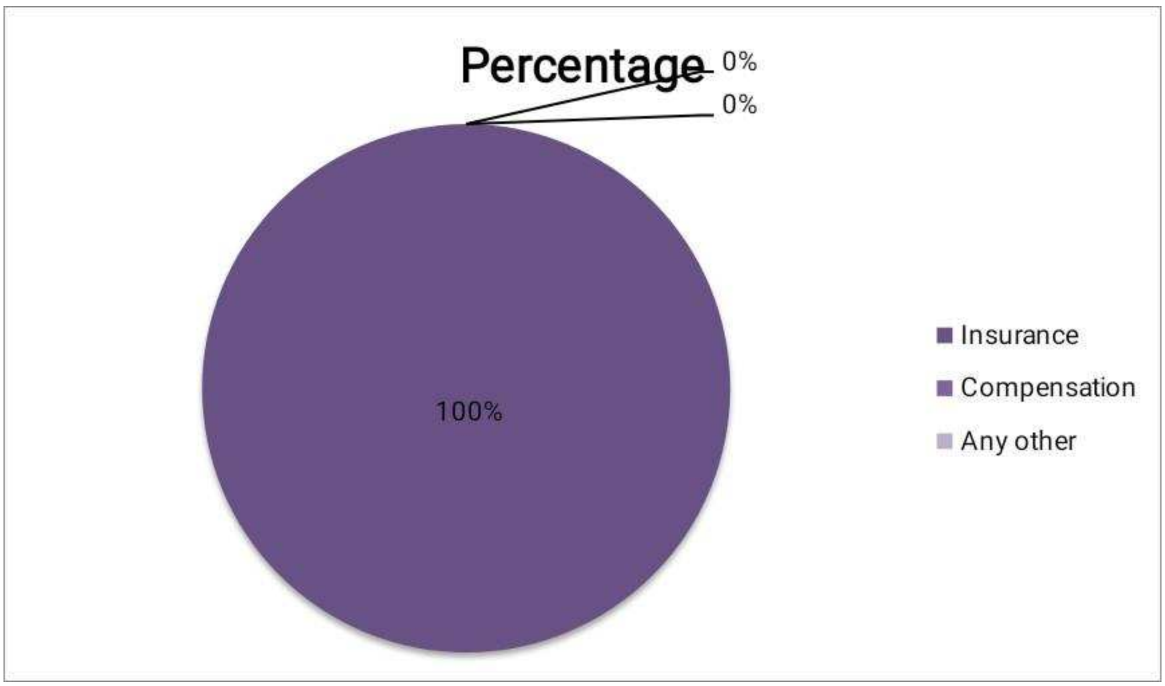
Particulars	No of Respondents	Percentage
Yes	200	100
No	00	00
Not sure	00	00
Total	200	100%



Interpretation: All the respondents state that there is a precautionary maintenance planfor machines to prevent accidents.

13. In case of accidents how does the company reimburse?

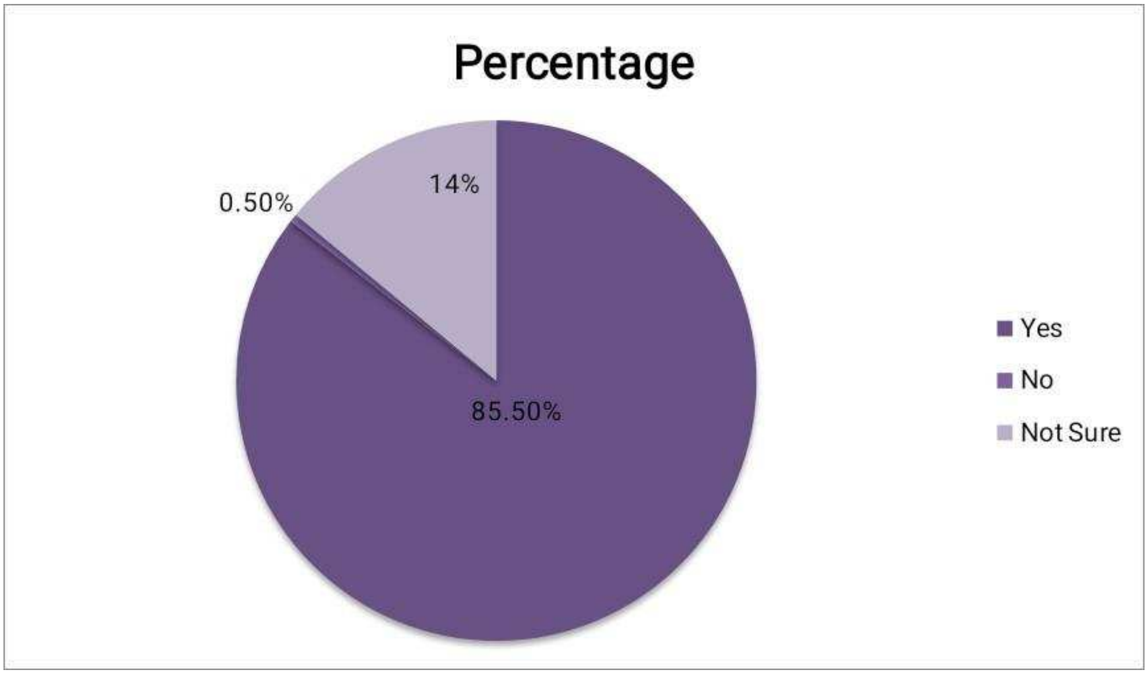
Particulars	No of Respondents	Percentage
Insurance	200	100
Compensation	00	00
Any other	00	00
Total	200	100%



Interpretation: The graph shows that all the respondents state that in case of accidents the company reimburse through insurance.

14. Are the measures put in to place to avoid disaster or injury happening again?

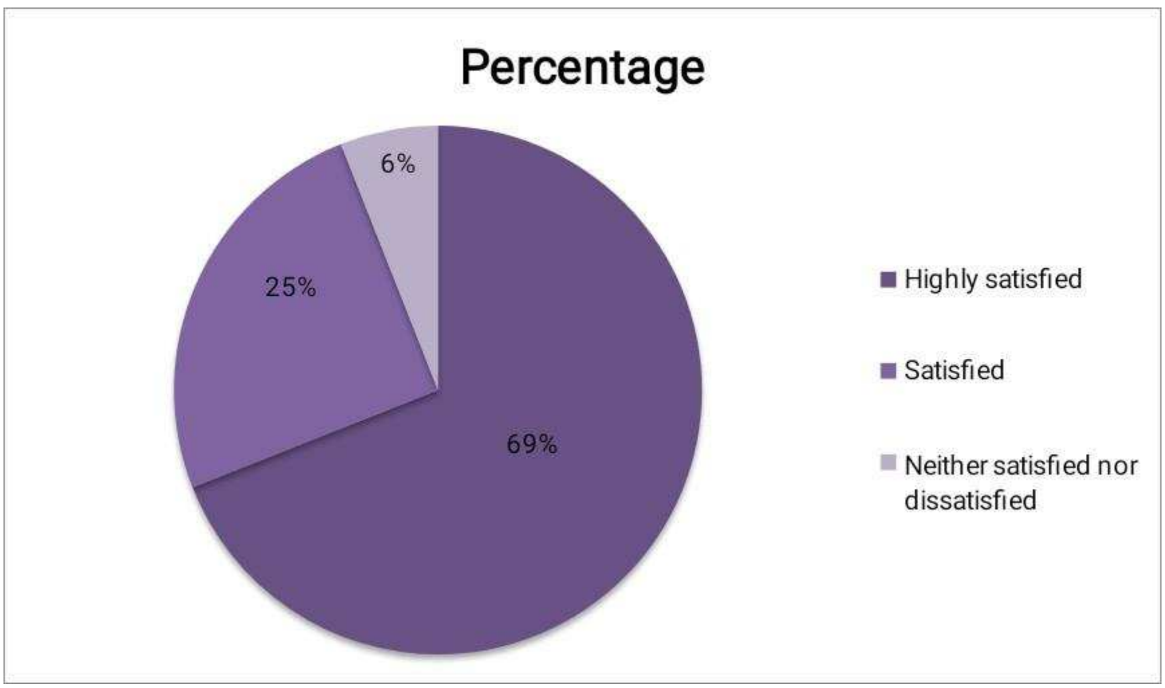
Particulars	No of Respondents	Percentage
Yes	171	85.5
No	01	0.5
Not sure	28	14
Total	200	100%



Interpretation: 85.5% of the employees say that the measures are taken to avoid disaster or injury happening again, 0.5% of the respondents say no, and 14% of the employees are not sure about it**.(Reason: Lack of knowledge about safety.)**

15. Are you happy with overall management safety policies?

Particulars	No of Respondents	Percentage
Highly satisfied	138	69
Satisfied	50	25
Neither satisfied nor dissatisfied	12	6
Total	200	100%



Interpretation: 69% of the respondents are highly satisfied with the overall managementsafety policies whereas 25% of the employees are satisfied and 6% of the employees are neither satisfied nor dissatisfied**.(Reason: employees are not happy with salary, rewards are not provided.)**

FINDINGS:

- ✓ It shows that 83.5% employees aware about the policies and 16.5%employees unaware because lack of notice.

- ✓ It is found that78.5%emlpoyees says yes and 2.5%employees says no and 19% employees says not sure about policies reason is there is no proper communication.

- ✓ It shows that 79.5%of employees feels that manager holds responsibility for employee safety. 1.5%of employees feels no and 19% employees are not sure,

Because Lack of healthy relationship between manager and employee.

- ✓ It is found that 88% of employees says yes and 15 of employees says no and 11%employees not sure reason was inactive employees in their work.

- ✓ It shows that79%employees says that supervisor react when informed about work place danger 1% of employees says no and 20%employees are not sure .

SUGGESTIONS:

- ✓ In the company, manager helps employees understand why procedures are necessary.
- ✓ Company should take full lunch break and work sensible hours to encourage employee to do the same.
- ✓ Employers must provide their employees with a workplace that does not have serious hazards and follow all safety and health standards.
- ✓ Company should evaluate the risk and decide on precautions.
- ✓ Company should educate and employees and management staff.

CONCLUSION

The study carried out on “Prevention of industrial accidents” is done at MASTER PRECISION Belagavi. This is an individual study carried out by me.

The area of this study is to be familiar about the prevention of industrial accidents at itswork place. In this study 200 workers have answered the survey which is from four different departments of “master precision” This survey was used as a medium for gathering data. From the obtained result it can be said that safety measures is one of the factor to reduce accidents and also safety policies must be educated to each andevery employee. It can be accomplished that supervisor’s anxiety for safety can also bethe feature towards accidents at workplace.

BIBILIOGRAPHY:

Websites;

- *masterprecision@rediffinail.com*
- *www.cncmachines.com*
- www.wikipedia.com

CHAPTER-5
ANNEXURE

QUESTIONNAIRE

Dear Respondent,

The present survey is purely for research purpose. Respondent's frank and free answersshall help in making this project more effective. All information given by you will be keptconfidential and will be used for research. Your cooperation will be highly appreciated. Please tick the appropriate answer.

Researcher Name: Patresh Sali Topic:

Prevention of Industrial Accidents

Name of Respondent: ______________________________________

Gender: Male Female

Department: ____

1. For how long have you been working here?

a) Less than 5 years b) 5years – 10 years c) More than 10 years

2. Are you aware about the safety measure policies?

a) Yes b) No

3. Does your employer clearly communicate safety policy to you?

a) Yes b) No c) Not sure

4. What type of safety Equipments Company has provided to you?

a) Shoes c) Eye glasses
b)Hand gloves d) All of the above

5. Do you feel that manager holds responsibility for your safety?

a) Yes b) No c) Not sure

b)

6. Do you take steps to make your work place as safe as possible?

a) Yes b) No c) Not sure

7. Do you feel that management keeps trying to minimize accidents?

a) Yes b) No c) Not sure

8. Does your manager respond when informed about the work place hazard?

a) Yes b) No c) Not sure

9. Are the safety training programmes held in your company?

a) Yes b) No

10. If yes, then how often?

a) For every 3 months c) Once in a year
b) For every month d) Twice a year

11. Does the company remind regularly to practice safe work habits?

a) Yes b) No c) Not sure

12. Is there a preventive maintenance plan for machines to prevent accidents?

a) Yes b) No c) Not sure

13. In case of accidents how does the company compensate?

a) Insurance

b) Compensation

c) Any other

14. Are the measures put in to place to prevent accident or injury happening again?

a) Yes b) No c) Not sure

15. Are you satisfied with overall management safety policies

a) Highly satisfied

b) Satisfied

c) c)Neither satisfied nor dissatisfied

SKE SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS & COMMERCE OF

BBA DEPARTMENT,

BELAGAVI-590006

(Affiliated to Rani Channamma University, Belagavi)

A Project Report on

"Training and development Effectiveness"

At

"ABHISHEK ALLOYS PVT LTD."

Submitted by:

Miss. Pavitra kanashetti

Reg.No.B1811219
BBA 6th sem

Submitted to
RANI CHANNAMMA UNIVERSITY, BELAGAVI

Under the guidance of

Organizational Guide: **Institution Guide**

Mr Pramod Jalihal Prof .S.S.Shimanagoudar

SKE SOCIETY'S
RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE DEPARTMENT OF BBA
BELAGAVI-590006

(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

Certificate

This is to certify that MISS.PAVITRA KANASHETTI has satisfactorily completed the project at **"**ABHISHEK ALLOYS PVT LTD.**"** In partial fulfilment of award of Bachelor's Degree in Business Administration by **Rani Channamma University, Belagavi** for the year 2020-2021

Institution Guide | **Director**

Prof. S. S. Shimangoudar | **Prof. S. S. Shimangoudar**

ACKNOWLEDGEMENT

I wish to express my heartfelt gratitude in all earnest to the following persons without whose support and guidance this study would not have been a success.

I would like to convey my grateful thank to **Mr Pramod Jalihal** for providing me an opportunity to learn under his able guidance and following to do my project in this company.

I would like to express my gratitude to the Director **S.S.Shimangoudar** for providing me an opportunity to undertake this project.

I sincerely thank **Mr Pramod Jalihal** my external guide who constantly guide me and inspired me in completion of this work and provided with all the information required.

I would like to express a special gratitude to thank to every department and employees for helping me and providing valuable information for my project.

I am also thankful to all the member of the staff from different departments who at various instances have been very helpful in furnishing information and making this study possible.

I express my thank to prof S.S.Shimanagoudar my internal guide (my mentor) for her guidance and constant support.

Miss Pavitra Kanashetti

DECLARATION

I Hereby declare that project Titled “TRANING AND DEVELOPMENT EFFECTIVENESS” towards ABHISHEK ALLOYS industries original piece of research work carried out me under the guidance

and supervision and manager and faculty guide Mr.S.S .Shimangoudar. The information has been collected from genuine and authentic sources. The work has been submitted in partial fulfilment of the requirement of BBA course of RCU University.

MISS Pavitra Kanashetti

EXECUTIVE SUMMARY

This project work is undertaken as part of academic requirement for Graduation of Bachelor of Business Administration . It is titled as “TEAINING AND DEVELOPMENT EFFECTIVENESS” at Abhishek Alloys ” at Abhishek Alloys Private Limited. This research work has been undertaken at Abhishek Alloys Private Limited, Machhe, Belagavi, were attempt has been made to understand the management of the organisation at Abhishek Alloys Private Limited. The research deals with Cost analysis of Abhishek Alloys Private Limited.

This study is for a period of 1 month i.e. from 2^{ND} AUGUST 2021 to 2^{ND} SEPTEMBER 2021. This study has employed both primary and secondary data such has websites which helped me to analyse my topic that is “ TRAINING AND DEVELOPMENT EFFECTIVENESS’’ at Abhishek Alloys Private Limited.

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CHAPTER .1

INTRODUCTION OF INDUSTRY

INDUSTRY PROFILE

FIGURE NO 1.1

Casting is a manufacturing process in which a liquid material is usually poured into a mould, which contains a hollow cavity of the desired shape, and allowed to solidify. The solidified part is also known as a casting, which is ejected or broken out of the mold to complete the process. Casting materials are usually metals or various cold setting materials that cure after mixing two or more components together; examples are epoxy, concrete, plaster and clay. Casting is most often used for making complex shapes that would be otherwise difficult or uneconomical to make by other methods. Casting is a 6000-year-old process. The oldest surviving casting is a copper frog from 3200 BC.

Major Foundry Clusters:-

Each cluster is known for its products. The major foundry clusters are located in Batala, Jalandhar, Ludhiana, Agra, Pune, Kolhapur, Sholapur, Rajkot, Mumbai, Ahemdabad, Belagavi, Coimbatore, Chennai, Hyderabad, Howrah, Kolkatta, Indore, Faridabad, Gurgaon etc.

Typically, each foundry cluster is known for catering to some specific end-use markets. For example, the Coimbatore cluster is famous for pump-sets castings, the Kolhapur and the Belagavi clusters for automotive castings the Rajkot cluster for disesel engine castings, Howrah cluster for sanitary castings etc.

Approx. 1500 units are having International Quality Accreditation. Several large foundries are modern & globally competitive. Many foundries use cupolas using LAM Coke. However, these are gradually shifting to Induction Melting. There is growing awareness about environment & many foundries are switching over to induction furnaces & some units in Agra are changing over to coke less cupolas.

GENERAL ECONOMIC SCENARIO

Govt. focusing on “MAKE IN INDIA”,”EASE OF DOING BUSINESS”, infrastructure & easing FDI norms to promote investments in manufacturing & cooperation’s in skill development.

FORECASTS OF GROWTH BY LEADING INSTITUTIONS:-

India to become fastest growing economy >7.5% YoY as per forecasts of leading international institutions.

MANPOWER

The total manpower in foundry sector is approx. 5,00,000 Directly & 15,00,000 indirectly. The foundry sector is highly labour intensive & currently generates employment for 2 millions directly & indirectly mainly from socially & economically weaker sections of society. It has potential to generate additional employment of 2 million in next 10 years.

GLOBAL SCENERIO:

As per 51th World casting census published by modern castings USA in December 2017, Global castings production stagnant. Worldwide casting production grew by less than half a percent for second year in a row in 2016.

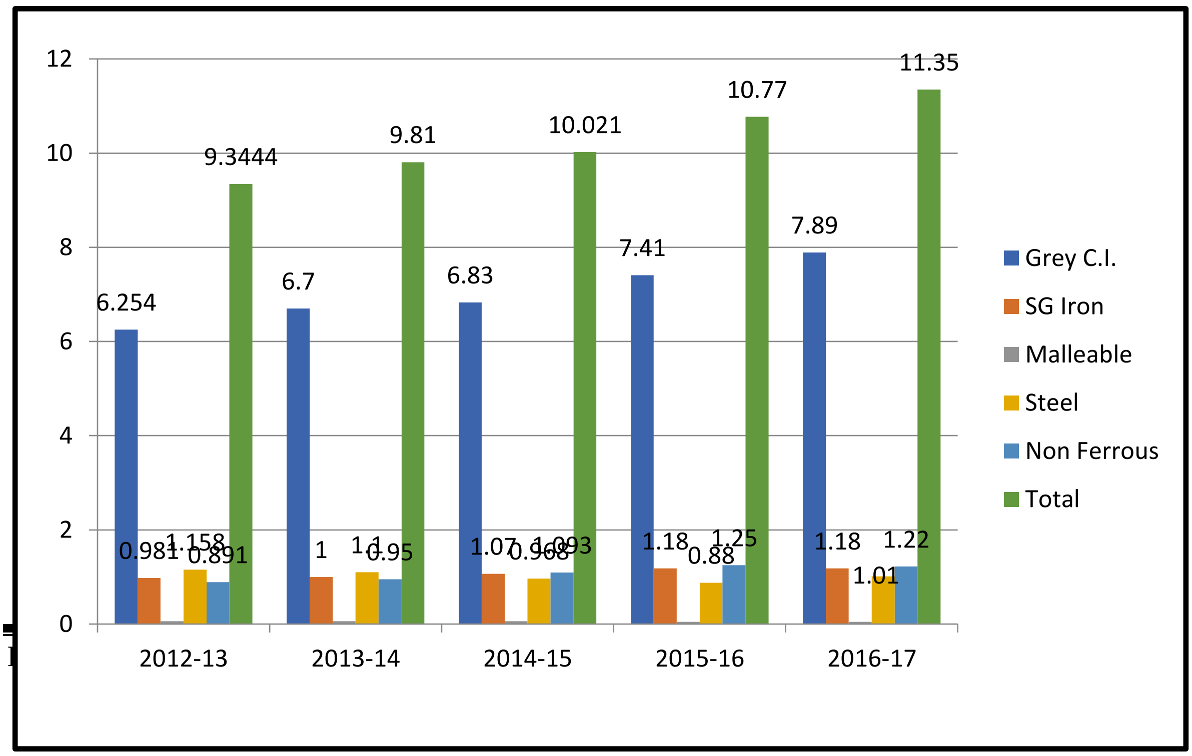
In 2016, World casting production reached 104.4 million metric tons, a shade over the 104.1 million metric tons produced in 2015. The worlds top 10 casting producing nations produced 91.6 million metric tons of the total 104.4 million metric tons.

China reported a 5.4% increase since 2015 putting its total production at 47.2 million metric tons. India the second largest casting producers in the world reported 5.4% increase in production to 11.35 million metric tons. The remaining 2016 top 10 casting nations are USA, Japan, Germany, Korea, Mexico, Brazil and Italy.

ROLE IN MANUFACTURING SECTOR:

The new manufacturing policy envisages the increase in the share of manufacturing in the GDP to 25% from current 15% & to create 100 million additional jobs in next 10 years. Since all engineering & other sectors use metal castings in their manufacturing, the role of foundry industry to support manufacturing is very vital. It is not possible to achieve the above goal without the sustainable corresponding growth of the foundry sector.

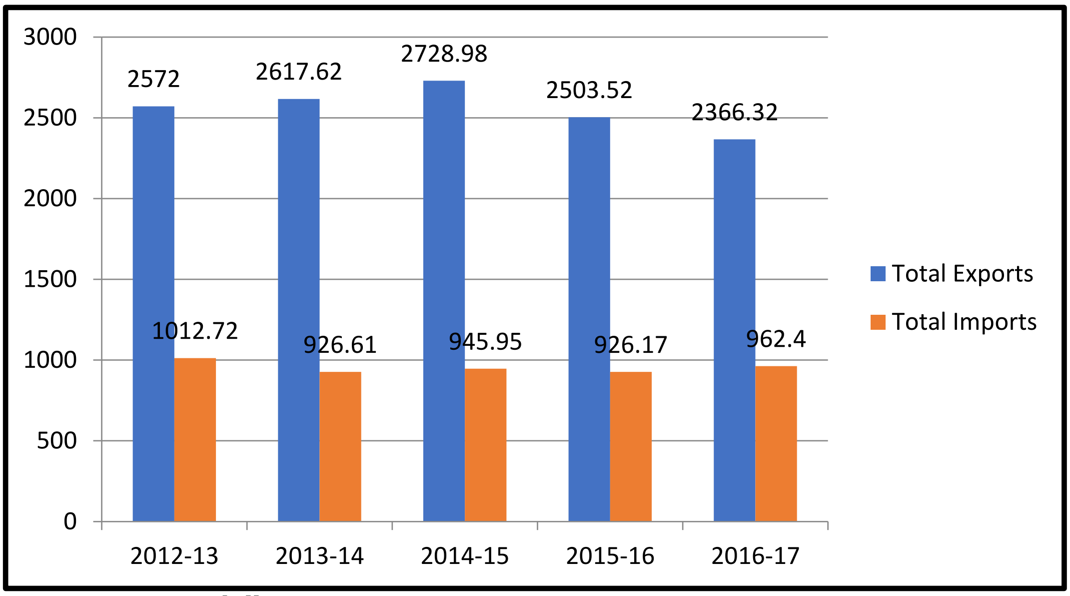
PRODUCTION OF CASTINGD IN INDIA IN MILLION M.T.(2016-17):



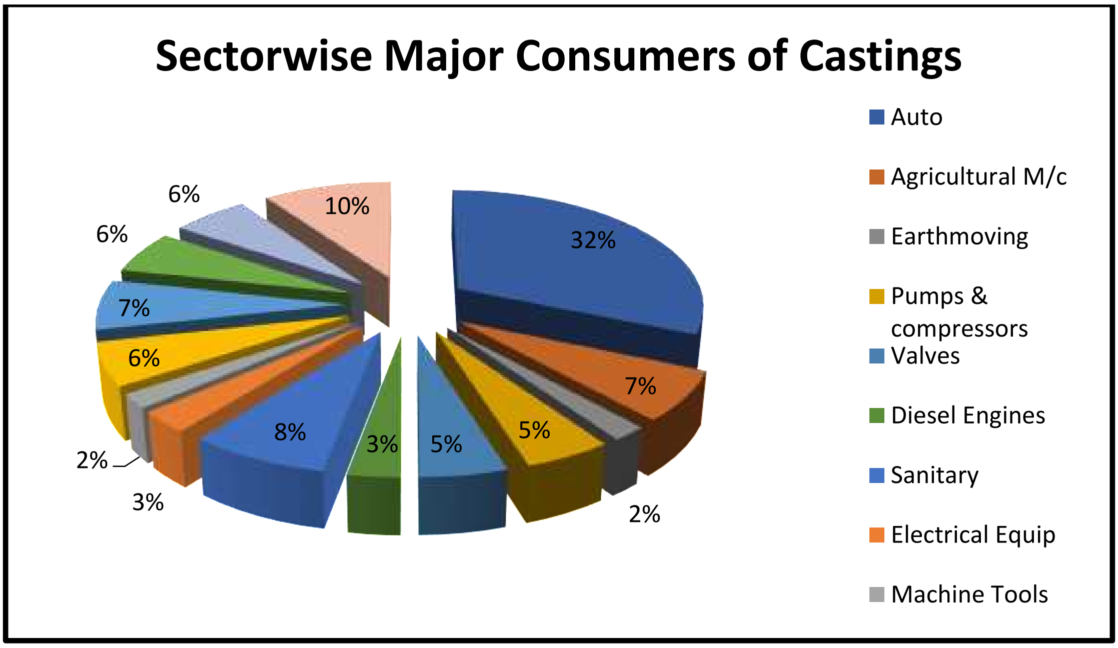
EXPORTS IMPORTS TRENDS

The Exports have been showing healthy trends approx 25-30% YOY till 2011-2012

After that there was slow down in export. However, the current exports for FY 2016-17 are



approx USD 2033 billions.



CASTING A HOPEFUL EYE TO THE FUTURE

The Institute of Indian Foundry (IIF) is the apex industry body promoting the competitiveness of India's foundry industry. There are about 5000 foundries in India largely in the MSME category.

The foundry or metal casting industry is a key component feeder for the various sectors such as auto, auto components, railways, agro, tractors, textile, cement making, electrical machinery, earthmoving machinery, power equipment, defense equipment, and aero and space industry its sustainable growth has become more important today than ever before given the emphasis of the government on "Make in India".

India is the third largest manufacturer of metal castings globally, producing aprox 10 million tons of casting in various metal such as grey iron, ductile iron, steel and aluminum alloys for various applications valued at approx $18 billion. Exports amount to 12-15 percent of this value. However, there is potential and need to do more and become global force.

The foundry market in India to grow at a CAGR of 10.08% during the period 2016-2020.

Foundry Market in India 2017-2021, has been prepared based on an in-depth market analysis with inputs from industry experts. The report covers the market landscape and its growth prospects over the coming years. The report also included a discussion of the key revenue generated from the production value of casting manufactured by the foundry market in India.

One of latest trends in the market is IIF in-plant training program. The IIF has established its center of education and training at Kolkata, which conducts various skill development programs regularly. A modular training program is conducted, which is equivalent to graduating in foundry technology and is also recognized by the Ministry of HRD.

According to the report, one of the primary drivers in the market in India initiative. The automobile sector is responsible for generating 60% demand for the casting produc.tion in the country. Demand from sector such as infrastructure, oil, and mining has slowed down. The automobile sector has shown promising growth in India since 2014. The foundries expect growth for both ferrous and non-ferrous castings in defense procurement.

The industry needs to invest and increase capacity, though it is approximately operating at 50% excess capacity. The industry should be energy-efficient and have skilled manpower. For instance, all medium and large-scale foundries are planning to have sand reclamation plants for reuse of sand in order to reduce energy consumption during manufacturing process.

Further, the report states that one major challenge in the market is environmental issues leading to increasing environmental cost. Tightening of government regulations on the release of waste produced by foundries in the environment is leading to increased investment in waste recycling process and technologies. This is hindering the growth of the Indian foundry market, as the majority of the Indian foundries are MSMEs with low market capitalization. Foundries are responsible for the emission of harmful and poisonous gases and solid wastes that cannot be reused.

LOCATION OF MAJOR CLUSTERS IN INDIA

FIGURE NO 1.2

CHAPTER. 3

ORGANISATION STUDY

COMPANY PROFILE

FIGURE NO 2.1

Abhishek Alloys private limited. Is a medium scale industry which is situated at Machhe industrial estate, Machhe, Belgaum. Promoted by

Shri. Madhwa. N. Acharya, the managing director of the organization. The manufacturing process was started in the year 1981 with the name of M/S Abhishek Industries and later on the operations were converted to Abhishek alloys private limited. In the year 1994. While its commencement Abhishek Alloys has augmented its production capability of 200 tons per year to 3000 tons per year. The firm has a build up region of 2.5m acres and involved in manufacturing of C.I and S.G. iron castings by 100% shell molding process. Our customers includes from power generation, Hydraulics, Automobile, Construction and O.E.Ms.

Why Abhishek Alloys?

- Keen on developing complex design castings with ultimate quality.
- Capable of producing wide range of C.I and S.G Iron castings weighing from 1 kg to 100 kgs in shell moulding process.
- Fully equipped with machine shop and Austempering Process.

COMMITMENT

- Committed to meet customers expectations by improving product quality through continual improvement process.
- By meeting delivery schedules as per changing needs of the customers.

OBJECTIVE OF THE ORGANIZATION

- To provide products of premier quality and value.
- To achieve technological distinction and competitive edge.
- Assurance for continuous improvement in process, methods, productivity and quality.
- To increase employees mutual trust, respect and training.
- To trim down wastage throughout supply chain.
- Human resource development.

VISION

Abhishek Alloys vision is to upgrade infrastructure facilities with the advanced technology, healthy environment for catering the needs of the customers.

MISSION

The firm focuses on meeting and exceeding customers necessities and establishes a customer oriented and globally accepted quality system. It has opted a quality policy, which is framed, by taking into account clients needs and focus on unremitting development by contribution and involvement by all the employees. The organization believes in nurturing the skill and ability of all the employees and treats them as a family and utmost significance is given for the safety and protective aspects and excellent environment.

COMPITITORS TO ABHISHEK ALLOYS PVT LTD

A K P Foundries Private Limited

Shanti Iron & Steel

The Allied Foundries Pvt. Ltd

Big Casting Pvt. Ltd

REC Engineering Pvt. Ltd

Belgaum Foundry Cluster

Prabhat Casting Unit 2

ABHISHEK ALLOYS FOLLOWED POLICY

QUALITY POLICY

We are committed

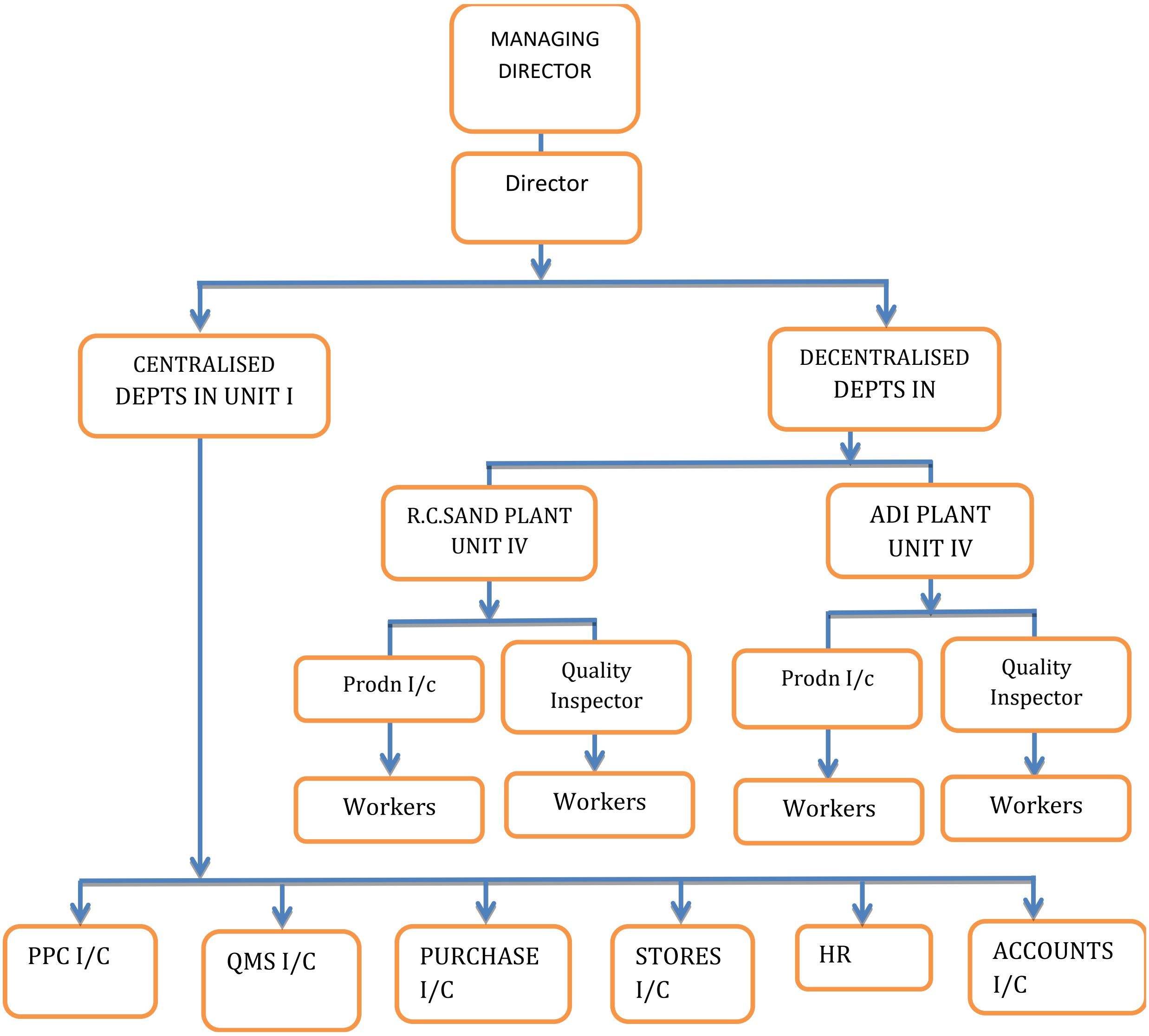
- **To produce defect free castings and machined components to meet customers expectations.**
- **To satisfy customers changing requirements, through continually improving the effectiveness of quality management system process.**

QUALITY OBJECTIVES

- **Reduction in rejection both in-house and at customers end.**
- **Meeting delivery schedules as per customers varing needs.**
- **To improve product quality continuous improvement in process to reduce variation and waste in supply chain.**
- **To empower and motivate all the employees by providing training.**

ORGANIZATION CHART

CHART NO 2.1



PRODUCT PROFILE

Abhishek alloys private limited manufacturer, and suppliers of various products. Product is in the different field as shown below

1. Automobile
2. Construction
3. Hydraulics
4. OEM(original equipment manufacturer)
5. Power generation

AUTOMOBILE PRODUCTS

Some automobile products are Drive end flange castings, Flange yoke, Slip yoke castings, Pump housing castings.

CONSTRUCTION PRODUCTS

Some construction products are Cylinders.

HYDRAULICS PRODUCTS

Hydraulics product is monoblock dcv castings body, Solenoid casting body, Valve bodies and Strainer cap.

OEM'S PRODUCTS

OEM products are Body retarder, Main press body, and Main body end plate.

POWERGENERATION PRODUCTS

Power generation products are Housing thermostat, Impellers, Manifold air intake, Head fuel filter, Connection.

OTHER PRODUCTS

Other products are Rotor, Rubber, Stators and Sprockets.

QUICK REVIEW OF COMPANY

COMPANY NAME	**ABHISHEK ALLOYS PVT. LIMITED**
CIN	U27104KA1992PTCO12734
COMPANY STATUS	Active
COMPANY CATEGORY	Company limited by shares
COMPANY SUB-CATEGORY	Non Government company
CLASS OF COMPANY	Private
YEAR OF ESHTABLISHMENT	1994
DATE OF INCORPORATION	21st January 1992
NO. OF EMPLOYEES	319
ACTIVITY	Manufacture of basic IRON
LOCATION	Plot No. 58, Machhe Industrial Estate, Machhe, Belgaum, Karnataka 590014 Email: mnacharya@abhishekalloys.com

OWNERSHIP PATTERN

Abhishek Alloys Pvt Ltd is a family owned business where organization runs by three directors

Director Identification No.	**NAME**	**DESIGNATION**	**Date of Appointment**
00820394	Madhwa N Acharya	Whole time Director	21st Jan 1992
03556921	Mayur M Acharya	Director	15th July 2011
00888008	Sunita Acharya	Director	1994

SHARE CAPITAL

Authorized capital	Rs 10,000,00
Paid up capital	Rs 84,00,000

WORK FLOW MODEL

Abhishek alloys Pvt ltd work flow shift of working process in foundry.

Shift	**Timings**
1(general shift)	8:30 AM to 5:00 PM
2	5:00 PM to 1:30 AM

INFRASTRUCTURE

Facilities

The organization has provided the employees/workers the well equipped and technologically upgraded machines for the smooth running of the production process; following are the facilities and machines provided by the organization.

- Generators
- Compressors
- Annealing Furnaces
- Universal Testing machine of 40-ton cap
- Microscopic testing equipment
- Hardness Testers
- Dual Track medium frequency furnace with 2-500kgs/pot
- Four station shell moulding machine
- Core shooters
- Manual moulding machines

Abhishek Alloys Today

Is in a position to develop any intricate castings at a price customer can afford, quality as per customer requirements that sets apart.

ATTITUDE

The organization focuses on meeting and exceeding customers requirement and established a customer oriented and internationally accepted quality systems. It has established a quality policy, which is framed, considering customer requirements and focus on continuous improvement through involvement of all the employees. Abhishek Alloys believes and nurtures the skill of all the employees as a family and utmost importance is given for the safety aspects and good environment.

CERTIFICATIONS & AWARDS

FIGURE NO 2.2

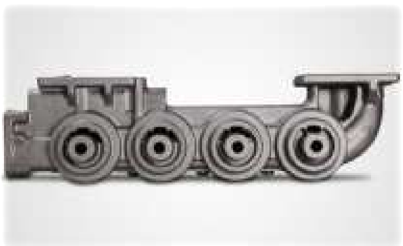
Certified with ISO/TS 16949:2002 by TUV in the year 2004

- Certified with ISO/TS 14001:2004 by TUV in the year 2014
- National Award for "Out Entrepreneur" from the President of India in the year 1993
- "0" ppm award from M/S Bosch ltd. In their supplies To Bangalore Plant in the year 2005
- "Supplier Award" by M/S Bosch Bangalore in the year 2009.
- "Casting of The Year" Award in 2010 at 58^{th} Indian Foundry Congress held at Ahmedabad.
- "Casting of The Year" award in 2014 at 62^{nd} Indian Foundry Congress held at Ahmedabad.

CLIENTS

- BOSCH
- CUMMINS
- FORBS MARSHAL
- VOITH
- MAN
- DYNAMIC TECH
- ATLAS COPCO
- BEML
- POLYHYDRON
- PRAGATI
- VELJAN

PRODUCTS

 Rotar	 Valve Covers
 Spool Housing	 Head fuel filter
 Cover oil lump pump	 Implellers
 Port plates	 Stator

FUTURE GROWTH AND PROSPECTS

- Abhishek alloys private limited are planning to introduce own company products.
- Company has planned to extend the market in the diversified manner and introduce assembly line and adopted Austempering duct to survive competition.
- Company has planned to increase machine activity.
- Company has planned to adopt more advanced technology whatever company require its production process.

VARIOUS DEPARTMENTS OF THE COMPANY

1. Production Department
2. Suppliers and Purchase Department
3. Human Resource Department
4. Account Department
5. Production Planning and Control Department
6. Store Department
7. Marketing Department
8. Quality Department

1.PRODUCTION DEPARTMENT

Production is a process of converting raw material into finished goods or semi finished goods. Production manager is responsible for the whole production system and even for quality. With the help of technical partner, production planning and control. Production department performs following function;

1) Manufacturing of goods.
2) Development of factory system of production.
3) Improving volume of production.
4) Reducing rejection rate.
5) Maintain delivery schedule.

Machines and facilities in production department

- The step involved in production process of Abhishek alloys Pvt ltd is as follows:-
- Raw materials:-Incoming raw material is tested at the laboratory.
- Sand plant:- Green sand mould is prepared. In green sand, 85% is reused and, 15% fresh sand with 4% additives and water
- Molding:- it is done in two ways
    - Hand mould:- It is done for bigger and heavier casting.
    - Machine mould:- In one batch of mould 30-40 pieces are produced
    - Fettling:- it is a process wherein the casting is cleaned with the help of two machines i.e. knockout machine and shot blast,Tumblsting machine etc. The other activities like chipping of extra parts, grinding and inspection is done as [er work instruction to verify for the specification.
- Painting:- Paint is done as per customer specification. After painting the casting is sent to next department.

STRUCTURE

2.SUPPLIERS AND PURCHASE DEPARTMENT

Before approving any supplier, purchase manager will gather information on volume of automotive business, financial stability service complexity, required technology adequacy of available resource design and development capability, manufacturing capability change management process, business continuity planning, logistic process, customer service and other relevant information for raw material suppliers by sending registration and evaluation form. In case of machining supplier/outsourced processes, personal visit will be made to the suppliers works/premises if required. After receiving the form, the purchase manager will scrutinize the information furnished in the form.On being satisfied on the above terms trial order will be placed on the supplier through purchase order. In some case, the supplier may submit sample of the material required.

Monthly material delivery schedule will be communicated to the supplier verbally, raw material purchases. The details of the same will be recorded in the supplier verbal schedule register. Bought-out item will be purchased, on requisition basis received from requestee. Purchase department will handle all purchases. The technical details for procuring will be given by plant in-charge. Customer approved materials for ongoing production will be used where insisted by the customer.

STRUCTURE

3.HUMAN RESOURCE DEPARTMENT

HR department comes under unit number 1 consider as middle level management.HR department handles the most delicate section of the company. The HRD manager is in charge of the whole department.

Responsibilities:-

- Recruiting people in the organization.
- Handles all policy matters regarding HRD.
- Selection procedure.
- Maintain discipline in the company.
- Training to employees.
- Maintain good relations between employer and employees.
- Providing necessary information to the department heads.
- Maintain time keeping of employees through punch machine.

4.ACCOUNTS DEPARTMENT

Abhishek alloys pvt ltd accounts departments work under unit 1.All the company financial activity is recorded and maintained systematically in this department Four senior accountants are working including manager. This department is centralized department for all 4 units

Here centralized means all the financial activity are taken and controlld by top level management means company MD or CEO.

Objectives

- To provide account and complete systematic information of financial activities.
- To maintain all the books of account and other financial documents.
- To prepare periodic financial statements of the company like profit and loss account, Balance sheet etc.
- Accounts department is responsible for passing the bills to send cheque and cash to the party. They maintain double entry system of book keeping.

STRUCTURS

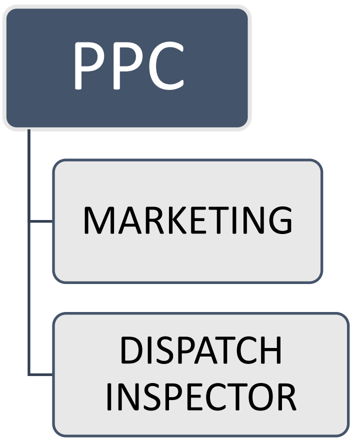
5.PRODUCTION PLANNING CONTROL DEPARTMENT

In Abhishek alloys pvt ltd PPC department plays the vital role in communicating with the customer First most important thing is company is interaction with customer if ordered is received, company realize the capacity to produce and stock availability, if it's possible to produce product purchase order will be placed to procure required raw material

Detailed weekly and daily planning of production will be prepared to meet target and monitored.

Communication with customer is most important thing since company gives priority and reschedule the requirements.

STRUCTURE



6.STORE DEPARTMENT

Indent preparation: Indent will be prepared as per the requirement received from different sites on priority bases.

Handling: Handling of incoming material and final product will be handled manually. Handling during in process will be manually/overhead crane.

Incoming inspection will be carried out as per procedure for inspection and testing; the information for incoming inspection will be through GRN. The material will be accepted based on the remarks mentioned on GRN and material will be taken into stock. Issue of any material will be done through issue slips duly approved by the production supervisor. Issue slips are raised for all material except pig iron and M S scrap. Store in charge will daily monitor the consumption of pig iron and M S scrap through furnace logbook and update daily stock register. Consumption of fuel used for generator is monitored and recorded in fuel consumption register. Monthly stock statement is prepared by stores I/C and will be submitted to purchase department. Minimum stock of materials is prepared based on the trends of consumption and customer schedule. Identification of material in store will be done as per procedure for identification and Traceability.

7.QUALITY CONTROL DEPARTMENT

Quality department set up where company mainly focus on producing quality material they never compromise in quality, the quality department must help in building system in place so that they work and communicate effectively about product requirement, performance and testing and be able to identify non conformity and work with other department to put in place a effective corrective and follow up on its application. According to NNFA GMPs, the responsibilities for QC are as follows;

Approve or reject all procedures, specifications, methods and results.Approve or reject all raw materials, packaging materials, labeling and finished products.Review all production records for accuracy and completeness before approving for distribution.Establish procedures for revising procedures, formulas etc.

Perform all the required tests to ensure identify, purity, potency and composition to ensure that products are not contaminated.

8.MARKETING DEPARTMENT

The customers directly approach to this cast manufacturing industry for the products with their required type of specifications, which are bound with different terms like information of the product, price, technical specification, transportation cost, tax and excise duty payables, payment terms, delivery date and other general T&C. Then quotation about the same is issued to the customer and if the customer is satisfied with the quotation issued then he will place an order, and after receiving the orders as such the production work begins.

Objectives

- Customer satisfaction.
- Maximization of profits.
- Capturing the present market.
- Achieving a target return.
- To achieve product quality leadership.

SYSTEM

Abhishek alloys pvt ltd followed by ISO 9001-2015 system (INTERNATIONAL ORGANIZATION FOR STANDERDIZATION) System should be written, documented and followed

ISO gives world class specification for products, services and system to ensure quality safety and efficiency.

1. ISO/TS 16949:2002

ISO/TS 16949 is an International standard for technical specification aimed at the development of quality management system that provides for continual improvement emphasizing defect prevention and to reduction variation and waste in the automotive industry supply chain.

It include eight quality management principle namely

- Customer
- Leadership
- Involvement of people
- Process approach
- System approach to management
- Continual improvement

2. **ISO/TS 14001:2015**

Specific requirement are required an environmental management system to enable an organization to develop and implements a policy and objective which take in to account legal requirement and other requirement to which organization subscribe and information about significant environmental aspects.

Six key elements of an EMS:-

- Environmental policy.
- Planning.
- Implementation and operation.
- Checking and corrective action.
- Continual improvement.
- Management review.

STYLE

Style is consider about leadership as per observation company has set up with democratic leadership style is very open and collegial style of running team. Ideas move freely amongst the group and are discussed openly. Everyone is given a seat at the table, and discussion is relatively free flowing.

STAFF:

The company include all type of staff member namely managerial staff, technical staff, supervisory staff and clerical staff. Company has about 320 employees are working. According to data 270 employees are working in lower management level and 49 employees are working in middle management level and 2 employees are working in top level management.

The employees earn an average bonus of 20% total profit of the firm every year.

Managerial staff:

Company holds good managerial employee who is engage predominantly in executive and management function company set up every department has individual manager.

Supervisory staff:

Company has set up supervisor especially for production and manufacture departments more work has to be done on this particular area. This are the person who is in charge with supervising the other employee in the organization in this company they are employing experienced staff as supervisor.

Technical staff:

These are the staff they are responsible for the work related to technical aspect. In this company they are appointing well qualified and experienced person as technical staff.

Laboratory staff:

These are the staff they are responsible for the work related to Knowledge about metallurgy in relevant field this company are appointing well qualified and experienced person especially for foundry unit.

9.TRAINING PROCESS:

Purpose: To establish a procedure for determining competence, identifying training needs and impart training to support organizational objective of enhancing knowledge, skills and effective utilization of human resource.

Scope: Applicable for preparing competence Matrix, Skill matrix, identification of training needs, organizing and conducting training program for all employees of the organization.

For newly recruited employees, HR conduct the induction training program for knowing the roles of employee, following activities are covered in induction program. Based on the current knowledge of employees and changing needs and trends, Training plan is prepared. If any additional knowledge is required, the same will be provided by Internal/External training programs and updated in the training records.

The following are the training procedures followed by the company

The training are classified as:-

- On Job Training.
- Awareness Training.
- Performance Improvement Training.
- Development Programs.
- Customer Complaint Training.

NEEDS AND EXPECTATIONS:

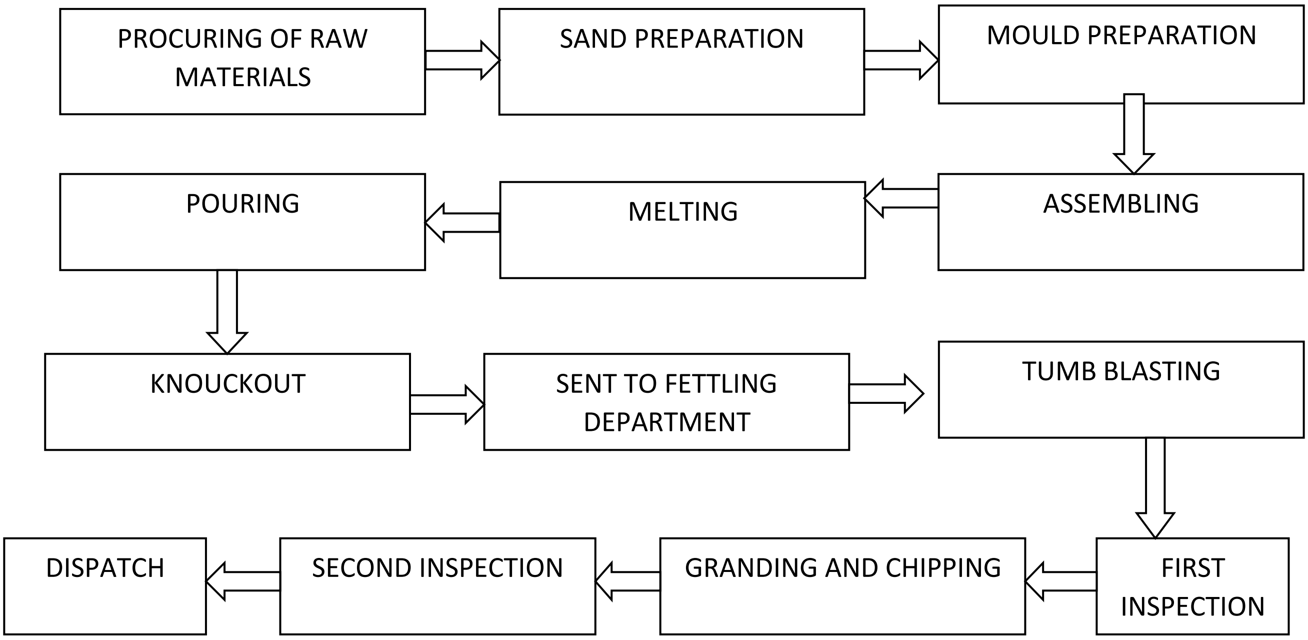
DETAILS	NEEDS	EXPECTATIONS
Suppliers	Payment commitment, Clear specification, Firm schedule, Forecast schedule	Increase in business % Feed back of the supplies made Co-operation in resolving the problems Regulatory applications Financial stability of the buyer Development of new by products
Employee	On time salary Incentives Friendly working atmosphere Safe work environment Transparency in the business, Training	Promotions w.r.t service period, Recognition of the skills, Enjoyment i.e. Family get together, Feel of the business partner, New technology induction, Health checkup/Medical coverage, Job security, Motivation
Management	Profitability, Growth, Return on investment Customer satisfaction Productivity improvement, Authority	Professionalism, Initiativeness, Responsibility, Co-operation with fellow employee, Punctuality, Discipline, Obedience, Long term service
Statutary and pollution boards	Adherence to the applicable t&c	Development of green belt, Intimation of new process adopted, Intimation of changes in the existing capacity, Train the interested parties,

10.INSPECTION AND TESTING DEPARTMENT

To ensure that all items or products parameter are meeting the specified requirements.All in process inspection & recording will be done as per the quality plans AA/I/QP/IC/01 to AA/i/QP/IP/02 by production supervisor & wedge test will be conducted as per respective quality plan & will be disposed after conforming the grade of metal.

PROCESS CHART

CHART NO 2.2



The above figure of production process of the organization shows that, firstly the raw materials are procured and later sent those raw materials for sand preparation at the same time the moulds are prepared and the materials are assembled in a particular place for melting and which is poured in the moulds later which is knouckouted and sent to the fettling department and tumblasting later the product sent for the first inspection department and later sent to grinding and chipping after that its again sent to second inspection and finally the product is dispatched.

CASTING PROCESS AT ABHISHEK ALLOYS PVT LTD

At Abhishek Alloys Pvt Ltd resin coated sand is used for shell mould making. Resin coated sand preparation is carried out at Unit-3. In this two sand mullers are installed for resin coating process. The waste sand is recycled and used. The waste sand is generated after pouring the metal. This sand is to be mixed with following ingredients

- Red oxide
- Resin
- Hardener

Mixing composition for red oxide, resin and hardener for a grade 4.0% is as follows.

Raw Material	Sand Qty	Red oxide Qty	Resin Qty	Hardener Qty	Total
Sand Muller 1	150kgs	225GMS	6.0kgs	1.080kgs	1.305kgs
Sand Muller 2	120kgs	180GMS	4.80kgs	0.865kgs	1.405kgs

Different types of molding sand

- Green sand
- Dry sand
- Loam sand
- Facing sand
- Backing sand
- Parting sand
- Core sand

FIGURE 2.4

Natural Sand

Cerabead Resin Coated Sand

Red Oxide

Resin and Hardener

Pig Iron

Casting

RESIN COATED SAND PREPERATION

There are two types of sand used for shell/core making in AAPL

1 Natural sand

2 Cerabead sand (Prepared where surface finish of casting is important)

Process:

1 Before taking for processing, sand is inspected for AFS value (55-75)

2 150 Kg sand, 0.225Kg red oxide, 6Kg resin and 1.080 kg hardener is mixed thoroughly

In a Muller for 10 minutes at temperature of 180 degree (processing temp)

3 processed sand is sieved and collected in a hopper through belt conveyer

4 Processed sand is inspected for qualification of Hot tensile strength, peel back test, Gas evaluation and Transverse strength

5 Hot tensile strength is considered as critical parameter

- Process sand is sent for shell making through transport vehicle
- After castings are produced in melting, unit burnt sand is separated from casting and sent for reclamation to Foundry cluster and reused for processing R.C. sand.
- MSDS (Material Safety Data Sheet) is followed for handling of Resin

MELTING

In foundry there are two melting pots of capacity 500 Kg each raw material 125kg Pig Iron, 125 kg CRCA scrap and 250kg R R are put in the pot and melted in sequence add Ferro alloys, shell coke and slag holding material during melting stage.

Metal is heated for 1300-1350 degree. Temperature is checked by pyrometer Spectro coin is prepared of the bath and sent for inspection to laboratory on receipt of the lab report add required alloys like Silicate, Copper to meet the final quality requirements. Transfer the molton metal when the temperature is @ 1600 degree to pouring ladle. Pour the metal in the mould which are packed the metal box packed with sand. Verify the pouring temperature by Pyrometer. After specific time casting are knocked out. Knock time is identified as critical parameter as finished casting quality parameters are controlled at this stage For fly weight Hardness required is 190-240 BHN measured by steel ball of Die 10mm and weight of 1000 Kg(Brinnel Hardness number) Again casting are inspected in laboratory for mechanical properties and microstructure as applicable for that casting.

Fettling (unit-1)

In fettling section there are Tumblasing and Shot blazing machines used for scaling removal Steel shots are used in both the machines to achieve the required surface finish, Processed for specified time and quantity After shot blasting casting are taken for grinding to remove sharp edges and parting lines and unwanted projections Grinding wheel speed is @ 1800-2000 RPM It is checked by Tachometer If there is any customers specific requirements, casting are identified with Heat code No, Month and year of manufacturing for traceability Castings are painted in paint booth and oiled in oil dunking machine as applicable and dispatched as per the work instruction of packing and dispatch

Heat treatment

AAPL has a unique heat treatment facility of Austentizing with salt quenching embedded with SCADA program

Machine shop (unit-2)

In machine shop there are two parts of customer Bosch named flyweightsParts are put in vibro machine with sand stones and are vibrated for 30 minutes to remove sharp edges(200 parts and 25 kg sand stone) Set up approval is made at the start of the shift. Parts are machined for different parameters like slot milling, drilling, chamfering,reaming on CNC machines i.e. Abhiyant, Dhruva, Agni etc. After every parameter machining, parts are inspected with different gauges i.e. Depth gauge, plug gauge, snap gauge height gauge ,air gauge Some customer specified critical parameters are inspected 100%

At all stages calibrated instruments and gauges are used. In some case customer supplied gauges are used i.e. Masters In final stage inspection important parameters are checked 100% by customer supplied gauges Flyweights are processed in batch quantity of 8 in a batch. 2000 parts are produced in one shift On the shop floor, Control plans and work instructions and limit samples are displayed for monitoring the product quality Manufacturing process is established to qualify VDA 6.3 standard. Bosch specific requirement) Accepted parts are kept in green colored trays and sent for washing After that parts are dipped in rust preventive oil and are packed supplier provided trays. Dispatch logistic is under the control of customer Boach

FIGURE NO 2.6

Shell/Core making (unit-3)

Resin coated sand is inspected for moisture content and stored in hopper Pattern is verified for any damage, dent mark before loading on the machine Ejector pin level is verified for uniform level, and air pressure is set for the specified value For both dies of pattern required temperature is set as per the work instruction For fly weight shell top die temp is 260°C and bottom die temp is 290°C Air pressure is 5.2 Kg/Cm2 Machine is set in auto mode and verified that both the dies are mated each other Shooting of the sand takes place on the top die. After specified curing time top die goes up automatically and shell from the bottom die is ejected For flyweight curing time is 260 seconds Shell is verified for baking color by comparing with the photo displayed near the machine. Color of the shell is identified as critical parameter Then the shell is collected manually. Inspection is made for any crack, unfilled, war page and shifted to designated area Then shell assembly is made by using the core fix manually in cold to cold condition and clamped the the fasteners Painting is made at specified area if required to get good surface finish on casting In hot to hot condition assembly is made on auto glower machine

The assembly is called mould This mould is sent for casting production On the shop floor, Control plans and work instructions and limit samples are displayed for monitoring the product quality Manufacturing process is established to qualify ISO 9001-2015 standard. AAPL has got unique facility of producing QSK 23 shell of 80KG and length of 1500 mm length on Hydro pack shell shooting machine.

FIGURE NO 2.7

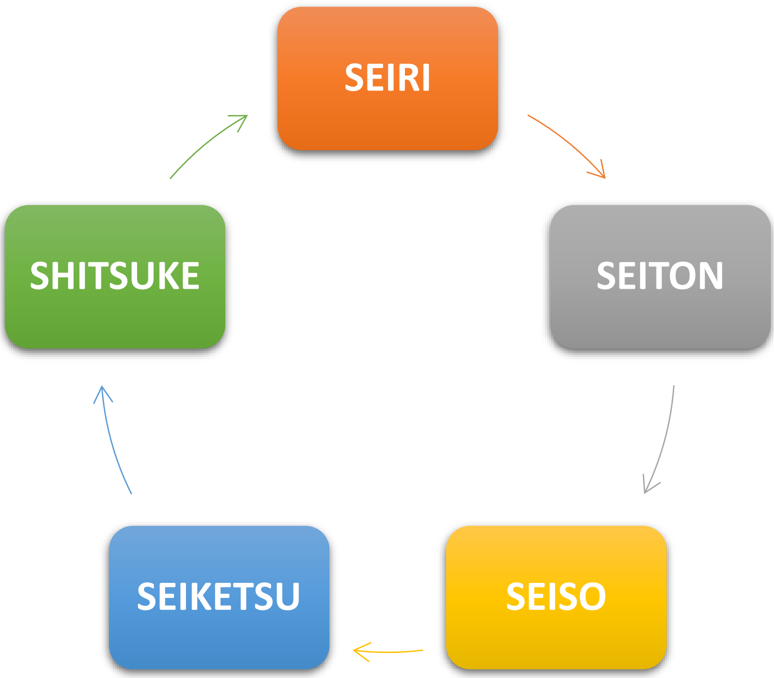
Astempering ductile Iron (unit-4)

There are 2 furnaces of capacity 500kg and 1000 kg   Methanol, LPG and Nitrogen is used to creating barrier atmosphere for heating the charge   Required process and cycle is set in SCADA program   In this process depending on the grade charge is heated to @ 900 degree with Carbon potential of 0.8-1.1 %   Charge is soaked in the furnace for 60-90 minutes. Once the cycle is completed change is transferred to HI SALT chamber where the molton salt temperature is @ 120-150 degree Charge is soaked for 90-120 minutes. Once the cycle is completed charge is transferred to cooling chamber and washing chamber in sequence. Now the cycle is complete Charge is identified with heat no and quantity. And inspected for mechanical properties and microstructure and stored in designated area for packing Mechanical properties are Hardness, Tensile strength ,Yield strength, elongation and microstructure Process is established to qualify CQI -9 standard (Continuous Quality Improvement -9) At present charges are for customers namely NAVISTAR Orissa and SONA BLW Pune.

FIGURE NO 2.8

KAIZEN'S 5S FRAMEWORKS

CHART NO 2.3



5S IS Methodology that is used in workplace across the world. The "5S" name comes from the 5 Japanese words that make up the process. The five words are Seiri, Sieton, seiso, Seiketsu and Shitsuke. Roughly translated these words stand for sort, set in order, shine, standardize, and sustain. They all describe ways in which you can make the most of your workplace for maximum productivity. There is an easy breakdown for each step so that you can make the most of this method in your business.

1. **Sort(Organization):-** Separate needed items from unneeded and eliminate the latter.
2. **Set in order(orderliness):-** Keep needed items in the correct place to allow easy and fast retrieval.
3. **Shine(cleanliness):-** Keep the workplace swept and clean.
4. **Standardize(standardized cleanup):-** Creates a consistent approach with which tasks and procedures are done.
5. **Sustain(discipline):-** Habit to maintain established processes.

SWOT ANALYSIS

Strengths:

- Skilled Manpower
- Proper organization structure
- In-house design facility for fixturing
- Backward integration
- Good quality System-ISO/IATF 16949
- Good in-house testing facilities and well equipped laboratory
- Open space available for diversification /Expansion of the business
- Integrated own Foundry, shell making, R.C. sand and ADI units

Weakness:

- Manpower not available for assembly parts with required competency
- No marketing strategy developed for tapping new customers
- No planning for outsourcing
- More lead time for development
- No defined accountability
- Sharing process technology with visitors
- Cost of shell mould casting is more

Opportunities:

- Strong technical team for new product/existing product development
- Demand for finished parts is in increasing due to boom in industry
- Export market has improved due to simplied govt regulations
- Opportunity for developing austenitising process for cast iron and steel
- Process optimization and process improvement to reduce overall waste

Threat:

- Loosing order of existing customer for quality issues
- Perception of customer not measured
- Sensitive price for new part
- Development of parts by competitors using low level technology

INTRODUCTION TO THE SUBJECT

As the term human resource management is managing the human resource in an organization and is concerned with the of harmonious working relation among its participations and bringing about their utmost individual development. Such management is the concerned with leadership in both group and individual relationship and labour relations and human resource management. In fact, human resource management undertakes all those activities, which are concerned with human elements or relations as well as with material elements and organization. Whatever functions are listed therein, the main objective of these functions is to bring together expertise in a scientific way and to create attitudes that motivate a group to achieve its goals economically, effectively and speedily.

The function of HRM can be listed as:

- **Staffing and employment**
  - **Manpower planning**
  - **Recruitment**
  - **Selection process**
  - **Introduction and orientation**
  - **Transfer process**
  - **Promotion**
- **Wages and salary administration**
- **Industrial relation**
- **Staffing and employment:**

  Staffing process is a flow of events that result in a continuous manning of organizational position at all levels from top management to operative level.

  This process includes manpower planning, developing sources of applicants, employment decision (selection), offer (placement), induction and orientation, transfer, demotions and separations.

- **Man –power planning:**

  It is a process of analyzing the present and future vacancies that may occur as a result of retirements, discharges, transfers promotion, sick leave of absence or other reasons and an analysis of present and future expansion or curtailment in the various departments.

- **Recruitment:**

  It is concerned with the process of attracting qualified and competent personnel for different jobs this includes the identification of existing source of the labour market, the development of new source and the need for attracting a large number of potential application so that a selection may be possible.

- **Selection process:**

  It is concerned with the development of selection policies and procedures and the evaluation of potential employees in terms of job specification. This process includes the developments of application blanks, valid and reliable tests, interview techniques, employee referral systems, the marking up of final recommendation the line management and sending of offers and rejection letters.

- **Placement:**

  It is concerned with task of placing an employee in a job which he is best fitted keeping in view the job requirement, his qualification needs.

- **Induction and orientation:**

  It is meant for the introduction of an employees to the organization an the job by giving him all possible information about the organization history, objectives, philosophy, policies, future development opportunities, products, goodwill in the market and in comminute, and by introducing him to other employees with whom and under whom he has to work.

- **Transfer process:**

  It is concerned with the placement of employees on a position in which his ability can be utilized; Developing transfer policies and procedures, counseling, employee

and line management on transfer and evacuating transfer policies and procedure do this.

- **Promotion:**

It is concerned with rewarding capable employees by putting them in higher position with more responsibilities and higher pay. For this purpose a fair, just and equitable promotion policy and procedure have to be developed; line managers and employees have to be advised on these policies, which have to be evacuated to find out they have been successful.

- **Wages and salary administration:**

It is concerned with the process of compensation directed towards remunerating employees for service rendered and motivating them to attain the desired levels of performance. The components of this process are:

- **Job evalution**
- **Wages and salary program,**
- **Incentive compensation plan**
- **Performance apprais**

CHAPTER.3

THEORETICAL BACKGROUND

Training and development effectiveness

Introduction.

Training is a program that helps employees learn specific knowledge or skills to improve performance in their current roles. Development is more expansive and focuses on employee growth and future performance, rather than an immediate job role.

Conventional „training" is required to cover essential work-related skills, techniques and knowledge, and much of this taking a positive progressive approach to this sort of traditional training. Training and development guide is oriented chiefly around what"s good for people, rather than chiefly what"s profitable for organizations. The reason for this is that in terms of training, and development, what"s good for people is good for the organizations in which they work–what"s good for people"s development is good for organizational performance, quality, customer satisfaction, effective management and control, and therefore profits too. Organizations which approach training and development from this stand point inevitably foster people who perform well and progress, and importantly, stay around for long enough to become great at what they do, and to help others become so. Training is a very commonly used word, it traditionally „belongs" to the trainer or the organization, it should be about whole person development–not just transferring skills, the traditional interpretation of training at work. Being realistic, corporate attitudes and expectations about what „training, and does cannot be changed overnight, and most organizations skill see „training" as being limited to work skills, classrooms and power point Presentations-However, when your start to imagine and think and talk about progressive attitudes to developing people beyond and traditional skills training. The objectivity of training and development and its continued learning process has always been leverage with an organization and now it has become rather an overarching trend of social needs, emphasizing that organizations must inculcate learning culture as a social responsibility. It has been also proved by many studies in the past that there are sound connections between various training and development practices and different measures of organizational performance.

It carries out an analysis that the objective of training and development is to creative learning organizations which ensure that employees through value addition can effectively perform their jobs, gains competitive advantage and seek self-growth: this measurable performance resulting from good training and development, shall enhance organization development. It is a process transferring information and knowledge to employers. It is equipping employers to translate that information and knowledge into practice with a view to enhancing organization effectiveness and productivity, and the quality of a management of people. It should be considered along with education policies and systems which are crucial to the development of human resources.

Good training and development programs help you retain the right people and grow profits. According to the 2019 Workplace Learning As the battle for top talent becomes more competitive, employee training and development programs are more important than ever. Hiring top talent takes time and money, and how you engage and develop that talent from the time they are first on boarded impacts retention and business growth. Report from LinkedIn, 82% of L&D professionals say that their executives actively support employee engagement in professional learning, and 59% say they will spend more on their online learning budget.

The aim of training and development programs is to improve organizational capabilities and employee ability. When the organization invests in improving the skills and knowledge for its employees, the investment will lead to more productive and effective employees. Successful Training and development program focuses on employee performance or team performance. In the empirical research conducted by Wafted Opines (1999), they identified the establishment and implementation of training and development. Found that training and development programs should be based on training needs identified by their analysis, that money and time invested in training and development should be related or linked to the mission or core business strategy of the organization.

Employee training and development does not entail only obtaining new abilities, skills and knowledge but also the possibility to promote entrepreneurship, initiate employees to changes, encourage the changes of their attitude, introduce the employers to important business decisions and involve them actively in the process of decision making within the context of learning organization, it is not sufficient for the worker only to add value to the organization based on his knowledge but he also has to receive knowledge. He gives as much knowledge as he receives. Organizations that invest in the training and development of their employees reap many benefits. But so do employees and the society in which they live.

Importance of training and development in an organizational Development.

Training and career development are very vital in any company or organization that aims at progressing. This includes decision making, thinking creatively and managing people. Training and development is so important because- Training of employees and Managers are absolutely essential in this changing environment. It is an important activity of HRD which helps in improving the competency of employees. Training gives a lot of benefits to the employees such as improvement in efficiency and effectiveness, development of self-confidence and assists everyone in self-management.

The stability and progress of the organization always depends on the training imparted to the employees. Training becomes mandatory under each and every step of expansion and diversification. Only training can improve the quality and reduce the wastages to the minimum. Training and development is also very essential to adapt according to changing environment.

- Help in addressing employee weaknesses
- Improvement in worker performance
- Consistency in duty performance
- Ensuring worker satisfaction
- Increased productivity
- Improved quality of service and products
- Reduced cost.
- Reduction in supervision.

TRAINING AND DEVELOPMENT

Training and development involves improving the effectiveness of organizations and the individuals and teams within them. Training may be viewed as related to immediate changes in organizational effectiveness via organized instruction, while development is related to the progress of longer-term organizational and employee goals. While training and development technically have differing definitions, the two are oftentimes used interchangeably and/or together. Training and development has historically been a topic within applied psychology but has within the last two decades become closely associated with human resources management, talent management, human resources development, instructional design, human factors, and knowledge management

Training and Developments a subsystem of an organization which emphasize on the improvement of the performance of individuals and groups. Training is an educational process which involves the sharpening of skills, concepts, changing of attitude and gaining more knowledge to enhance the performance of the employees. Good & efficient training of employees helps in their skills & knowledge development, which eventually helps a company improve.

Training is about knowing where you are in the present and after some time where will you reach with your abilities. By training, people can learn new information, new methodology and refresh their existing knowledge and skills. Due to this there is much improvement and adds up the effectiveness at work. The motive behind giving the training is to create an impact that lasts beyond the end time of the training itself and employee gets updated with the new phenomenon. Training can be offered as skill development for individuals and groups.

Training implies a process of upgrading an individual‟s knowledge, skills and competencies**.** When an employee joins the organization, he/she is given job-related training to ensure satisfactory performance of the tasks and duties assigned, so that the employee can contribute more to the organization.

On the other hand, development has a long-term view. It is all about preparing the employee for the current as well as future jobs, by providing them with learning opportunities to increase their capacities, to undertake more challenging and complex tasks.

Background of Study

This study focuses on the effectiveness of training and development at Abhishek Alloys Pvt.ltd. Training is the process of increasing the knowledge and skill of the employees. A better knowledge about these things can facilitate the trainers as well as the trainee in conducting and benefiting the training. But training being the very complex processmakes it a bit difficult. So the best way to achieve it by studying and analyzing the feedback of employees as well as manager. The project includes collecting information from the employees of Abhishek Alloys. it interpreting it and marking observation and providing useful information from it.

This study helps to know the impact of training program on employees in the organization. It also enables to know the attitude of employees towards training, satisfaction of employees, efficiency of training programs and trainers, and impact of training on the productivity of the organization.

The study provides the management with information regarding the effectiveness of their training program and the satisfaction level of their employees with which they can understand the areas of strength and weakness of their training program and thereby take necessary managerial decision.

The study mainly deals with the effectiveness of training and development programs which has to be increased. The objective, relevancy of training methods, materials environment and time duration of training personal satisfaction of the employees all affect the effectiveness of training. The study tries to cover as many areas as possible in order to come with the best and accurate conclusion. The feedback of the participants and trainers of training programs have contributed a lot to achieve this.

i) NEED OF THE STUDY

- To know the organization of Abhishek Alloys Pvt. Ltd. Belagavi and the aspect of the employee training and development effectiveness.
- To enable the new recruits to understand work.
- To enable existing employees to update skill and knowledge.
- An attempt is made to analyze the company‟s performance in comparison to the theoretical aspects.
- It aims to understand the skill of the company in the areas like technological advancements, competition and in management.
- To improve the efficiency of employees of Abhishek alloys.
- To reduce wastage of time and money.
- To boost morale of employees,
- To prepare workforce for future challenging work.

ii) IMPORTANCE OF THE STUDY

Training and development is very important for an organization development. It provides the employees with necessary skill to perform the work efficiently. The study is about "training and development effectiveness of Abhishek Alloys Pvt ltd towards enhancing employee.

- Training helps in the recruitment of staffs and ensure a better quality of applicant.
- It eliminates risk, since trained employees can make better and economic use of materials, and equipment thereby reducing and avoiding waste.
- Training serves asa monitoring factor for employees in an organization.
- It leads to greater efficiency and productivity.
- It increases the loyalty and adaptability of staffs.
- It improves staff‟s moral.

STATEMENT OF PROBLEM

Abhishek Alloys Pvt. Ltd. is providing training and development effectiveness for their employees. The effectiveness of training and their impact on the employees needs to be studied. This study is conducted to know about the employee‟s satisfaction level towards the training provided for them in their organization. It also finds out the additional effective training measures which can be adopted. Thus this study is made to find out the level of employees training and development programs existing in the organization and the needs and expectation of employees in adoption to new technologies of training of the organization.

VARIOUS METHODS OF TRAINING AND DEVELOPMENT

- **ON- THE-JOB TRAINING/SHOP TRAINING**
- **OFF-THE-JOB TRAINING**
- **ON-THE-JOB TRAINING/SHOP TRAINING:**

Describes training the is given in a normal working situation, using the actual tools, equipments, document or materials that they will use when fully trained On the job training is usually most effective for vocational work. The immediate supervisor, ho knows that trainees should learn, is given the responsibility to train a particular individual. It is a useful where a bunch of employees are taught same thing for the same job this type of training is useful to provide knowledge and skill in a comparatively short time. It carries the benefit to motivate the trainees to learn. This type of training is considered to be the best for providing three basic laws of learning, that is: law of readiness law of exercise, law of effect. on the job training test under its purview job instructions, coaching, job rotation, committee assignment.

- **OFF –THE-JOB TRAINING**

The place away from normal work situation, which means that employee is not regarded as productive workers when training is taking place. An advantage of off-the-job training is that is allows people to get away from work and totally concentrate on the training being given. This is most effective for training attitudes, concepts, and ideas.

FLOW CHART FOR THE TRAINING PROCEDURE

Recognizing the problem

↓

Planning the program

↓

Preparing the instructor

↓

Preparing the to trainee

↓

Getting ready to teach

↓

Presenting the Operation

↓

Try out the trainee performance

↓

Follow up

ADVANTEGES & DISADVANTEGES OF ON-THE-JOB TRAINING /SHOP TRAINING

❖ ADVANTAGES:

- **Often cheaper than off-the-job training**
- **Good transfer of learning**
- **Workers may feel more comfortable training in familiar surroundings with people they know**
- **Employees are still productive while training**
- **Employers may have more control over the training**

❖ DISADVANTAGES:

- **Training is usually not provided by professional trainers but by co-workers who:**
- **May be unskilled at providing training**
- **May not be given enough time to carry out training effectively**
- **May pass on bad habits**

ADVANTAGES & DISADVANTAGES OF OFF-THE-JOB TRAINING

❖ ADVANTAGES:

- **Professional trainers and specialist training facilities are used**
- **No distraction from the workplace**
- **Provides an opportunity for networking**

❖ **DISADVANTAGES:**

- **Can be very expensive in terms of fees, transport, materials, accommodation and time out of work**
- **Transfer of learning back to the workplace may not be high**
- **Training may lack relevance to the trainee's job**

HOW TO MAKE TRAINING EFFECTIVE

- Determine the training needs through job description, performance appraisal, potential appraisal and discussion with employees.
- Prepare a training calendar in discussion with the managers concerned.
- Define the training objectives specifically.
- Determined the criteria of need for training but not seniority for nomination of employees for training.
- Select the efficient faculty

Types of Training:

1. Orientation

Orientation is the most common type of employee training. It"s a one-time event formally welcoming and introducing new hires to your company within their first week on the job. This training tends to be relevant to all company-wide roles and departments.

Orientation trainings are usually prepared by HR on big-picture topics such as:

- Company mission, vision, and values
- Corporate culture
- Organizational structure and leadership team intro
- Mandatory new-hire paperwork
- Overview of benefit plans
- Administrative procedures (computer logins, extension, email setups, etc.)
- Key corporate policies

2. On-boarding Training

Contrary to a very common misconception, orientation and on boarding are actually different types of employee trainings. While orientation training is a one-time session with a checklist-style agenda delivered to everyone in the company, on boarding training is a series of department-specific sessions that take place over a longer period of time. It is strategical created with the goal of enabling new employees to be as successful as they can be in their new roles in the shortest period of time.

On boarding trainings ideally start on the first day of employment and may carry on throughout the first year as needed. It is prepared by department leaders with the focus of reaching departmental goals and connecting them with overall company objectives. Topics should, therefore, address employee needs and provide them with easy access to information and skills that they need to do their jobs efficiently and maximize employee engagement.

3. Technical Skills Development Training

No matter what technical level your employees are at, there is always room for improvement. Technical (hard) skills include the know-how of doing things like data analysis, content writing, social media management, coding, programming, etc. Technical skills training is a fundamental employee education component because it"s the main way your employees will know how to technically do their jobs right. And for those who already know how to do their jobs, we guarantee they still have more to learn. Employees need to engage in ongoing learning on a regular basis to stay up-to-date with the latest developments.

4. Soft skills development training

How your employees act is just as important and what they know – that"s why soft skills are so essential for growth. Soft skills are personal attributes that enable employees to interact effectively and harmoniously with other people in the workplace, including co-workers, management, and customers.

Studied have actually shown that a gap in basic soft skills among company employees affects company success and increases turnover rates.

Soft skills trainings are useful for new and existing employees of all levels and are an extremely effective way to build an efficient, respectful and collaborative culture – ultimately affecting the bottom line.

5. Products and services training

Product trainings can either be a part of on boarding for newcomers or can be available for any employees who need refreshers on the products and services the organization offers. This type of training can also be used to educate staff on newly introduced products, services or features so they are always up to date.

6. Instructor-led training

Instructor-led training is the traditional type of employee training that occurs in a classroom, with a teacher presenting the material. This can be a highly effective method of employee training, especially for complex topics. Instructors can answer specific employee questions or direct them to further resources. They also allow for highly-skilled instructors to match the training level and style to the employees in the room. However, instructor-led training does have some drawbacks, including cost and time to implement. It can also be unnecessary for concise topics. We discuss more about this in our post,

7. eLearning

eLearning, on the other hand, relies on online videos, tests, and courses to deliver employee training. Employees can do their training at their desk or on company-provided computers. It‟s one of the easiest types of employee training to roll out to larger populations, especially for employees who are remote or have high-turnover rates. With interactive games, tests, videos, activities, or even gasified components, it can also go a long way towards keeping your employees engaged with the training.

8. Simulation employee training

Simulation training is most often provided through a computer or virtual reality device. Despite the initial costs for producing that software or technology, however, simulation training can be a necessary option for employees in riskier or high-stakes fields. You‟ll often see simulation training for pilots or doctors, but it can be useful for other employees too.

This type of employee training is also highly-effective and reliable, allowing employees to progress consistently and at their own pace.

9. Hands-on training

Hands-on training includes any experiential training that"s focused on the individual needs of the employee. It"s conducted directly on the job. Hands-on training can help employees fit perfectly into their upcoming or current role, while enhancing their current skills.

10. Coaching or mentoring

Coaching or mentoring can share similar qualities to hands-on training, but in this type of employee training, the focus is on the relationship between an employee and a more experienced professional, such as their supervisor, a coach, or a veteran employee. The one-on-one mentoring style creates a relationship between employees that carries far beyond training. It also allows the employee to ask questions they may not feel comfortable asking in a classroom, instructor-led training.

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Characteristics of Training

1. Effective program management
2. Needs Assessment
3. Alignment
4. Goals and Metrics
5. Leadership Buy-in
6. Relevancy
7. Creativity
8. Marketing and Communication
9. Post-Training Reinforcement

1 Effective program management

Program managers are responsible for planning and executing all training initiatives within an organization. An ideal training program manager is inherently curious, open-minded, motivated, and invested in developing employees‟ skills to help them reach their potential. They are committed to learning and are constantly working to improve their own skills and competencies.

2. Needs Assessment

organization. This is where curiosity comes into play – they must take time to understand the past, present and future direction. A needs assessment can be conducted through research, interviews and internal surveys. At the core of any effective training program is correctly identifying who needs to be trained, and on what skills or topics.

A “training need” is the gap between current performance and required performance. For example, if you find that you have unsatisfied customers, there might be a need for customer service training for your sales team.

3. Alignment

Once needs are identified, they must be aligned with organizational initiatives. The program manager should build a curriculum to address problems in the organization and support business goals**.** By following this model, employees will be more likely to understand the training and it will be supported by managers and leaders. The impact to the organization is the critical piece. No one wants to do something just to do it – you must have a purpose. When linking training to organizational strategy, you will be able to easily identify the above or bottom line indicators – are you saving the company money or making the company money?

4. Goals and Metrics

The outcomes of training employees can be difficult to quantify. However, when the program manager is able to determine organizational needs that are aligned with the business, quantifying training becomes much easier. When including quantity, quality, time, cost and effectiveness. You"ll want to develop a benchmarking strategy for evaluating your progress towards your goals and ensure that data and reports are easily available to provide you with the information that you need. Schedule time to monitor, analyze and review progress towards goals on a regular basis. This will allow you to become agile and shift strategy as needed.

5. Leadership Buy-in

One of the keys to a successful training and development program, and possibly the most important, is leadership buy-in from the top down. Having leadership support helps drive the importance of a program, assist with accountability, and establish appropriate expectations.

Leadership buy-in is more easily obtained when the program manager has been able to identify the needs of the organization, align them to the business and develop formalized goals and metrics that will provide results. Senior leaders will want to know how the training program can impact the bottom line, so be prepared to talk about this when you present your ideas.

6. Relevancy

Providing relevant training content is key to a good training program, to ensure your learners are engaged and continue to come back for more. The modern learner today is distracted, overwhelmed and has little time to spare. The training content you present to your employees must be applicable and timely to help them with their daily duties, expand their mind, and provide them with quick takeaways that can immediately be applied.

7. Creativity

I have found over the years that programs that have some type of creative hook are viewed as more valuable to the organization. Creativity can start with a program launch that has a theme – it can be as simple as a corporate university or college layout. Branding the training initiative with a logo or mascot can add a level of fun and familiarity as the program continues. Other creative ploys could include contests.

8. Marketing and Communication

Having a marketing strategy is an integral part of your implementation and an essential component of a successful learning and development program. A successful marketing plan includes not only initial launch activities, but also strong ongoing efforts throughout the program. As you build your plan, remember to keep your program goals and success factors at the forefront of your decision making, and tie the activities into these goals.

9. Post-Training Reinforcement

Many organizations spend thousands of dollars per year training employees, only to discover that they‟re not applying new concepts. Post-training reinforcement is a crucial part

Criteria of good Trainer:

The Top 5 Qualities of a Good Trainer

The biggest advantage of taking up a career in training and development is that the skills needed to be a trainer are standard across all industries. The skills required for a trainer in pharma are the same in retail, manufacturing, IT, etc. This means that a trainer needs to learn the skills behind these five qualities in order to succeed in any industry.

1. Trainers are Strategic Thinkers and Partners

A trainer is a strategic thinker**.** A strategic thinker possesses strong business acumen and has a good grasp of how the training process directly affects the business. Strategic thinking is not only restricted to being a part of training manager skills but is also one of the attributes of a good trainer as well.

2. Trainers are well-versed in Instructional Design

One of the best qualities of a good trainer is that they are well-versed in the instructional design process**.** Aside from being included in the list of skills of a training manager, instructional design (or ID) is also a big part of a trainer‟s repertoire of competencies.

3. Trainers are Project Managers

Once the instructional design and all its intricacies have been accomplished, the time has come to implement the program! Doing so requires a bit of project management, because the trainer, most of the time, not only has to teach the course but also has to plan the program‟s implementation and organize the required resources.

4. Trainers are Facilitators of Change and Learning

-

As mentioned above, a trainer‟s main duty is to facilitate classes; but contrary to common belief, this just takes advantage of about twenty ercent of a trainer‟s skill set.

5. Trainers are Evaluators

This is probably one of the most overlooked qualities of a good trainer. The skills required for trainers regarding evaluations include, but are not limited to: conducting surveys, creating effective tests, and assessing learners through observable behavioral changes.

Training and development is very important for an organization development. It provides the

RESEARCH METHODOLOGY

1.Research design

For the purpose of research, information is collected from both primary and secondary sources.

Sample type	:-	Descriptive
Population	:-	Employees of Abhishek Alloys
Sample size	:-	100
Sampling method	:-	Convenience sampling method.
Survey method	:-	Questionnaire
Location	:-	Belagavi

Data collection

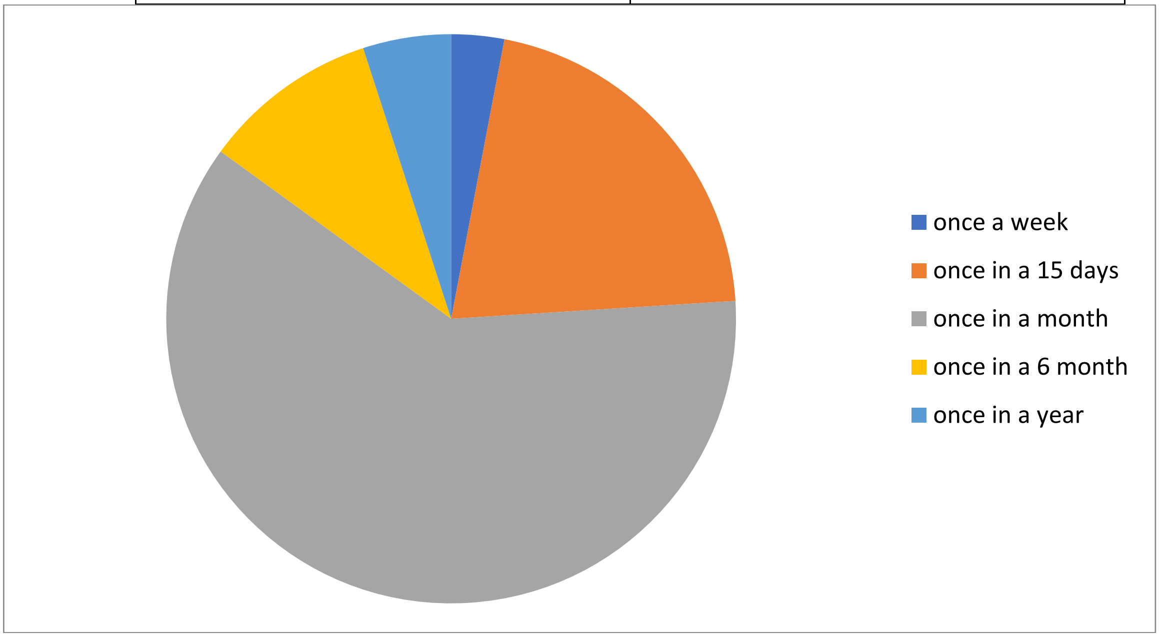
1. **Primary data**: The primary data is collected by taking the personal interview of the employees. A structured questionnaire is circulated.
2. **Secondary data: The secondary data is collected from various sources like previous records and reports, company website, reference books, etc.**
3. **Tools of data analysis: "pie chart" are used as a tool for data analys**

CHAPTER.4

DATA ANALYSIS AND INTERPRETATION

1) What is the frequency of the training provided at Abhishek alloys?

a) Once a week	**3**
b) Once in a 15 days	**21**
c) Once in a month	**61**
d) Once in 6 month	**10**
e) Once in a year	**5**
Total	**100**



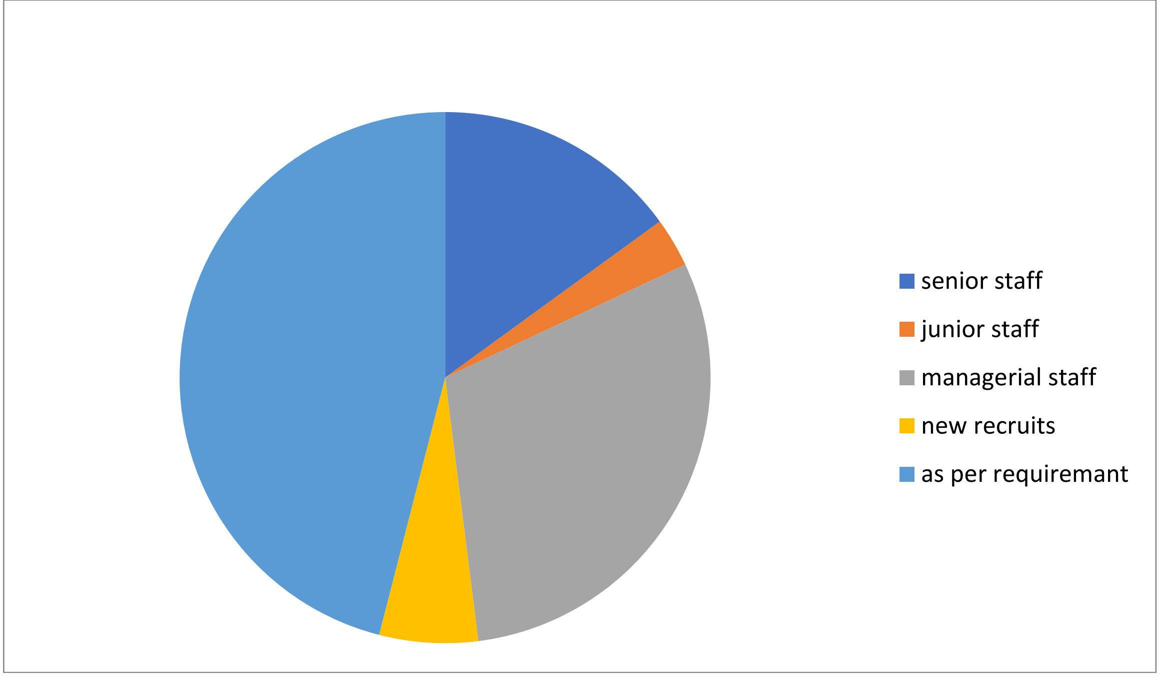
ANALYSIS: The above chart shows that training is provided 61% once in month to employees. 2% is once in a 15 days

INTERPRETATION: Most of the respondents says that training is provided once in month.

Analysis

2) To whom is the training provided most frequently?

a) Senior staff	**15**
b) Junior staff	**3**
c) Managerial staff	**30**
d) New recruits	**6**
e) As per requirements	**46**
Total	**100**

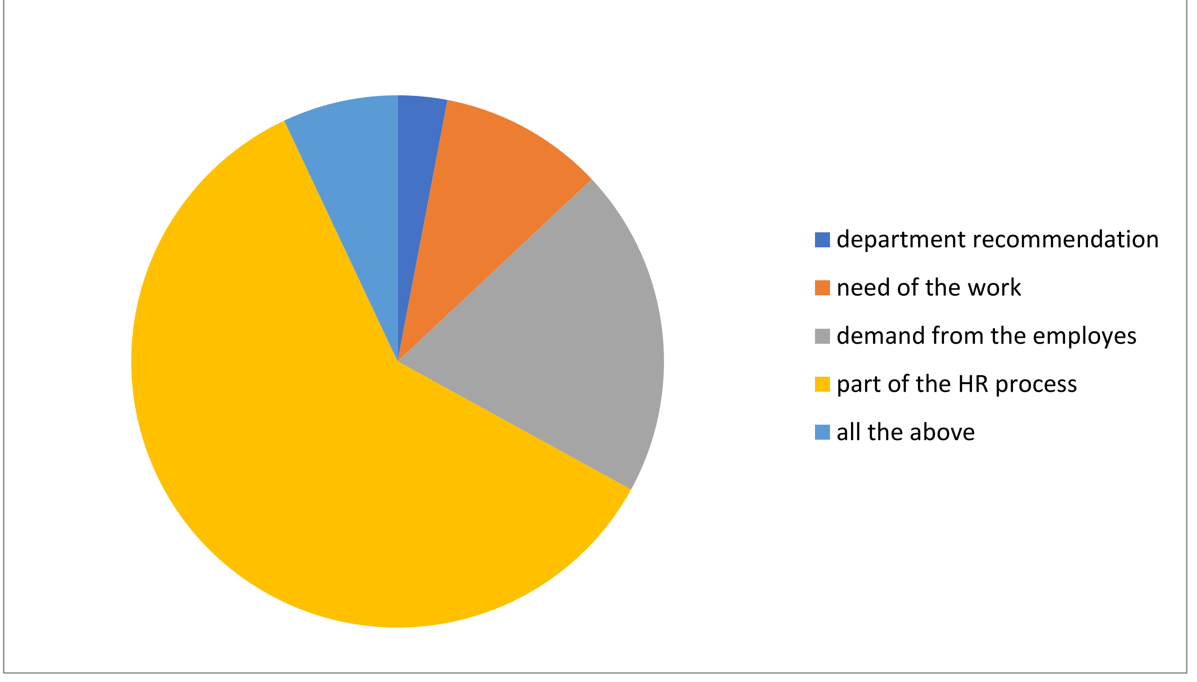


ANALYSIS: The above chart shows that minimum training is given to junior staff 3% total employees.6% is based on new recruits.

INTERPRETATION: The highest frequency of training is as per requirement (46%) followed by managerial staff (30%) and Senior staff (15%)

3) On what basis are the training programs decided?

a) Department recommendation	**3**
b) Need of the work	**10**
c) Demands from the employees	**20**
d) Part of the HR process	**60**
e) All of the above	**7**
Total	**100**



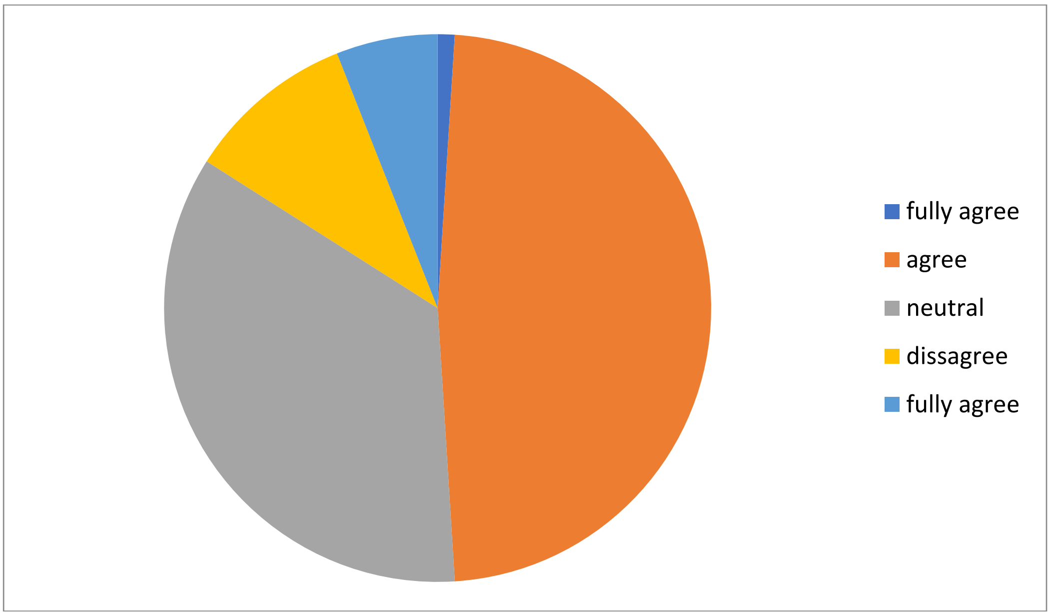
ANALYSIS: The above table shows that 60% of the total employees are part of the HR process to decided training program.20% for the demand from the employees.

INTERPRETATION:

Training is most frequently provided as part of the HR process (60%) as a demand from the employees (20%) and very less as need of the work (10%)

4) Do you feel that the training programs are helpful for your career growth?

a) Fully agree	**1**
b) Agree	**48**
c) Neutral	**35**
d) Disagree	**10**
e) Fully disagree	**6**
Total	**100**

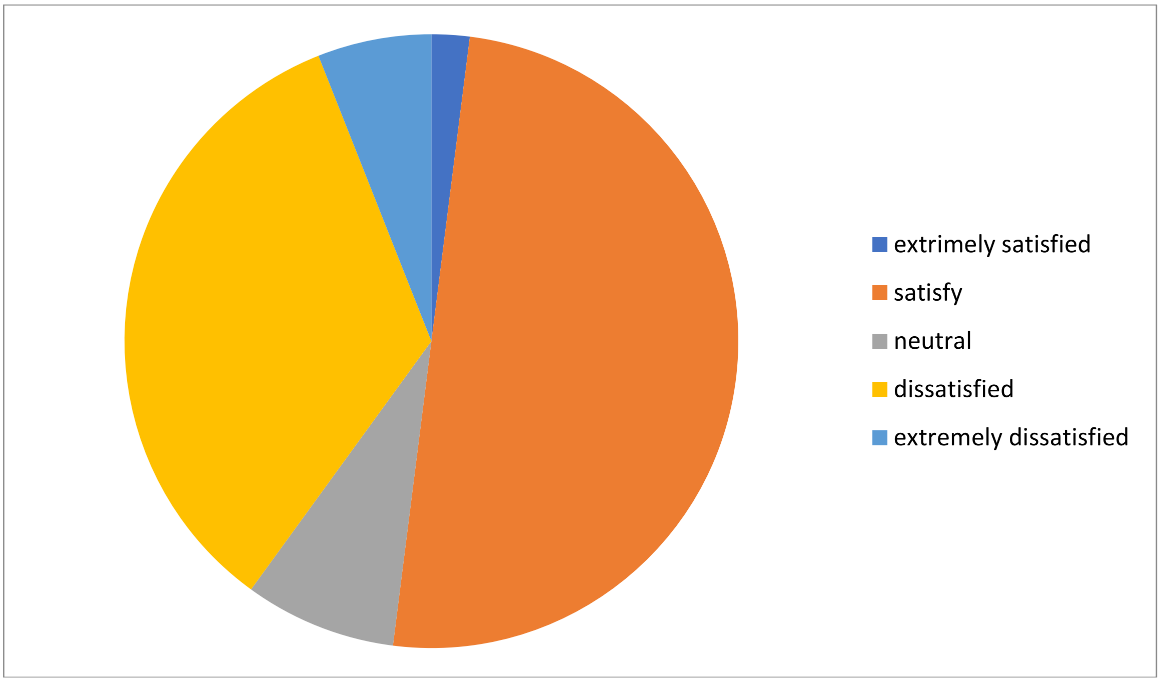


ANALYSIS: Above chart shows that 48% of the total employees are agree that training program are helpful for your career growth. 1% of the employees fully agree with the training program and employees neutral agreeing with the 35%

INTERPRETATION: A large no of respondents (49%) agree that the training programs are helpful for the career growth (35%) of them have remained neutral and (16%) do not agree to this.

5) Are you satisfied with the training programs provided in your organization?

a) Extremely satisfied	**2**
b) Satisfy	**50**
c) Neutral	**8**
d) Dissatisfied	**34**
e) Extremely dissatisfied	**6**
Total	**100**



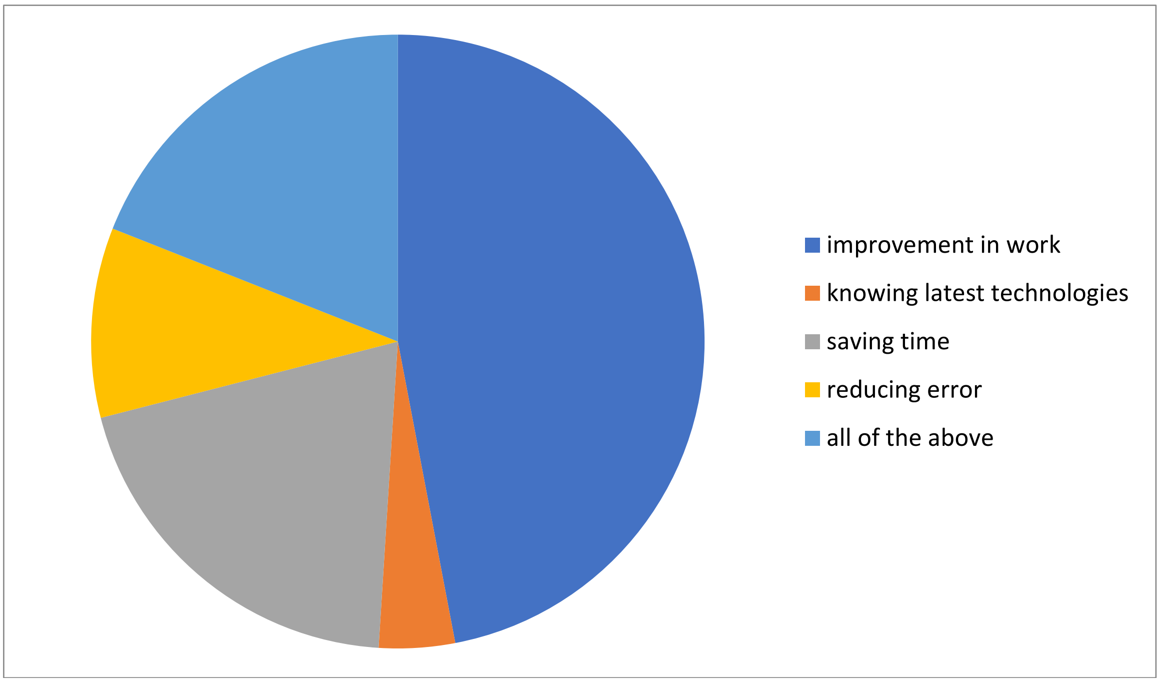
ANALYSIS: As per analysis out of 100 employees 50 employees are satisfy . 2 employees are extremely satisfied. 34 employees are dissatisfied.

INTERPRETATION:

More than half of the respondent are satisfied with the training program however (40%) of them are dissatisfied which is a large scale.

6) What is the benefits of the training programs?

a) Improvement in work	**47**
b)Knowing Latest technologies/methods	**4**
c) Saving time	**20**
d) Reducing error	**10**
e) All of the above	**19**
Total	**100**

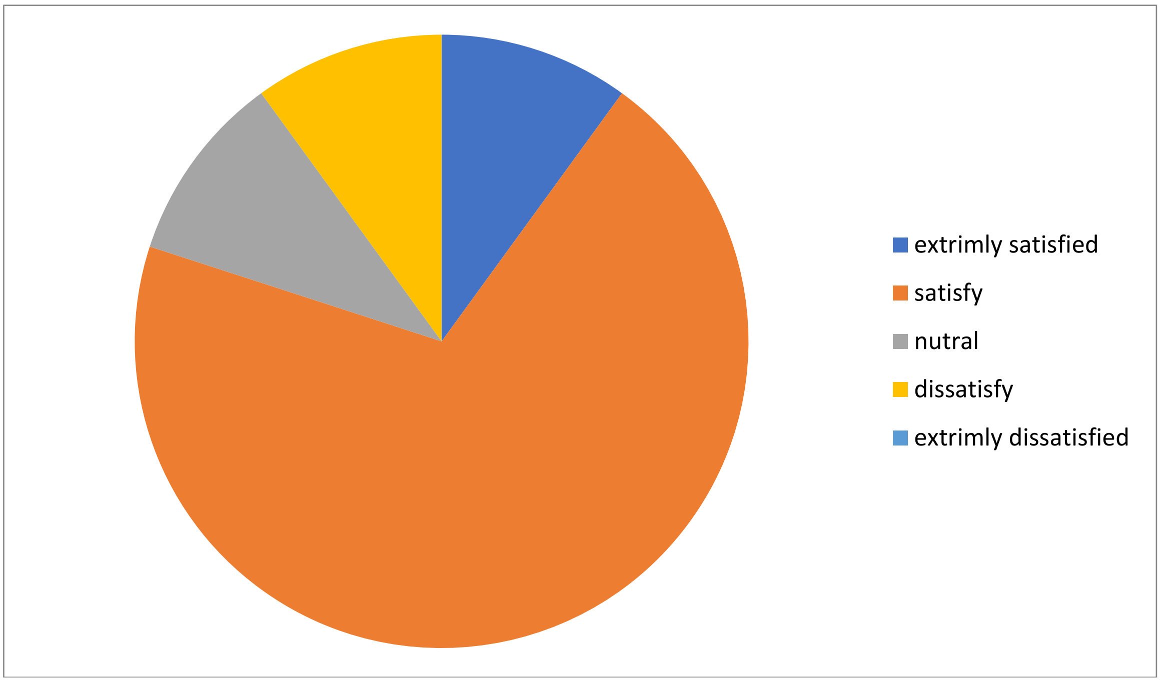


ANALYSIS: Above chart shows that 47% of employees improvement in work and 20% of employees saving their time. 10% of employees reducing error.

INTERPRETATION: Improvement in work is quoted as the most prevalent benefit of training followed bysaving of time and reduction in error.

7) What is your opinion about the selection of trainers?

a) Extremely satisfy	**10**
b) Satisfy	**70**
c) Neutral	**10**
d) Dissatisfy	**10**
e) Extremely dissatisfy	
Total	**100**

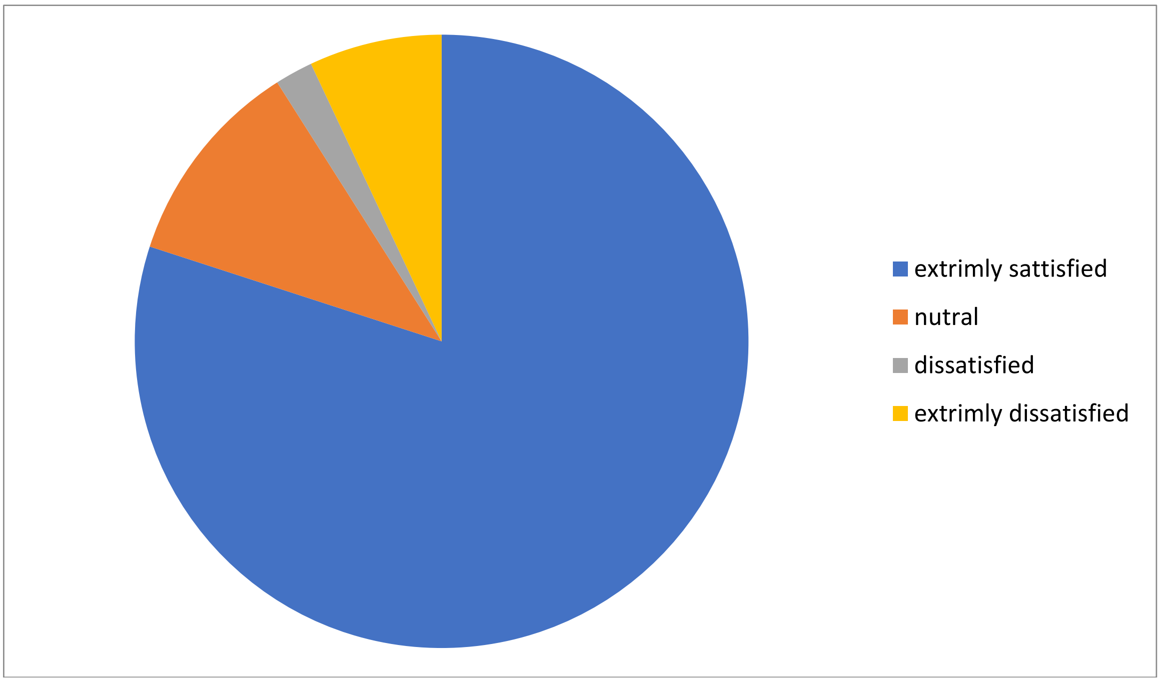


ANALYSIS: Above chart shows that 70% of employees are satisfy with selection of trainers. 10% employees are extremely satisfy.10% employees are dissatisfy with selection of trainers.

INTERPRETATION: Almost all the respondent are satisfied with the selection of trainers.

8) Do you find marked improvement of performance in your work after the training?

a) Extremely satisfy	**80**
b) Satisfy	
c) Neutral	**11**
d) Dissatisfy	**2**
e) Extremely dissatisfy	**7**
Total	**100**

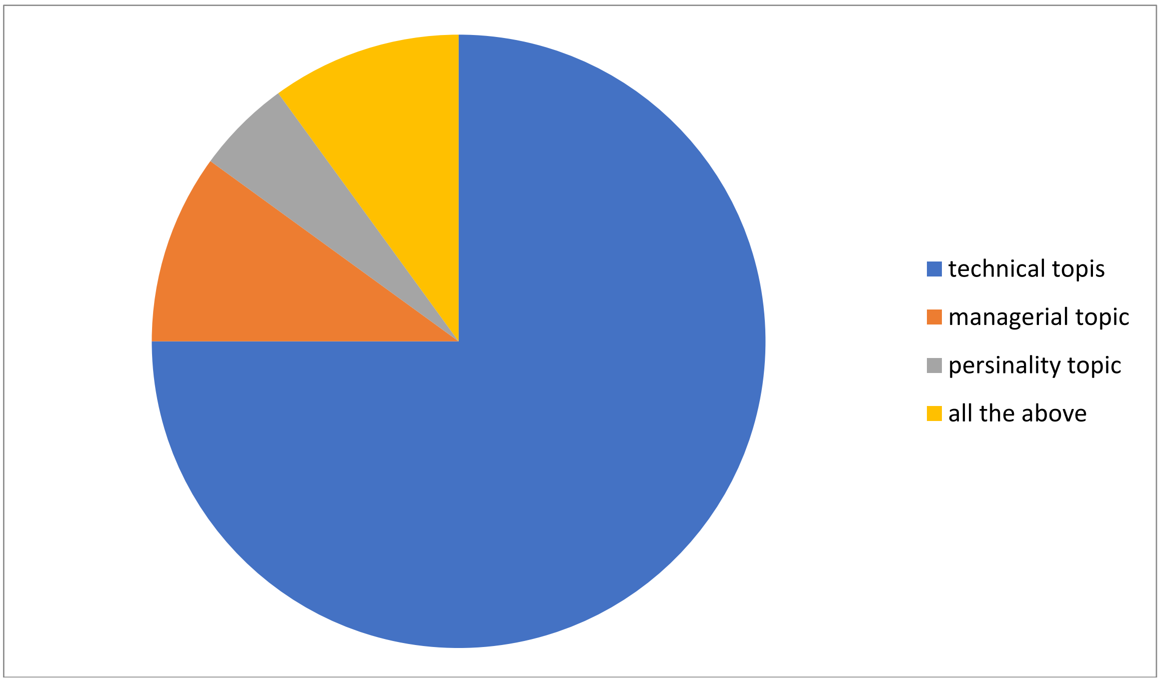


ANALYSISE: Above chat shows that 80% of employees are extremely satisfied with improvement of performance in your work after training. 2% are dissatisfy with performance

INTERPATION: Almost all the respondent (80%) says that they have found improvement in this performance after training.

9) What are the topics covered during the training programs?

a) Technical topics	**75**
b) Managerial topics	**10**
c) Personality topics	**5**
d) Wellness topics	
e) All of the above	**10**
Total	**100**

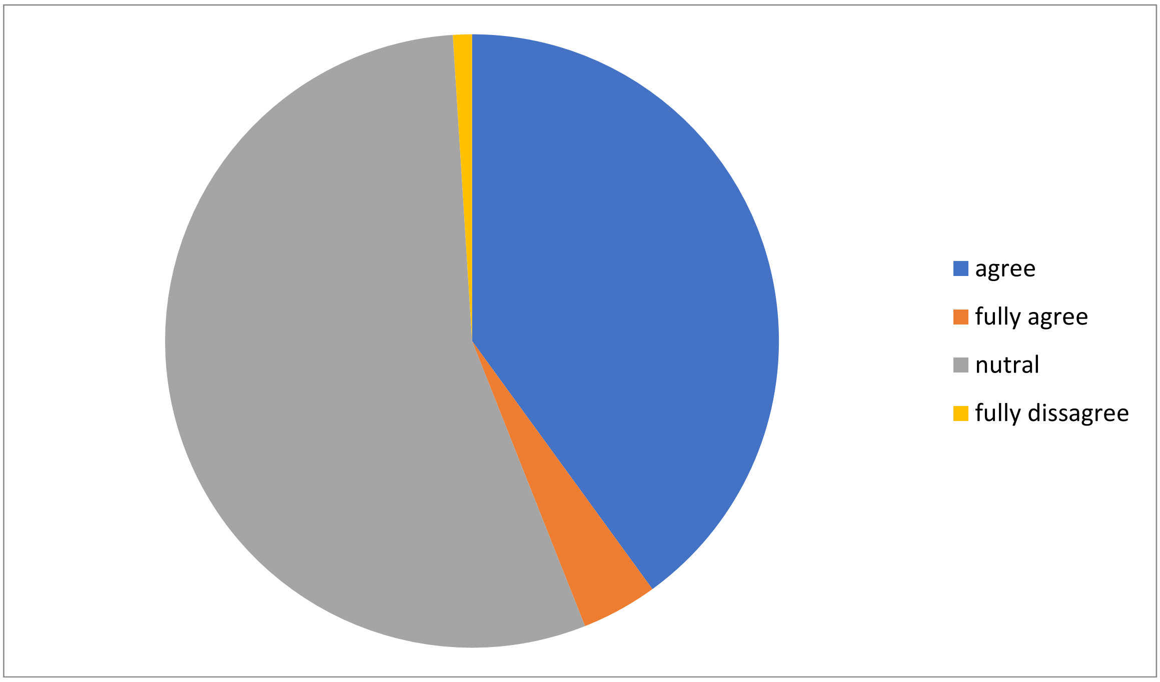


ANALYSIS: Above chart shows that 80% of employees are extremely satisfied with improvement of performance in your work after training. 2% are dissatisfy with performance of training. 11% employees are neutral.

INTERPRETATION: Almost all the respondent (80%) says that they have found improvement in this performance after training.

10) Do you feel the trainers clarify your doubts during the training?

a) Agree	**40**
b) Fully agree	**4**
c) Neutral	**55**
d) Disagree	
e) Fully disagree	**1**
Total	**100**



ANALYSIS: Above chart shows that 55% of employees are neutral to clarify your doubts during the training 40% employees are agree. 4% of employees are fully agree.

INTERPRETATION: More than half of the respondents(55%) have remained neutral about trainers clarifying their doubts and (44%) agree that they do so.

CHAPTER.5

1. Most of the respondent say that training is provided once in a month.
2. The highest frequency of training is as per requirement followed by managerial staff and senior staff.
3. Training forms a major function of the HR process.
4. Respondent say that training helps them to improve their work.
5. Almost all the respondents find improvement in their work after training.
6. Most of the training is focused on technical topics.

SUGGESION

1) The company can encourage the employees to interact with the trainee.

2) There can be a pre- training session for the employees to understand the importance of training

3) Participation in and utilization of training can be linked to annual performance appraisal.

4) New methods of training like videos, online training, podcasts can be used.

CONCLUSION

The study of training and development effectiveness provides an overall view of companies analysis and its performance. Training and development effectiveness plays a significant role in the company.

The project of training and development effectiveness analysis in the manufacturing concern is not merely a work of the project. But a brief knowledge and experience of that how to analyse the performance of the company. Through the study I gained theoretical knowledge & practical skills.

This study was beneficial as it helped me increase my practical knowledge.

.

BIBLIOGRAPHY

Journals:

- **Audited Annual Reports, Annexures, Schudels & Relevant attachments of Abhishek Alloys Pvt. Ltd.**

Websites:

- Official websites-www.abhishekalloyspvt.ltd
- www.foundryinfo.india.org.

CHAPTER.6

ANNEXURE

QUESTIONNAIRE

Name :

Departments:

Age:

Address:

1. What is the frequency of the training provided at Abhishek alloys?
   a). Once a week ☐
   b)Once in a 15 days ☐
   c) Once in a month ☐
   d)Once in a 6 month ☐
   e)Once in a year ☐

2. To whom is the training provided most frequently?
   a) Senior staff ☐
   b)Junior staff ☐
   C) Managerial staff ☐
   D) New recruits ☐
   E) As per requirements ☐

3. On what basis are the training programs decided?
    a) Department recommendation

    b) Need of the work

    c) Deemed from the eployees

    d) Part of the HR process

    e) All the above

4. Do you feel that training program are helpful for your career growth?

   a). Fully agree

   b) Agree

   c). Neutral

   d)Disagree

   e)Fully disagree

5) Are you satisfied with the training program provided in your organization?

a) Extremely satisfied

b) Satisfy

c)Neutral

d)Dissatisfied

e)Extremely dissatisfied

6. What is the benefits of the training programs
a) Improvement in work

b) Knowing latest technologies

c) Saving time

d)Reducing error

e)All of the above

7. Do you find marked improvement of performance in your work after the training
a) Extremely satisfy

b)Satisfy

c)Neutral

d) Dissatisfy

e)Extremely dissatisfy

8.What is your opinion about the selection of trainers?
a)Extremely satisfy

b)Satisfy

c)Neutral

d)Dissatisfy

e)Extremely dissatisfy

9. What are the topics covered during the training programs?
a) Technical topics

b)Managerial topics

c)Personality topics

d)Wellness topics

10. Do you feel the trainers clarify your doubts during the trainings?
a)Agree

b)Fully agree

c)Neutral

d)Disagree

e) Fully disagr

S.K.E SOCIETY'S
RPD COLLEGE OF ARTS AND COMMERCE, BELAGAVI
DEPT OF BBA
BELAGAVI-590006

(Affiliated to Rani Channamma University, Belagavi)

A Project report on

"EMPLOYEE SATISFACTION"

At :
MASTER PRECISION BELGAUM
KARNATAKA

Submitted by :
Mrs. Akshata S. Bhairannavar
B1811201
BBA 6th Sem

Under the Guidance of :

Manager
Mr. Sanji Panghari

Internal Guide
Prof. S.S.Shimangoudar

BACHELOR'S DEGREE OF BUSINESS ADMINISTRATION

2020-21

S.K.E SOCIETY'S

RPD COLLEGE OF ARTS AND COMMERCE, BELAGAVI

DEPT OF BBA

BELAGAVI-590006

(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

CERTIFICATE

This is to certify that Akshata S. Bhairannavar, has satisfactory completed the project at "MASTER PRECISION" In paritial fulfillment of award of Bachelor's Degree by Rani Channamma University, Belagavi for the year 2020-21.

Director	Institution Guide
Prof. S.S.Shimangoudar	Prof. S.S.Shimangoudar

MASTER PRECISION

ISO 9001: 2000 Certified Company

ufacturers of :
CISION ENGINEERING COMPONENTS.
Y & SERVICE ARE OUR PRIME CONCERNS

◆ WORKS & REGD. OFFICE : Sy. No. 7/2, Gajanan Nagar, Behind KEB Sub Station, Udyambag, BELGAUM-590 008.
◆ Ph. : (0831) 2405541 / 42, 2445105 Tele Fax : (0831) 2440813
◆ email : masterprecision@rediffmail.com

September 01, 2021.

TO
The Director,
BBA Department,
RPD College of Arts & Commerce,
BELGAUM.

Subject: Project Completion Certificate

Dear Sir,

This has reference to the letter issued by you for Project work for BBA VIth Semester to your Student Miss Akshata S Bhairannavar-Reg. B1811201.

She has undergone the training in our Organisation from 02.08.2021 to 01.09.2021.

During training she was very attentive & regular.

She has done the detailed Project on Employee Satisfaction.

We wish her all the success in her further studies & bright future.

Thanking you,

Yours faithfully

For MASTER PRECISION

BZarmji

DECLARATION

I do hereby State and declare that the Project Report **“Employees Satisfaction”** submitted by me to RPD College of Business Administration (Affiliated to Rani Channamma University) as a partial fulfillment of B.B.A, Course under the guidance of Prof. Shimangoudar for partial fulfillment required for the award.

Akshata B.
Reg. No. B1811201

ACKNOWLEDGEMENT

I got opportunity to express my deep sense of obligation in the "Master Precision Belgaum for their kind permission to undertake this project in their organization.

I am greatful to Manager Sanjeev Panghri for giving me the permission to do my project on "**A STUDY ON EMPLOYEES SATISFACTION**" I sincerely thanks other Department manager.

I also would like thank all the workers & employees for spending their time with me to explain my doubts with their kind support.

I would like to thank **Prof. S.S.Shimangoudar** for guidance and correction of my project.

I would like to thank my parents for their moral support and my friends with whom I share my experience and received lots of suggestions that improved the quality of my project work.

Akshata B.
Reg. No. B1811201

EXECUTIVE SUMMARY

The Project was undertaken in **MASTER PRECISION , Belgaum** as a part of BBA Programme with the objective to study "**EMPLOYEE SATISFACTION**" in the company.

It includes the profile of the company, its various department, mission, vision, organisation chart. The information was collected through company guide and other related materials like company prospects, website of company etc.

The study was conducted systematically. The primary data required for the study was obtained from Employees with the help of Questionnaire which was given to employees randomly. The secondary data was collected through company handbook. The study was limited to 30 days is intended to evaluate EMPLOYEE SATISFACTION IN THE ORGANISATION.

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For MASTER PRECISION

PARTNER PARTNER

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2	Company Profile	**2**
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5	Methodology	**17**
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7	Finding	**30**
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Introduction :

Master Precision have sound infrastructure and machine capacity includes both Indian & imported machines like Heavy Duty CNC lathes, Drilling Milling & Grinding machine, 20 Ton Hydraulic Press, Balancing Machine, Welding Machine, Compressor, Hackwaw & Bandsaw cutting machines, Measuring Instruments, & fully dedicated Inspection Department. Hence, complete machine shop in its Armory.

Master precision have to put use 5M's of business effectively and at its optimum which have resulted in awarding 'A' grade supplier of precision Engineering Components in the scheduled delivery period as per OEM drawing and specification by its customers. When you are with Master precision, you really and trust on them for delivery of precision Engineering Components.

MASTER PRECISION, an ISO 9001-2008 Unit has emerged as multicrore business, is a Registered firm promoted by technically experienced Technocrats at Sy. No. 7/2 Gajanan Nagar, Majagaon, Udyambag, Karnataka, India, in the year 1996 & is engaged in manufacturing of Precision Engineering Components like Printing Machinery Rollers. Valves and Electric Motors etc to name a few required by original Equipment Manufacturers (OEM)

MASTER PRECISION has sound infrastructure and Machine capacity includes both Indian and Imported machines like Heavy CNC lathes drilling Milling and Grinding Machines, 20 Ton Hydraulic Press, Balancing Machine, Welding Machines, Compressor, Hacksaw & Bandsaw Cutting Machines, Measuring Instruments and fully dedicated inspection Department Hence complete machine shop in its armory.

Company Profile

Name of the Company	: MASTER PRECISION
Date of establishment	: 1996
Address & Works	: MASTER PRECISION 7/2, Gajanan Nagar, Udyambag,Belagavi
Phone	: (0831) 2405541, 2405542
Fax	: (0831) 2440813
Nature of Business	: Partnership Firm
Certified & Governed by	: ISO 9001-2008
Total Employee	: 100
E-mail	: masterpricision@rediffmail.com

C. Nature of Business :

"Manufacturing & Supply of Machined components & Assemblies as per customer requirements"

Identified the process needed for the quality management system.

- Determined the sequence and interaction of these processes as shown in section QM/4 of the manual.
- Monitoring measuring & analyzing these process, is done
- Clearly defining the controls in the various procedures.
- Setting objectives to achieve for all the process.

D. **Company's Vision, Mission, and objective**

Vision :

The vision was to become a leading supplier of components in assembled condition when is a win-win situation for both the customer Master precision in terms of quality, cost and delivery.

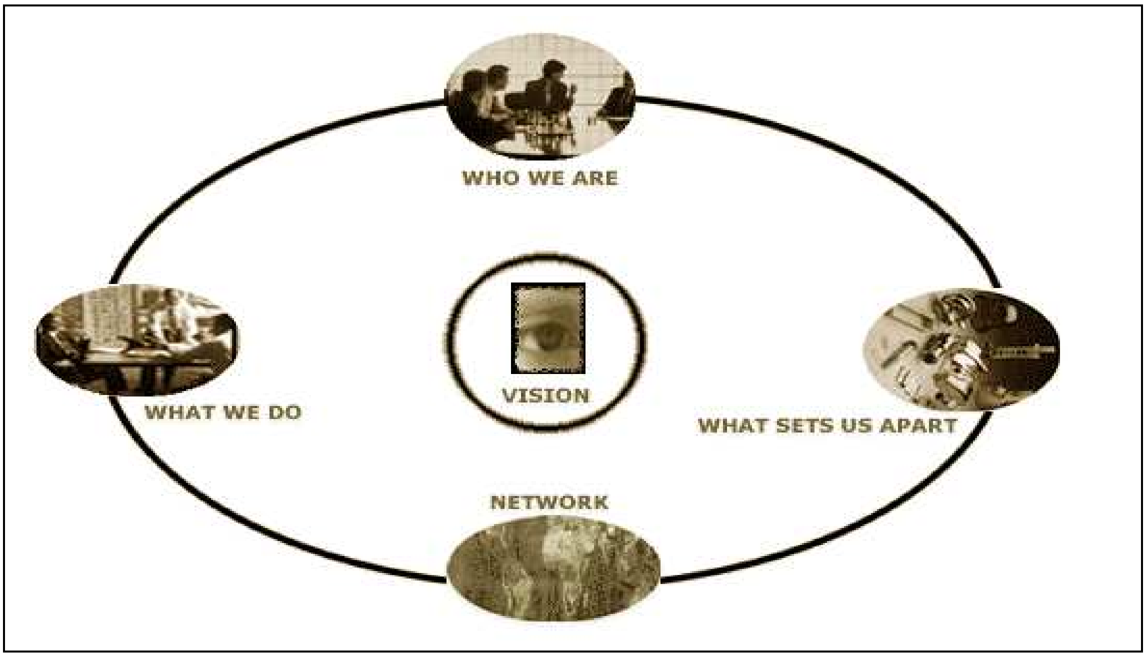
Mission :

Due to the focused effort of the Management of Master precision on work commitment & infrastructure leading to high quality, adequate cost & on time delivery to the customer. Master precision has grown into a fully fledged manufacturing unit supplying a major share of roller and related accessories.

Objective :

In the future Master Precision wants to continuously expand and eater of the other assembly need of customers and create a name for itself in the field of quality, delivery and good management systems.

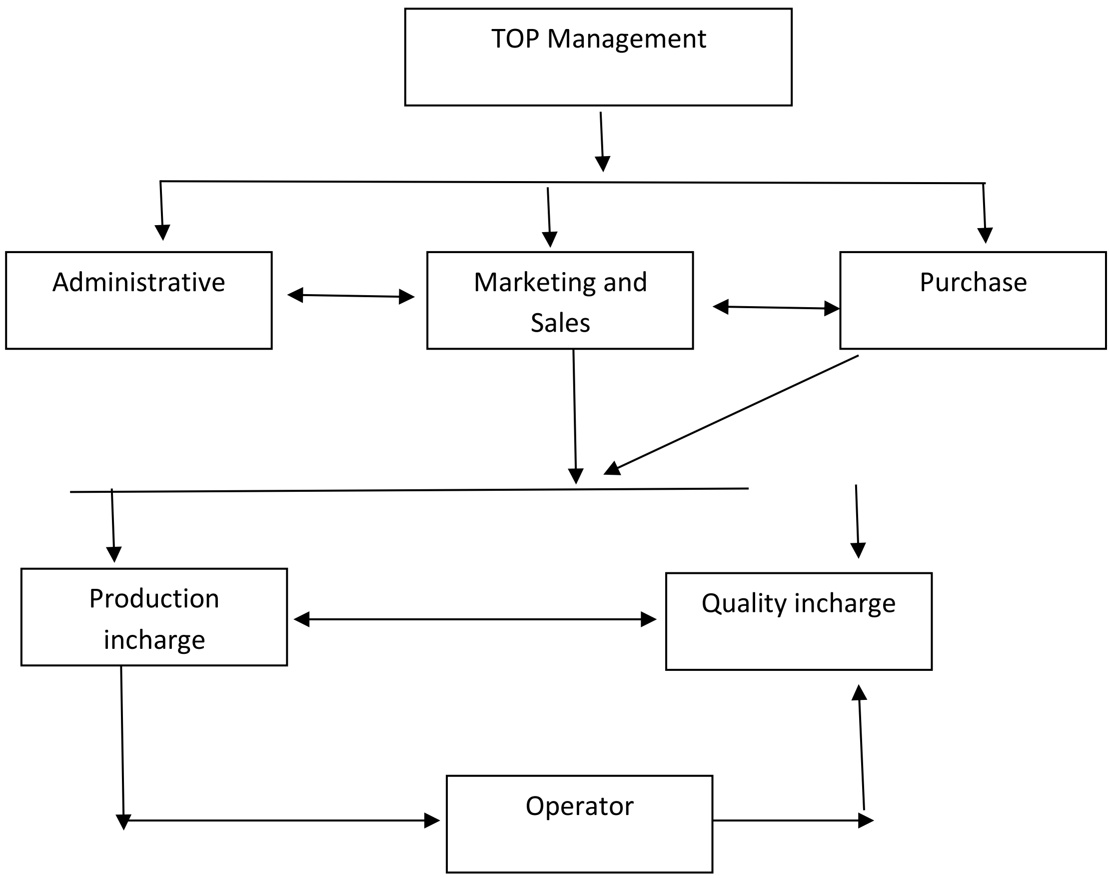
Quality Policy



- All of us, at Master Precision are committed to achieve total customer satisfaction and assurance of our customers by meeting & exceeding their expectations.

- We shall achieve our objective and exceed it by continuously improving our processes and strive to be known as a company implementing good management systems.

Organisation Chart :



SWOT ANALYSIS :

1. **STRENGTHS :**
    - Qualitative products
    - Competitive price
    - Good reputation in National Market
    - Loyal customers
    - Disciplined and skilled work force
    - Continuous growth
2. **WEAKNESSES :**
    - Less utilization of production capacity because of power cut
    - Non availability of law material
    - Lack of transportation facilities
    - Storage of raw materials
3. **OPPORTUNITIES :**
    - Expansion of business
    - Entering into new market
4. **THREATS :**
    - Fluctuation in market
    - Tough competition

Organisation structure of the company :

Managing Partner :

- Product Marketing
- To place orders for raw materials for timely execution.
- To maintain proper control on the work flow
- To handle dialogues with Manugraph India ltd.
- To achieve maximum production by maintaining cordial relation with the workers.
- To gain orders for new designs.
- To pursue progress of the organization
- To take precautionary maintenance of sound balance
- Financial planning and maintenance of sound balance
- To meet the need of the organizations.
- To make regular follow-ups for outstanding recovery.

MANAGEMENT REPRESENTATIVE :

- Maintain all system document updated.
- Co-ordinate to conduct audit & MRM as per plan.
- Co-ordinate with external appearance
- Spread awareness of systems in company through training posters and interactions.
- Co-ordinate to ensure that adequate corrective & preventive actions are taken by all HOD"s
- Attend MRM.

ADMINISTRATION INCHARGE :

- Maintain all communications clearly between company & customer.
- Prepare dispatch papers.
- Prepare invoices
- Handle bank activities and provide information to managing partner

PRODUCTION INCHARGE :

- To record the “daily machine loading chart”
- To get the “Operator performance Chart” filled-up from the workers.
- To make regular inspection of the setup.
- To carry changes in the planning at times of urgency without affecting the delivery performance.
- To identify NC Jobs and update the NC report and NCPR Form.
- To maintain the machineries in good condition.
- To identify the workers training as pr skill matrix system
- Attend MRM
- Co-ordinate with QA for resolution of complaints, NC etc.
- Incharge of development work.
- Update all lists of development work like list of machines jigs, quality plans etc.

QUALITY INCHARGE :

- Inspect all items at incoming stage as per quality plans.
- Inspect all items at in process stage.
- Separate NC itms.
- Co-ordinate with production incharge and managing partner for resolution of customer eomplaints.
- Ensure calibration of instruments.
- Discuss NCR related to product with managing partner & customer (If required)
- Calculate supplier performance rating and submit to top management for review.
- Maintain stock register after inspection/issue of material
- To make final inspection of the jobs and take necessary measures to avoid customer complaint.
- To get the measuring instruments calibrate it regular intervals.
- To record all inspection reports
- Attend MRM.

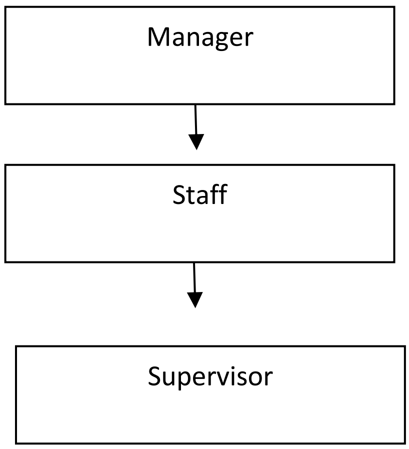
DEPARTMENTS

1. H.R.Department

This department collects particulars of manpower required at the commencement of each accounting year consultation with other departments.

Normally the H.R. dept. has the function like recruitment, screening, selection and training. It looks for skilled personnel 7 places them on suitable positions. In addition it works for improving job levels, role analysis, and counseling giving warning termination the employees who do not improve their behavior"

"HRM is concerned with the people dimensions in management. Since every organization is made up of people, acquiring their services, developing their skills, motivating them to higher levels of performance and ensuring that they continue to maintain their commitment to the organization are essential to achieving organistional objectives. This is true, regardless of the type of the organization government business, education health recreational or social action.



To ensure that the resources are identified provided and managed adequately so as to meet customer specified requirements as well as organization goals are met and continuously improved.

Recruitment :

It is the process of attracting individuals on timely bases on sufficient numbers and with appropriate qualification to work in the organistion. Recruitment to all categories of employee in the company is purely on qualification merit and experience.

2. PRODUCTION DEPARTMENT :

The Production Department is responsible for taking the drawing and information and breaking them down in manageable packets. They pull out all the drawings and information that do not get run through our manufacturing facility and pass that information along to the purchasing department to be processed. Through factor the Production Deprtment will nest the linear foot items into stock and purchasable materials. Cut lists will be generated so the material handlers know what needs to be pulled for your project and the machine operators know exactly what needs to be cut and at what length. The cut lists are matched up with part drawings, along with assembly drawings, which are then ready to be scheduled for production.

Manager

Staff

Supervisor

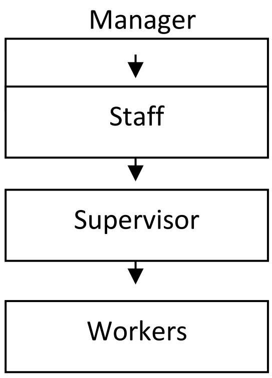
Worker

To ensure that production is carried out as per specified process requirements so as to meet customer’s specified requirements as well company objectives.

3. PURCHASING DEPARTMENT :

The purchase department plays a very important role in an organization because purchasing has its effect on every vital factor concerning the manufacture, quality cost efficiency and prompt delivery of goods to customers. Its function is to procure materials, supplies, services, machines and tools at the most favorable terms consistent with maintaining the desired standard of quality. Purchasing is the most important function of materials management as the moment an order is placed for the purchase of materials, a substantial part of the company's finance is committed which affects cash flow position of the company. Thus, if the size of a business concern permits there should be a separate purchasing department and the responsibility for purchasing all types of materials should be entrusted to this department. The head of this department is usually known as the purchase manager or the supply manager or the chief buyer

.



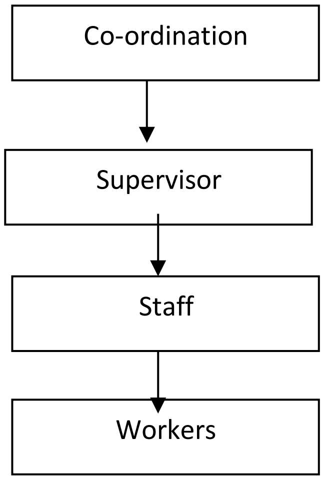
To ensure that right quality material is available at right time and at right price for the production purpose.

4. **MARKETING & SALES DEPARTMENT** :

The marketing department act as a guide and lead the company other department in developing producing fulfilling and servicing products or services for their customers. Communication is vital. The marketing department typically has a better understanding of the market and customer needs, but should not act independently of product development or customer service. Marketing should be involved. And there should be a meeting of the minds, whenever discussions are held regarding new product development or any customer related function of the company.

5. QUALITY ASSURANCE DEPARTMENT :

In developing products and services, quality assurance is any systematic process of checking to see whether a product or service being developed is meeting specified requirements. Many companies have a separate department devoted to quality assurance. A quality assurance system is said to increase customer confidence and a company's credibility to improve work processes and efficiency, and to enable a company to better compete with others. Quality assurance was initially introduced in World War II when munitions were inspected and tested for defects after they were made. Today's quality assurance systems emphasize catching defects before they get into the final product.

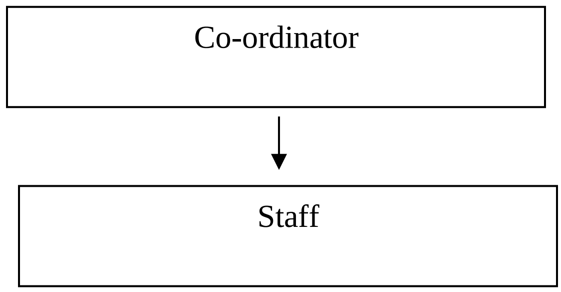


To ensure that all incoming materials, in process and final stage materials is inspected as per specified process requirements so as to meet customer's specified requirements as well company objectives.

6. MAINTENANCE DEPARTMENT :

Maintenance technicians are employed in almost every industry repairing and maintaining machines and mechanical equipment. They may specialize in welding, insulating, pipe fitting, carpentry, repairing mechanical or electrical equipment repairs. According to the Occupational Information Network (OIN) they may also known as maintenance or repair workers; machinery maintenance workers; electro-mechanical technicians; industrial machinery mechanics; or helpers to some of those positions.

Maintenance technicians help make the world work. They play vital role in the repair and upkeep of machines, equipment and buildings, from vending machines to cruise ship boiler rooms. These jack-of-all trades positions may require equipment ranging from paint brushes to power tools, and the job responsibilities for maintenance technicians are as varied as the locations at which they work.



E. PRODUCTS AND SERVICES PROFILE :

LIST OF THE PRODUCTS

Sl. No	Particulars	Sl. No	Particulars
1	L100-10538.1/4 Journal S1 & S2	21	L915.32-157.0/3
2	L100-10529.1/3 Polygon Raoller pipe	22	Compl. Rubber Roller Assly L915.32-1878.0/3
3	L100-11223.1/4 Pipe	23	L915.32-4476.0/3 Damp. Form Roller D.F.100
4	L100-5950.0/3 Ink duct roller assly	24	NS275/031 Flat Washer 17x30x1.5
5	L100-8819.1/3 Polygon Pipe	25	Bearing Spacer 30x40x5 T100B0001.2/4
6	L100-9887.2/3 Tension Roller	26	Rubber Roller spiral infeed T915B7024.2/4
7	L361.10-4641.1/3 Flange cover	27	Journal Complete T915B8317.2/3
8	L361.40-2837.1/3 Bearing ring	28	Rubber Roller Spiral GR 1560.02-4046.1/4
9	1560.22-20132.2/3 Intermedite Ink Roller	29	Tapper L56.03-7136.1/4
10	1560.22-21011.2/3 Draw Roller	30	Disk 1560.03-8434.0/2
11	1560.22-5924.7/3 Common blank for slip roller	31	Infeed roller Assly (Blank) 1560.04-6757.1/4

12	L560.24-12535.1/4 Tapper roller Pipe (1220)	32	Infeed roller Assly (Blank) L560.04-6757.1/4
13	L361.40-3628.1/4 Adjusting Handle	33	Pin T965B8002.2/3
14	L546.22-10717.0/3 Infeed roller assly	34	Silicon Ruller W30.17307-0120
15	L546.22-12222.0/3 Frinction Cylender (RIL)	35	WALZENROHR W30.54111-0368
16	L546.22-12222.0/3 Frinction Cylender (DAMP)	36	Bush 1560.22-20126.1/3
17	L546.22-22711.2/3 Dram Roller	37	Scoring Roller (915w.w.) L560.22-20126.2/3
18	L546.22-5920.0/3 Slip Roller	38	Scoring Roller L560.22-20127.1/3
19	L546.02-15986.1/4 Tapper Roller (1007)	39	Pipe Roller NSCHENKEL L361.10-4642.1/3
20	L915.32-1062	40	

HARD CHROME PLATING PARTS

RESEARCH METHODOLOGY :

This report is based on the study performed in MASTER PRECISION For a period of one month. The information provided in the report is taken from certain sources. The sampling was taken of 20 Workers.

DATA COLLECTION SOURCES :

Sources of data : To produce a reliable questionnaire both primary and secondary information was used. Beside the demographic profile items the questionnaire comprised 10-20 questions which over almost all areas of employee satisfaction.

PRIMARY SOURCES :

Data that has been collected from first-hand experience is known as primary data. In this source the information is gathered with the help of discussion, personal interview and interaction and carried on with official of different department.

Following are some of the sources of primary data.

- Experiment
- Questionnaire
- Interview
- Observation

SECONDARY SOURCES :

Data collected from a source that has been published in any form is called as secondary data. A part of the information provided in the respect is collected from the following sources.

- Master Precision. Com
- Quotation & Brchures provided by the company
  masterprecision@rediffmail.com

Scope of the Study :

- The study focuses on overall organisatin structure of the company.
- The study analysis workers overall satisfaction towards their wages.
- The study puts lights upon the vision mission and quality policy of the company.
- The study also give information on the processes of various department.

Research Design :

A sample design is a definite plan for obtaining a sample from a given population. It refers to the employee or the procedure and the researcher would adopt in a selecting item of sample i.e. size of sample. Sample design is determined before data are collected.

Sample Design :

A sample design is a finite plan for obtaining a sample from a given population. Simple Random sampling is used for the study. The respondents are the employees of MASTER PRECISION, The sampling unit is an individual of all the departments of MASTER PRECISION.

Population :

The Aggregate of all the elements, sharing some common set of characteristics which Companies the universe fort the purpose of the research problem.

Sample Size :

The number of the sample units selected from the population is called the size of the sample. Sample of 40 respondents were obtained from the population.

EMPLOYEES SATISFACTION :

Definition :

Employee satisfaction is the term used to describe a situation when employees are satisfied and contented with their job and the office environment.

Importance of employee Satisfaction :

Employees satisfaction is of utmost importance in any organization be it small or large. Thinking that employee satisfaction is importance only for the employee then it is not right. It is equally important for the organization for which the employee is working as well.

In right of the organization :

1] IT enhances employee retention and the company does not need to train.

2] The overall productivity of the company is increased and it assists in achieving the goals of the company.

3] When employees are satisfied with their job they deal with customers in a better manner and thus customer satisfaction is achieved to great extent.

4] It helps the company in getting better services and products from its employees.

5] Money spent on training new candidates and recruitment of new candidates can be saved extensively.

IN RIGHT OF THE EMPLOYEE :

1] When the employee gets satisfactory services from the company initially, he tends be believe that same treatment would be offered in long run.

2] Employee would start taking interest in his work instead of worrying about other issues.

3] The employee starts feeling a senses of responsibility towards the organization.

4] He deals with customers in a better way and builds strong relations with them.

5] They would try to produce better results in other to get appreciation from the company.

Factors influencing Employee Satisfaction :

Various factors exist in an organization that contribute to area of employee satisfaction.

Following are listed factors affecting employee satisfaction. They are –

- The brand name of the organization is of utmost importance to employee and it is considered when employee satisfaction is considered.
- The aims and objectives of the organization where an employee works are likely to affect employee satisfaction.
- Salary and wages is one of the most important factors behind employee satisfaction. The salary should always be in accordance to the position of the employee in the company.
- Rewards and penalties are other important things that affect level of satisfaction of an employee in his job.
- The king of treatment given by the superviour to the employee largely etermines his satisfaction level. It is desired to treat employees in a good manner.

- Working methods of the organization determines the satisfactory level of an employee. It is true that every organization has its own working methods but some freedom should also be given to the employees.
- It essential to check that the personality of the employee matches the type of Jobe be being allotted to him.
- Expectation of the employee should be also in accordance to the level of organistaion in which he or she is working.

Benefits of employee satisfaction :

1. It can increases productivity.
2. It saves time and money.
3. It can uncover issues not readily apparent.
4. It leads to employee commitment to industrial peace by avoiding the occurance of industrial disputes.

Improving Employee Satisfaction :

IF some organization does not see employee satisfaction amongst its employees then there is to be worried about. By following some steps, the organization improve employee satisfaction. One of the best possible ways is to conduct a feedback program. During this program, the organization should take feedback from the employees so that they can know what the requirements of the employee are and what exactly they are getting in a organization.

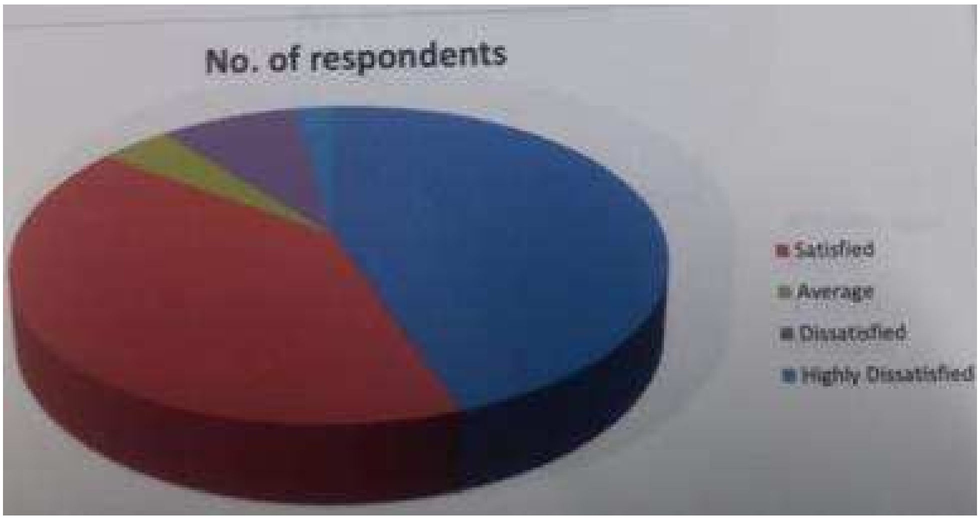
Factors affecting employee satisfaction :

1. Environment : Is the workplace peasant, efficient and healthy? Are there spaces to work suitable for the tasks and to take breaks comfortably? Is the fighting good, with some natural elements to ease the eyes? Are there reasonable tempature control and amenities such as water, bathrooms, and parking? Is there flexibility for individual need?
2. Support : Are there competent supervisors, who give good and constructive feedback ? Is there an there incentive program? Do the employees feel as though they have a voice in policies ? Regular staff meeting for evaluation and upgrades of projects and policies ? Are the employee well-informed.

DATA ANALYSIS AND INTERPRETATION :

1. Are you satisfied with training provided for your current job?

Sl. No.	Response	No. of respondent	Percentage
1	Strongly Disagree	2	5%
2	Disagree	1	2.5%
3	Neither agree nor disagree	1	2.5%
4	Agree	20	50%
5	Strongly agree	16	40%
	Total	40	



ANALYSIS :

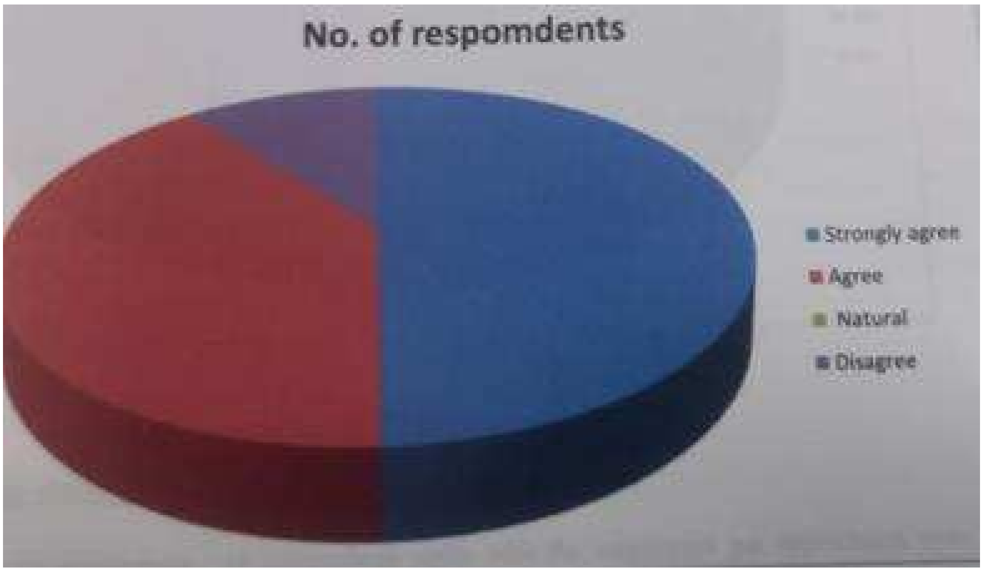
- Out of 40 respondents 16 respondents strongly agree that they are satisfied with the Training provided to them for their current job 20 respondent simply agree for this fact . Whereas I respondent neither agree nor disagree strongly disagree 2. Disagree1

INERPRETATION :

- This shows that most of employees are satisfied with training given.

2. Your work is according to your qualification and skills?

Sl. No.	Response	No. of respondent	Percentage
1	Strongly Disagree	15	37.5%
2	Agree	20	50%
3	Neutral	0	0
4	Disagree	5	12.5%
5	Strongly Disagree	0	0
	Total	40	



ANALYSIS :

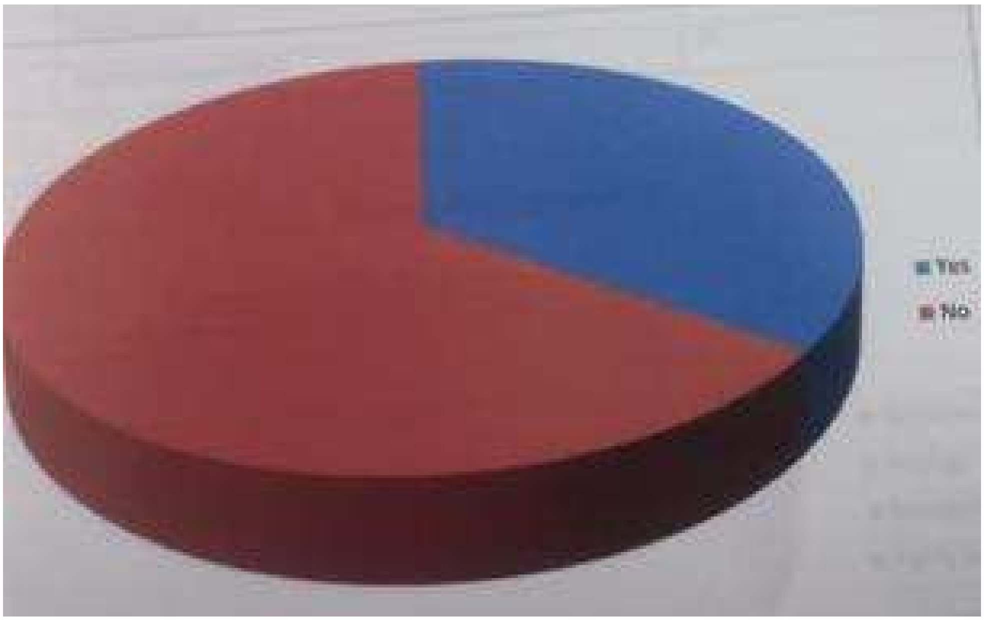
- Out of 40 respondents, 15 respondents strongly agree that are satisfied according.
  To their qualification and skill of work, 20 respondents simply agree with this fact and only 5 is Disagree.

INERPRETATION :

This shows that MASTER PRECISION has given importance to qualification and skills of the work.

3. Employees get appreciation and rewards if desired work Target are accomplished ?

Sl. No.	Response	No. of respondent	%
1	Yes	15	30%
2	No	35	70%
	Total	50	



ANALYSIS :

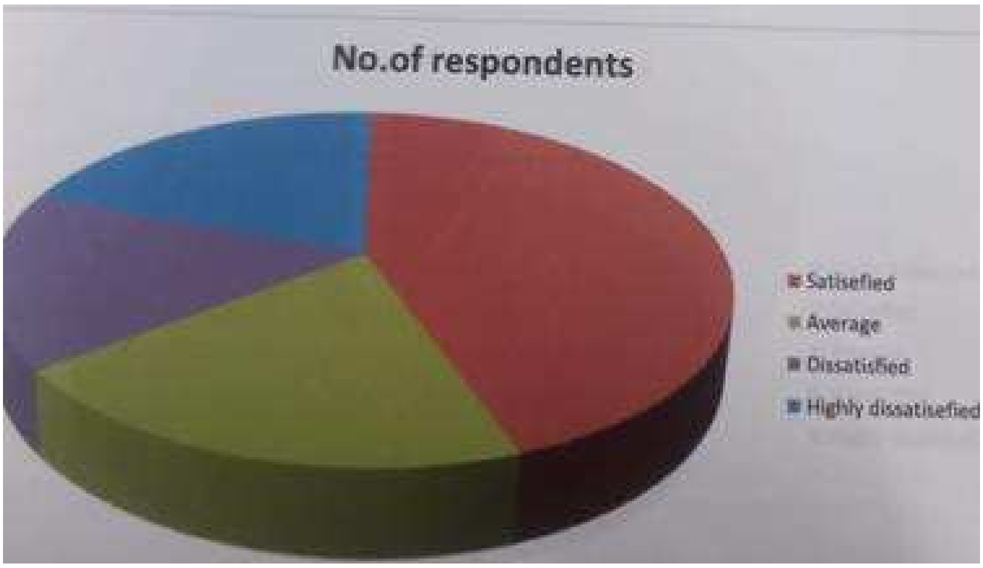
- Out of 50 respondents, 35 respondents agree and 15 respondents disagree with the organization for the employees.

INERPRETATION :

Conduction regularly counseling programs. This shows organization should conduct more counseling programs for the employees in Master Precision.

4. Employees are satisfied with the top management?

Sl. No.	Response	No. of respondent	%
1	Strongly Disagree	0	0%
2	Agree	22	55%
3	Neutral	0	0%
4	Disagree	8	20%
5	Strongly Disagree	10	25%
	Total	40	



ANALYSIS :

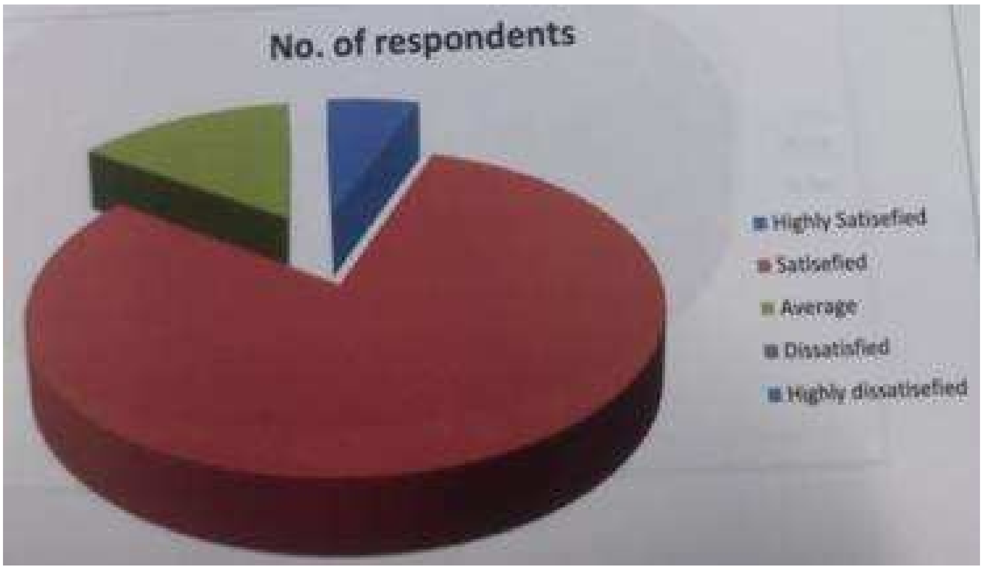
- Out of 40 respondents, 22 respondents agree that they are satisfied with the top management, 8 respondent disagree with the top management and 10 respondents strongly disagree with the Top management.

INERPRETATION :

This shows that almost 50% of employees are not satisfied with top management.

5. Working hours at MASTER PRECISION company is satisfactory ?

Sl. No.	Response	No. of respondent	%
1	Strongly Disagree	3	7.5%
2	Agree	30	75%
3	Neutral	7	17.5%
4	Disagree	0	0
5	Strongly Disagree	0	0
	Total	40	



ANALYSIS :

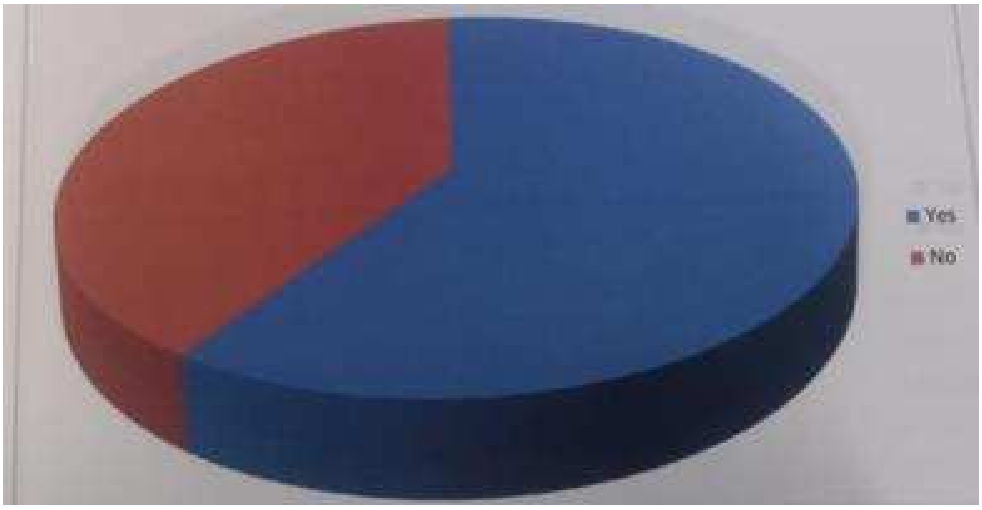
- Out of 40 respondents, 3 respondents strongly with working hours of the company.
- 30 respondent agree and 7 respondent neutral with hours of the company.

INERPRETATION :

This shows all the employee are overall satisfied with their working hours of the Company.

6. Employees in the organization have necessary authority to perform their duties effectively ?

Sl. No.	Response	No. of respondent	%
1	YES	30	60%
2	No	20	40%
	Total	50	



ANALYSIS :

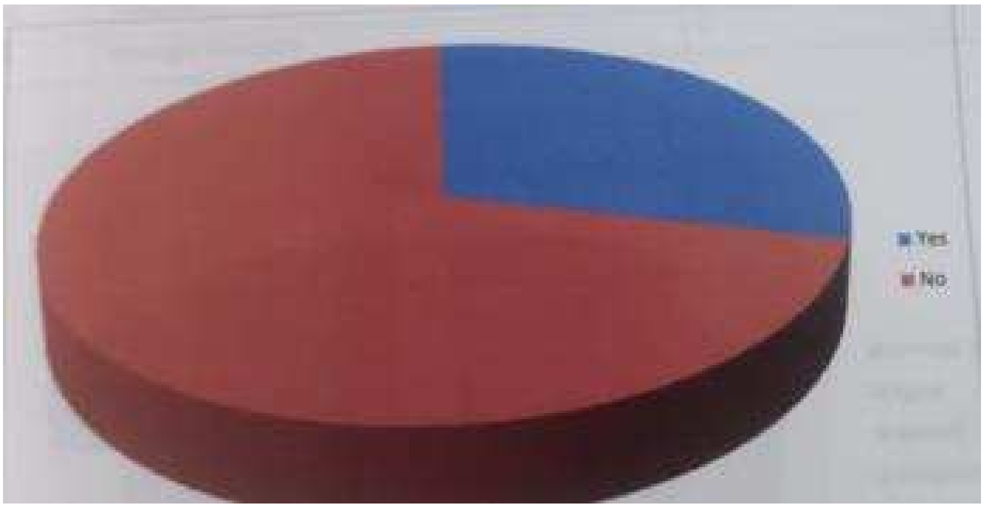
- Out of 50 respondents, 30 agree and 20 disagree with the employees they hae necessary authority to perform their duties effectively.

INERPRETATION :

This shows that the organization have to improve a bit for their necessary authority to perform their duties effectively.

7. Organisation organizes counseling programs for the employees regularly ?

Sl. No.	Response	No. of respondent	%
1	Yes	15	30%
2	No	35	70%
	Total	50	



ANALYSIS :

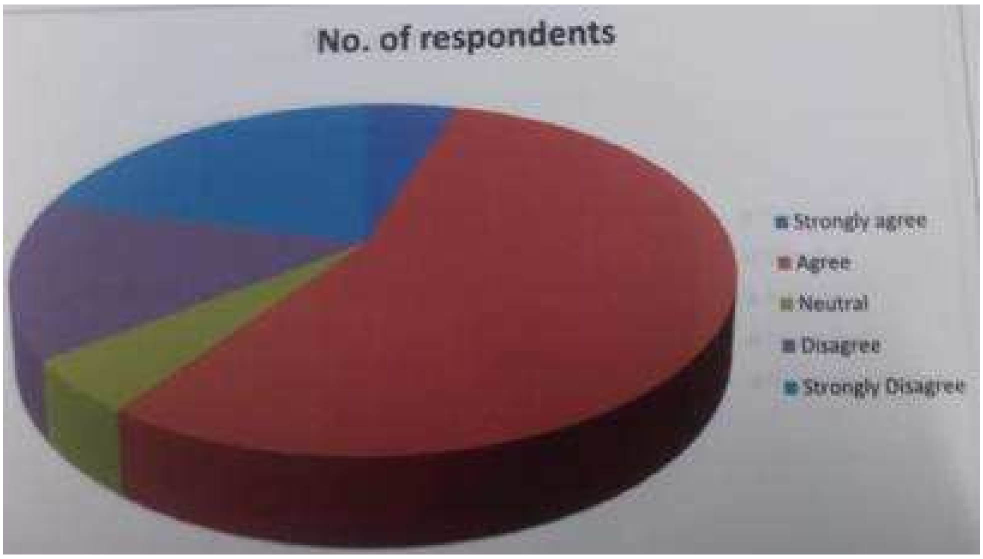
- Out of 50 respondents, 35 respondents agree, 15 disagree with the organization for the employees.

INERPRETATION :

This shows organization should not conduct more counseling programs for the employees.

8. Company has good career prospect for its employees ?

Sl. No.	Response	No. of respondent	%
1	Strongly Disagree	8	16%
2	Agree	22	44%
3	Neutral	10	20%
4	Disagree	4	8%
5	Strongly Disagree	6	12%
	Total	50	



ANALYSIS :

- Out of 50 respondents, 8 respondents strongly agree 22 respondents agree with the Master Precision company because they have career prospect for the employee and 4 respondents disagree and 6 respondents strongly disagree.

INERPRETATION :

This shows employees are satisfied that the company has good career prospect.

FINDING :

- The employee in the organization are satisfied because the company also believe in the employees career development.
- It is also been analysed that many employees are satisfied with their working hours and rewards from the company
- Some of the employee are not happy with their physical working condition in the organization.
- Almost all the employee are satisfied with their salary increase factor.
- Company does not provide sufficient salary to the employees according to their work.

LIMITATIONS OF STUDY :

- Insufficiency of time.
- Interaction with the employee was limited because of work schedule.
- Faced bit difficulty in digging out answers from unsatisfied employees.

SUGGESTIONS :

- The company should provide salary to the employee according to their job performance.
- The company should improve physical working condition.
- In the organization all the employee must be treated equally and also recognize their work in all manner.
- Employees should be involved in top management decisions.
- Organisation should provide more authority to workers for better performance.
- Organisation should conduct more counseling programmes for employees

CONCLUSION :

As a part of our project work, I got an opportunity to spend a period of 30 days in Master Precision. It helped me to analyse working of the organization which helped as to eonvert our theoretical knowledge into practical.

The present study is an earnest attempt to determine to employee's satisfaction in Master precision. It is necessary for any organization to understand the need of their employees and fulfill them before they leave the organization. If nothing is done by its competitors. Hence it is necessary for any organization to ensure employees satisfaction.

From the study it was identified that the most of the employee's are satisfied with the job. Majority of the employees are satisfied with the salary structure, promotional programms, working condition, allowances provided by the organization. They are also satisfied with the employer-employees relationship and communication channel in the organization But still only 40% of the employees get opportunities to participate in decision making. Also majority of the employees are not provided with the welfare measures. If the firm concentrates of the finding and suggestions of their survey, we hopefully believe that the organization can further bring out their labor with full satisfaction and obtin good result.

BIBLIOGRAPHY :

BOOKS

HUMAN RESOURCES MANAGEMENT BY K. ASHWATHAPPA

WEBSITES :

- WWW.MASTERPRETICION.COM
- WWW.GOOGLE.COM

ANNEXURE :

Employee satisfaction questionnaire for finding out opinions of employee about organization.

In this part employee satisfaction questionnaire include questions to identify employees.

Opinion about programs, policies, organization behavior itself etc.

You use rating scale as 1. Strongly agree, 2. Agree, 3. Neutral, 4. Disagree, 5. Strongly disagree.

1. Are you satisfied with training provided for your current job.
2. Your work is according to your qualification and skills.
3. Employees are satisfied with the top management.
4. Working hours at MASTER PRECISI Company is satisfactory.
5. Employees in the organization have necessary authority to perform their duties effectively.
6. Organization organize couselling programs for the employees regularly.
7. Employees in MASTER PRECISION computer share experience to help each other.
8. Employees get appreciation and rewards if desired work target are accomplished.
9. Company has good career prospect for its employees.
10. Physical working condition in the company is satisfactorily.

11. Top management involves employee in the management decision.

12. Welfare facilities provided to the employee by the organization are satisfactory.

13. MASTER PRECISION company recognize and acknowledge your work.

14. Are you satisfied with the shift allowance given by the company.

15. Do you receive co-operation from all other departments.

16. Do you receive Co-operation from all other departments.

17. Do you regular receive job performance feedback.

18. Does your company provide satisfactory salary according to work.

19. Does your immediate superior deals with employee's problem fairly.

20. Does the company provide the best attendance awards once in year.

***

SKE SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE

Department of Business Administration- Belagavi

(Affiliated To Rani Channamma University, Belagavi)

RANI CHANNAMMA UNIVERSITY, BELAGAVI

A Project report on

"EMPLOYEE MOTIVATION"

Undertaken At

"SHREE IRON WORKS, BELAGAVI"

Submitted By

Mr. Anand S Hugar

REG.NO. B1811202

Submitted to

RANI CHANNAMMA UNIVERSITY, BELAGAVI

In The Partial Fulfilment of the Award of

BACHELOR'S DEGREE OF BUSINESS ADMINISTRATION

2020-2021

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BBA 5th Sem.

Under the Guidance of

Organizational Guide	Institute Guide
Mr. Raju Mastmardi	**Prof. S. S. Shimangoudar**

2020-21

S.K.E. SOCIETY'S

RANI PARVATI DEVICOLLEGE OF ARTS AND COMMERCE

BELAGAVI-590006

(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

Certificate

This is to certify that **Mr. Anand S Hugar**has satisfactorily completed the project at **SHREE IRON WORKS, BELAGAVI**In partial fulfillment of award of Bachelor's Degree in Business Administration by **Rani Channamma University, Belagavi** for the year 2020-21.

Guide	Director
Prof. S. S. Shimangoudar	**Prof. S. S. Shimangoudar**

DECLARATION

I **Mr. Anand S Hugar**bearing the register no-B1811202hereby declare that the project report entitled"Employee Motivation At Shree iron Works, Udyambag, Belagavi"Submitted to **Rani Parvati Devi College of Business Administration Belagavi**, in partial fulfillment of the requirement for the award of bachelor's degree of business administration during the year 2020-21, is a record of Bonafide report carried out by me under the guidance of **Prof. S. S. Shimangoudar.**Rani Parvati Devi College of Business Administration and no part of it has been submitted for any other degree or diploma.

Date:

Place: Belagavi

Anand Hugar

ACKNOWLEDGEMENT

I would like to acknowledge my profound sense of gratitude

I heartily thanks to the Shree Iron Works Udyambag, Belagavi.For giving me an opportunity to undertake project work in their esteemed organization.

I have taken efforts in this project. However, it would not have been possible without the kind support and help of many individuals and organizations. I would like to extend my sincere thanks to all of them.

I would also like to thank the employees of the organization who have helped me directly and indirectly in the accomplishment of this project.

My thanks and appreciation also goes to my internal guide **Prof. S. S. Shimangoudar.**in developing the project. I also feel great pleasure to take this opportunity to my humble and deep sense of gratitude to our esteemed Director **Prof. S. S. Shimangoudar** for his support throughout the curriculum.

Last but not least I am very grateful to my beloved parents and family members and friends for their encouragement which helped me in completion of this project.

Mr. Anand S Hugar

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INTRODUCTION

The management of human resource is very important in any modern organization, because management can achieve the organizational objectives only with the co-operation of the people working in the organization. Therefore, in order to build a team of co-operative work force it is essential to manage the work force efficiently. In the most of the organizations, this task is entrusted to a department known as PERSONNEL MANAGEMENT or HUMAN RESOURCE MANAGEMENT department. This department is specially looks after various problems and issues relating to work force. Normally, the scope of its activities includes such functions as Recruitment, selection, placement, training and development, compensation, integration, working conditions, welfare services, personal records and industrial relations.

In simple sense, Human Resource Management means employing people developing their resources, utilizing, maintaining and compensating their services in the tune with the job and organizational requirements. Human Resources Management main objectives are to achieve not only organization objectives such as profit and growth, but also to achieve personnel objectives such as need, aspiration, values and dignity of individual employees.

In the words of Prof. SubbaRao. The Human Resource Management is a process which helps the Human Resources of an organization which are motivated to posses and develop technical, managerial, behavioral, knowledge, skill and ability as well as the values, beliefs, attitudes, necessary to perform present and future roles by realizing highest human potential with the view to contributes positively to the organizational group and social group.

Human Resource Management is seen by practitioners in the field as a more innovative view of work place management than the traditional approach. Is techniques force the manager of an enterprise to express their goals with specificity so that they can be understood and undertaken by the work force and to provide the resources needed for them to successfully accomplish their assignments. As such HRM techniques, when properly practiced, are expressive of the goals and operating practices of the enterprise overall. HRM is also seen by many to have a key role in risk reduction within organization.

FEATURES

Its features include.

- Organizational Management
- Personnel administration
- Manpower management
- Industrial Management

But these traditional expressions are becoming less common for the theoretical discipline. Sometimes even employees and industrial relations are confusingly listed as synonyms, although these normally refer to the relationship between management and workers and the behavior of workers in company.

DESIGN OF THE STUDY

TITLE: A study on **EMPLOYEE MOTIVATION** at Shree Iron Works Udyambag.

NEED FOR STUDY:

This survey allows understanding the employee's motivation is one of the major issue faced by every organization. And it also should be remembered that a workers may be immensely capable of doing some work: nothing can be achieved if the workers is not willing to work. So this study affects the stream and what can be done to motive to improve the factors which will motive the employees and organizational function.

Hence this study is under taken so as to determine the level of employee motivation among employees related to Shree Iron Works and to determine the impact of the team spirit, peers relationship and culture adopted also to identify the factors the contribute towards encouraging the level of motivation.

OBJECTIVE OF THE STUDY

- The study helps to know the motivational level in the company.
- The study helps the organization to make new strategies to motivate the employees.
- To study understand and analysis the importance of employees in an organization.
- To know how motivation creates job satisfaction among the employees.
- To identify the different ways in the organization to motivate the employees.
- To find out the factors that affect the employee's motivation provided by an organization.
- To identify the factors which bring high level of satisfaction?

SCOPE OF STUDY

This study is limited to the Shree Iron WorksUdyambag, Belgaum. Enables us to understand the employee’s motivation regarding some factors which contributes to individual and organizational, employee’s satisfaction working environment, employee morale, benefits, salary, facilities provide, training and development, job security and it also focus on the family welfare.

METHODOLOGY OF THE RESEARCH

Research in common parlance refer to research for knowledge and also is a systematic method of finding solution of problem.

According to **Clifford Woody.**Research comprises defining and redefining problems, formulating hypothesis or suggested solution; collecting, organizing and evaluating data, making deduction and reaching conclusion and at the last carefully testing the conclusion to determine whether they fit the formulating hypothesis.

DATA COLLECTION SOURCES

The research design descriptive. The primary information collected through Questionnaire. The Questionnaire personally given to the workers

DATA COLLECTION METHOD

- **Primary source**
  Questionnaire
  Personal interaction

- **Secondary Sources**
  Company profile referred
  Company web site and official documents

DATA COLLECTION METHOD

1. LITERATURE METHOD: In this method I went to the documents and files given to me by the company.

2. INTERVIEW: This is a time-consuming method. Because when individually interview is taken about their working life as well as their personal life, this has given me clear view of their attitude towards their company. Relationship with their company and with their supervisors and colleagues.

3. QUESTIONNAIRE: Here the set of questions are listed and questions are asked to fill up the questionnaire. I prepared a questionnaire with the help of Mr. ______________________.(Human Resources Department).

   It includes 23 descriptive questions which bring out the level of communication between the employees, their supervisors and colleagues.

SAMPLING DESIGN

Sample area	**:**	Shree Iron Works
Sampling Unit	**:**	Workers
Sample Size	**:**	50
Sampling Method	**:**	Random sampling.

LIMITATIONS OF STUDY

1. The study was limited for 30 days.
2. Study was restricted to the employees of Shree Iron Works Belgaum.
3. Some of the employees were reluctant to give their responses for few questions.
4. The data was collected through questionnaire responds from workers may not be accurate.
5. Interaction with the employees was limited because of the work schedule.

COMPANY PROFILE

NAME OF COMPANY	:	SHREE IRON WORKS
COMPAY STARTED	:	2001
PROPRIETOR	:	RAJU MASTMARDI
ADDRESS	:	SHREE IRON WORKS. 138/2 MACHHE INDUSTRIAL ESTATE, UDYAMBAG, BELGAUM. 590 008 KARNATAKA.
TELEPHONES	:	OFF: -0831 - 2442808,
FAX	:	2441020:
Email	:	Shree Iron Works@gmail.com
CONSTITUTION	:	PARTERNSHIP CONCERN.
TYPE OF INDUSTRY	:	SMALL SCALE INDUSTRY (UNDER FACTORIES ACT)
LINE OF ACTIVITY	:	MANUFACTURING. PRECISION MACHIENED ENGINEERING COMPONENTS GRADED CAST IRON ALLOY AND STEEL CASTING

INTRODUCTION OF COMPANY

In April 2001 Mr. RajuMastmardi, took over the Management of the Company. people to help him started job work for Mysore Kirloskar ltd. Machining their back and face plates for chucks. Valves etc. were being machined for other local customer.

In 1998 many components like pulleys and Fan Interring were developed for Telco Pune and Jamshedpur and supplies were also started. Electric motor Bodies were also developed for Nagpur Motors. During this period Mysore Kirloskar and Kirloskar requirement of components from Telco was very high; hence turnover goes on increasing. So, the manpower of the company was also increased and some of the machinery work was offloaded to sub-contractors locally.

During 2002 the supplies to Telco, Pune, Chinchwad, and Jameshedpur were turnover increased. This period they achieved their target and also tremendous growth.

During 2004 the business started growing year by year but then come a big challenge to Mr.SubhodhTembe. When they face recession because of increased row material prices.

In Oct 2004 the Company, as part of Backward Integration, took over a Foundry for manufacturing Cast Iron Castings, which had a Cupola and a small Foundry setup. Within 18 months of taking over, an Electric Channel Type Furnace was installed.

Two CNC turning centers were added to the machining setup, this was a Major Forward Integration step in 2004 To 2007 the company took over one more foundries “Fluid Metals (India) Pvt.Ltd”. The unit was already in the process of manufacturing Cast Iron, S.G.Iron& Alloy castings.

BOARD OF DIRECTORS

In Shree Iron Works no board of directors because it's controlled by RajuMastmardi as a (CEO).Along with the employees given in organization chart.

COMPANY'S VISION

"With our innovative engineering and continual improvement, we are committed to exceed customer satisfaction."

MISSION

Team building and leadership development.

Prosperous and happy mankind.

OBJECTIVES

- Use of latest technology in manufacturing process to improve the productivity and quality.
- Upgrade employee's skill.
- Sustained efforts to improve safe and organized working environment.
- Efficient utilization of resources so as to reduce wastage.
- Improving process to achieve consistent quality cost effectiveness and timely deliveries.

QUALITYPOLICY

Shree Iron Works is totally committed to achieve customer satisfaction by continuously striving to produce product that meet the requirements of quality delivery price. That shall be achieved through conditional improvement in our processes.

FUTURE PLAN

- Company is wanted to add more value-added products (more profit or Margin) in the next 2to 3 years.
- Assemblies
- Any product / assembly in electrical, aircraft, railways.
- Expand the area of operation.
- Proposed new machineries.

OTHER ACTIVITIES OF SHREE IRON WORKS

Shree Iron Works having Corporate Social Responsibilities (CSR) its main activities are

- Controlling pollution
- Education to under privileged children of the society.
  EkalAbhiyan and karhade Brahmin Samaj .
- Donation being given to Vivekananda Netralya for cataract (eye) operations.

COMPETITORS

Shree Iron Works having many competitors in Belgaum some of them are:

- Shree Enterprises
- Belgaum Forecast
- Delta Enterprises
- Universal Transmission
- Lotus Engineering

FACILITIES

INSTALLED MACHINES & FACILITIES IN MACHINE SHOP

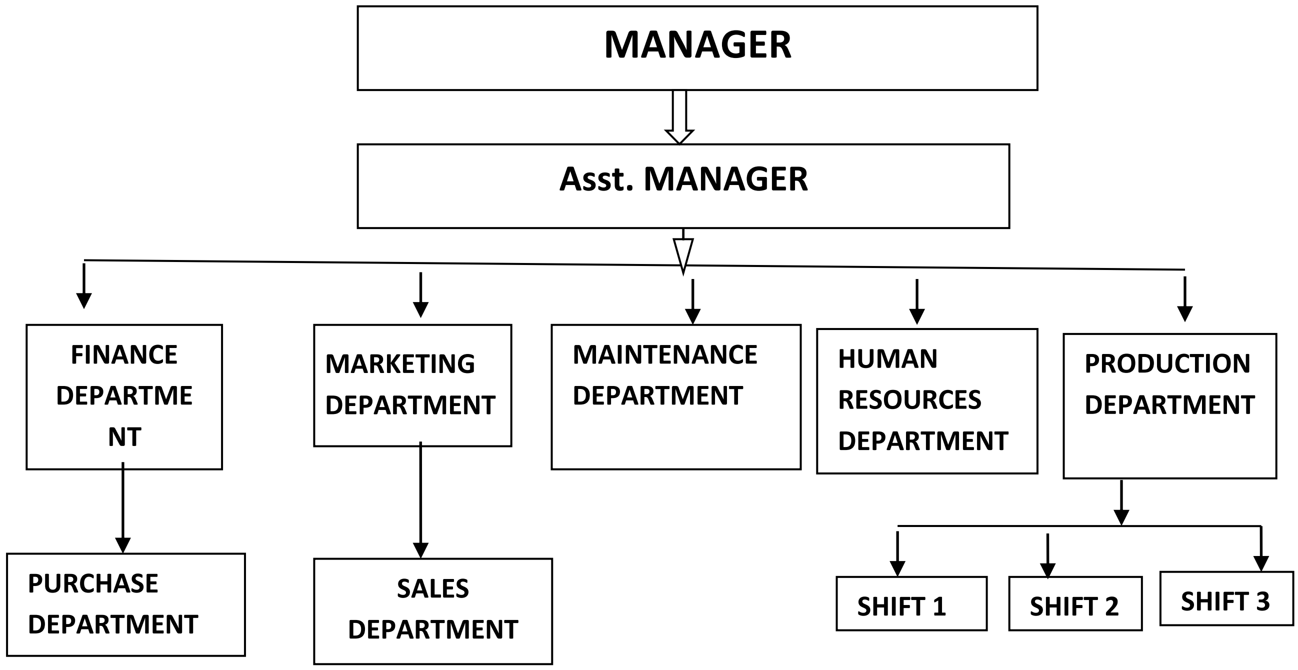
1. CNC turning center dia 200 sands precision 2
2. Shimoga type lathes dia 10" to dia 25" Mysore Kirloskar& 13 other brands
3. Vertical balancing 30 kg cap Aditi Engineers 1 machine
4. Vertical broaching 3 ton cap Chimaho makes 1 machine
5. Brunel hardness tkb-3000(m) fine manuf. 1 tester
6. Drilling machines 1" cap kbl make 3
7. Tool grinder 6" cap electro craft 1
8. d. g. set 82.5 kvakec/koel 1
9. Computers Pentium iii Intel make 3 (with internet)
10. lathes / drilling / milling-small & big (with our sub contractors) 100

WORKING SHEDULE

Workers are worked around 24 hours in three shifts.

Morning shift	08:00am TO 04:00pm
Lunch Break	12.30pm
Afternoon Shift	04:00pm TO 12:00am
Night shift	12:00am TO 08:00am

ORGANISATION CHART:



DEPARTMENTS

- Marketing Department
- Finance Department
- Production Department
- Maintenance Department
- Human Resource Department
- Quality Control Department

FINANCE DEPARTMENT

Is one of the most important function it he organization. It is the lifeblood of the company's financial management involves the preparation of budget which will be useful for the future decision and it will give information about the company's financial position to the customer credit.

This department is concerned with the maintain of account of the company. The department helps in the development of the company. The main work of this department is not only to provide the monitory supply but also to cut the expenses through cost cutting as this department control the expenses.

Functions of finance department

- Arranging of fund
- Proper allocation of funds
- Preparation of cash budget
- Administration responsibility such as monthly P&L account.
  Cash flow and fund flow statement

Operation performance report.

- Maintaining and controlling expenditure.
- Valuation of inventories, scrutinizing ledgers
- Complying with statutory responsibility like excise, tax, sales tax etc
- Bank transaction like Cheque deposition and with drawls.
- Proper attention is to be lubricating, repairing, cleaning, inspection etc

  Financial department prepares pay role, the fund would be released by the financial department for the salary and wages to respective department. The management would be deciding the payment date, which be by the end of the first week of month.

PRODUCTION DEPARTMENT

This department plays a major role in planning coordination and controlling of the production related activities. They under take the estimation of the materials and equipments that will be required in producing a particular product and also scheduling of production process. They also estimate the time require to produce each of the products of particular machine.

In these machine shop various components and parts required for building hydraulic presses, pumps. Power packs, cylinders are produced and machined through the sequential process, there are different for machining and producing different parts and components.

Assembling once the framework of the machines and the components are ready, and then the components and the parts are assembled in the frame body.

Production department in it over all aspects regarding the production of the product procurement of raw material to assembling and till the product is dispatched.

STORAGE DEPARTMENT

In storage department all the raw material and finished product are stored, with the care and maintenance. These department plays roll to store raw material and maintain the account of each and every material which comes in and supply these materials to different production operation.

Storage department are receiving raw material from suppliers and store it in to storage and supply these materials to different production or process. Also, they store the product which is completed, packed and ready to send out. From here they distribute this finished product to their customers.

Functions

- Received the material raw from supplier
- To maintain the account of each and every material in detail
- To protect these materials from damage
- Supply the material to different production or process according to the requirement
- To collect the finished product and store it safely
- To distribute these finished good their customer

After the finished product following are the main function.

- This department looks after the packing respects and assembly of the finished goods.
- Keeping records of finished goods in respective bins.
- As and when customer requirement comes dispatching products.
- Stores can even reject the material when the goods are not to accordance.

QUALITY CONTROL DEPARTMENT

To maintain a good quality of the product and service is a responsibility of the company .Quality of a product or service that is defect-free, compromise-free, complaints free and on the time with planned features that will make the company to maintain good relationship with their customers for long time to own the brand.

Function

- Quality assurance her job is checked after each and every stage/step.
- Quality checking-here only finished jobs are checked.
- Highly advance CNC inspection technology.

MARKETING DEPARTMENT

The main objects of the marketing department is to identity the needs of the customers, and satisfy them accordingly as the process buying and selling in based on the demand and supply analysis.

Functions

- Receive the order and dispatch the goods at the right time as per customer companies.
- To make sure that the quality of goods is maintained.
- Focus on the customers.
- General Manager shall receive the specifications received from the customers for completeness and technical feasibility.
- Price to be quoted shall be indicated in the cost estimation sheet by GM.
- Proposal contain the complete details of product provided like the specification of the product
- Commercial aspects
- Delivery schedules
- Details of any other contractual requirement if necessary.
- Deputy GM for which records shall be maintained along with respective officer shall handle any clarifications required by the customers.

SWOT ANALYSIS

Here we can see the strong and weak points and features opportunities and Risk Company and going to face.

S- Strengths

W- Weaknesses

O- Opportunities

T- Threats

STRENGTHS.

- Both the combination of work i.e. man and machinery
- Very simple and efficient management
- Company has good management system

WEAKNESS

- The company requires land to increase the plant
- Safety measures not followed very strictly
- There is no interaction between workers and management
- There is no such training is given to the employee

OPPORTUNITIES

- Well maintained valued for the business
- Scope in making the company fully machineries
- To create the nice manufacturing segment

THREATS

- Increasing number of competitors
- Heavy competition as industry is going global

EMPLOYEE MOTIVATION

Motivation is the psychological feature that arouses an organism to action towards a desired goal the reason for that action. Substituted “Organism” with a human being and you begin to get it. An implication of the definition actions to achieve out goals.

Motivation is the combination of a person’s desire and energy directed at achieving a goal. It is the cause of action. Motivation can be intrinsic, such as satisfaction and feelings of achievement; or Extrinsic such as reward punishment etc. so goals can obtainment. Not all people are motivated by the same thing and over time their motivation might change. Motivation is a kind of driving force that encourage an individual to get going. It is a kind of boost to the self-confidence, faith and inner conscience of a person.

Now days employees have been hired trained and remunerated they need to be motivated for better performance. Motivation in simple terms may be understood as the set or force that causes people to behave certain ways. People are motivated rewards something they can relate to and soothing they can believe it. And also, now time has changed people want more.

A motivated employee generally is more quality oriented. And also, they are looking for better ways to do job. It is the responsibility of managers to make employees look for better ways of doing their jobs. And it also depends on their ability to do but also in their will to do or motivating employees are often providing an environment in which appropriate goals are available for needs satisfaction.

So, motivation is essential for any company because employee is Asset of any company. Motivation is important for the growth of employees as well as growth of the organization.

DEFINIATION:

According to the Encyclopedia of Management.

“Motivation refers to the degree of readiness of an organization to pursue some designated goal and implies the determination of the nature and locus of the forces, including the degree of readiness.”

Why is employee motivation important?

Because in today’s down economy, it's more important than ever to have a motivated workforce. That's because a motivated employee is a productive employee. And a productive employee is a more profitable employee. See how that works? When people aren't motivated, they become less productive, less creative, less of an asset to your company. Now more than ever, we need motivated employees!

Then, obviously, the answer is: So you can stay in business. With that in mind, here are some ways you can get your employees motivated, enthused, and ready to go conquer the world.

IMPORTANCE OF MOTIVATION

Motivation is one of the most crucial factors that determine the efficiency and effectiveness of an organization with its help a desire is born in the minds of the employees to achieve successfully the objective of the enterprise. All organizational facilities will remain useless people are motivated to utilize these facilities in a productive manner. Motivation is an integral part of management process. An enterprise may have the best of material, machines and other means of production but all these resources are meaningless so long as they are not utilized by properly motivated people. There was a time when the human resource of production was treated like other non-human resources and was not given any special importance. But this old concept has lost all importance in this competitive age classifying the importance of motivation RenisLikert has called it. "The core of Management". The importance of motivation becomes clear from following facts:

1. High Level of Performance.
2. Low Employee Turnover and Absenteeism.
3. Easy Acceptance of organizational changes.
4. Good human relations.

5. Good image of organization.
6. Increase in Morale.
7. Proper use of Human Resource Possible.
8. Helpful in Achieving Goals.
9. Builds Good relations among employees.
10. Easier Selection.
11. Facilities Change.
12. Employees are more tend to be efficient as possible by improving upon their skills and knowledge so that they are able to contribute to the progress of the organization.
13. Motivated employees are generally more quality oriented.
14. Highly motivated workers are more productive than a pathetic worker.

THEORIES OF MOTIVATION

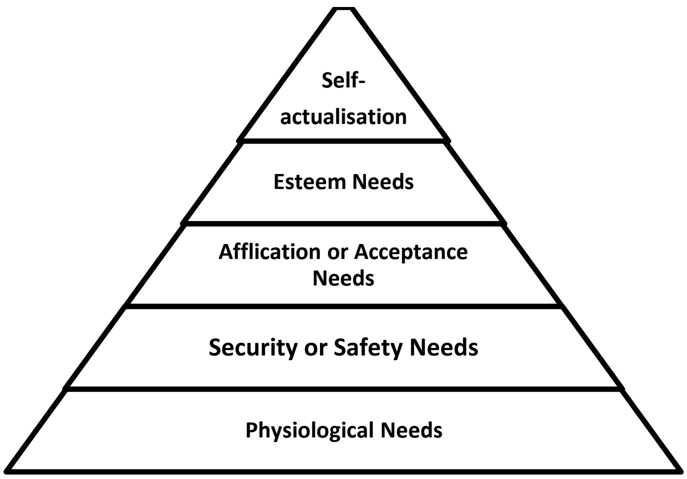
According to needs theories of motivation. Motivation is the willingness to exert high level of efforts towards organizational goals. Conditioned by the efforts ability to satisfy serve individual needs.

Understanding what motivated employees and how they were motivated was the focus of many researched followings are the five major approaches that have deal to our understanding of motivation are

- Maslow’s need hierarchy theory
- Herzberg’s two factor theory
- Vroom’s expectancy theory
- Adam’s Equity theory
- Skinner’s reinforcement theory.

According To Maslow Theory

Human need from a hierarchy, starting with the physiological need and ascending to the need of self-actualization. He says when one set of needs are satisfied, they no longer work as motivators as a man seeks to satisfy the next higher level need would motivate employees.



Herzberg's two factor theory

Maslow's theory has been modified by Herzberg and he called it two factor theory of motivation. He says that there are certain satisfier and dissatisfies for employees at work. Intrinsic factors are related to satisfaction. And Extrinsic factors are related to dissatisfaction.

In short, he explains this theory in certain factors the absence of the because no dissatisfaction but their presence has motivational impact.

INTRINSIC	**EXTRINIC**
Achievement	Company and Administration
Recognition	Relation
Advancement	Peer Relation
Work Itself	Pay
Possibility of work	JobSecurity

According to Adams theory

This theory introduced by J.StacyAdam.This theory argues that a major inputs job performance and satisfaction is the degree of equity that people perceive in their work situations.

In simple words that employees strive for equity between themselves and other workers. Equity is achieved when the ratio of employees' outcomes over inputs is equal to other employee outcomes over inputs.

According to Skinner theory

This theory also known as Reinforcement theory. In this theory skinner says that work environment should be made suitable to the individual and that punishment actually leads to frustration and de-motion. Hence the only way to motivate is to keep on making positive changes in the external environment of the organization.

According Vroom's theory

The most widely accepted an explanation of motivation has been propounded by victor vroom. His theory is commonly known as expectancy theory. In simple expectancy theory says that an employee can be motivated to perform better when there is a belief that the better performance will lead to good performance appraisal and that this shall result into realization of performance appraisal and that this shall result into realization of personal goal in form of some reward. The theory focuses on three things:

- Efforts and performance relationship
- Performance and reward relationship
- Reward and personal goal relationship

According to McGregor's theory

McGregor, states that people inside the organization can be managed in two ways. They are

Negative (X Theory)

Positive (Y Theory)

McGregor says that the nature of human beings is based on a certain grouping of assumptions and that he or she tends to mold his or her behavior towards subordinates according to these assumptions.

Under the assumptions of theory X:

- Employees inherently do not like work and whenever possible, will attempt to avoid it.
- Because employees dislike work, they have to be forced, coerced or threatened with punishment to achieve goals.
- Employees avoid responsibilities and do not work fill formal directions are issued.
- Most workers place a greater importance on security over all other factors and display little ambition.

In contrast under the assumptions of theory Y:

- Physical and mental effort at work is as natural as rest or play.
- People do exercise self-control and self-direction and if they are committed to those goals.
- Average human beings are willing to take responsibility and exercise imagination, ingenuity and creativity in solving the problems of the organization.
- That the way the things are organized, the average human being's brainpower is only partly used.

On analysis of the assumptions it can be detected that theory X assumes that lower-order needs dominate individuals and theory Y assumes that higher-order needs dominate individuals.

ROLE OF HUMAN RESOURCE

Human Resource roles are evolving from not only looking at Recruitment, Human Resource practices benchmarking or dealing with people issue. Human Resource has bigger role of a facilitator and employees' engagement. What's more every head of department or the organization has Human Resources roles are:

- Advise
- Guide
- Help
- Assist
- Support
- Consult
- Services

VISION STATEMENT OF HUMAN RESOURCE DEPARTMENT

Human Resources, in strategic partnership with leadership, promotes **STARS** by providing programs and services that support the company's mission, department goals and employee needs.

SUPPORT- Supports employee by administering and continuously evaluating policies, practices and programs for enhancement.

TRUST- Ensures fair and consistent treatment for all employees.

ANALYSIS- Plans and continuously analyzes staffing needs as well as the effectiveness of employee by ensuring the right people are in the right position at the right time.

RESULTS- Provides resources that permit employee/owners to focus on achieving results.

SATISFACTION- Enhances employee satisfaction by developing reward and recognition programs focused on achievement, competency, value and commitment.

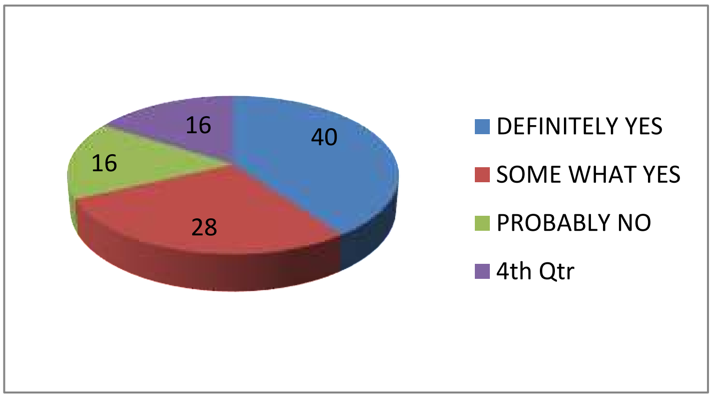
DATA ANALYSIS AND INTERPRETATION

Data analysis and interpretation is done for the response received from the employees. The data collected is shown in the graphical method through analysis and interpretation of data. Finding and suggestion are evaluated. For collections of data 25 employees are taken into considerations.

: The following tables and charts show the response of workers according to the questionnaire asked.

1. Are you aware of what work is expected from you at the work place?

Sl.no	Responses	No of Respodents	% of Repondents
1	Definitely YES	20	40%
2	Some What YES	14	28%
3	Probably NO	8	16%
4	NO	8	16%
Total		50	100



ANALYSIS

The above table shows the employees are aware of what is expected at work place. Definitely yes 40%, somewhat yes 28%, probably No 16%, and No is 16%, only they know the management what expected from them. Because they have got hired newly and not given more responsibility

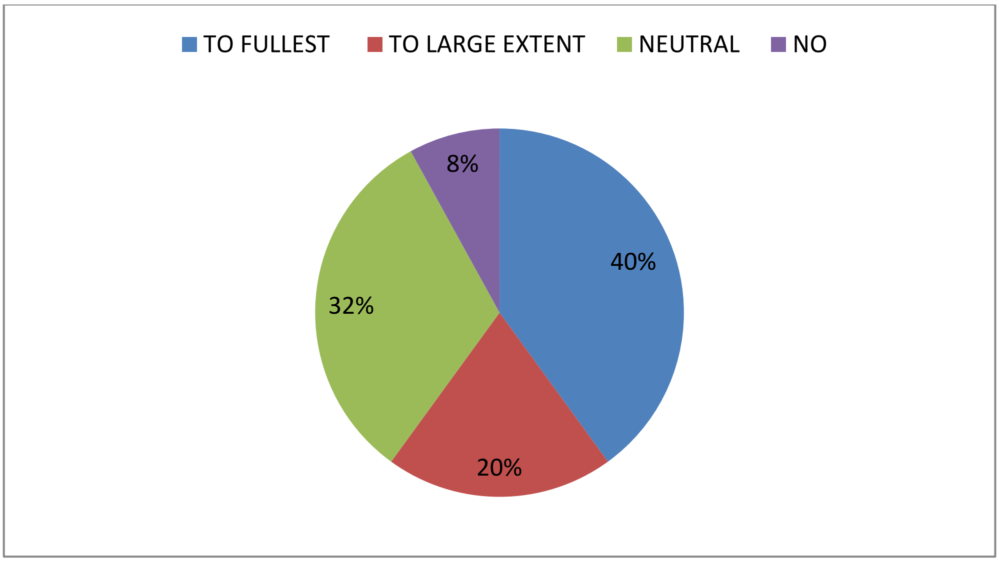
INTERPRETATION

From analyzing above data, we can interpret that 68% of the workers are aware of the work assigned to them.

2. Does the organization provide the resources and equipment to you to complete your task?

Sl.no	Responses	No of Respodents	% of Repondents
1	To the fullest	20	40%
2	To the large extent	10	20%
3	Neutral	16	32%
4	no	4	8%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the management is doing enough motivate to employee at the work place. To the fullest 40%, to large extent20%, Natural 32%, No is 8%, management helps them to motivate.

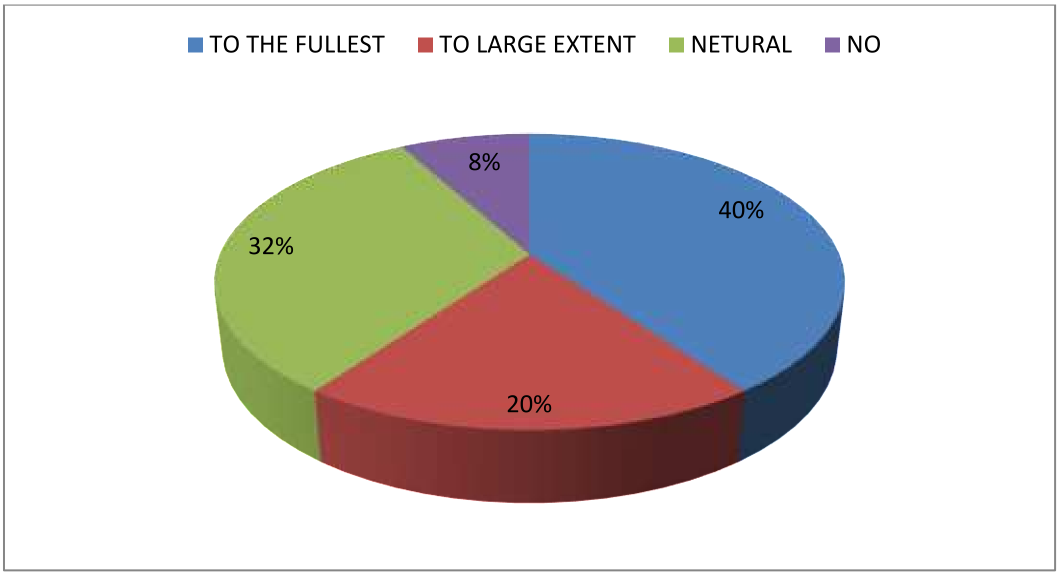
INTERPRETATION

From analyzing above data, we can interpret that 60% of the workers agree that the Organization provide the resources and equipment.

3. Does Management motivate to you atthe work place?

Sl.no	Responses	No of Respodents	% of Repondents
1	To the fullest	20	40%
2	To large extent	10	20%
3	Neutral	16	32%
4	No	4	8%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the management is doing enough motivate to employee at the work place. To the fullest 40%, to large extent20%, Natural 32%, No is 8%, management helps them to motivate.

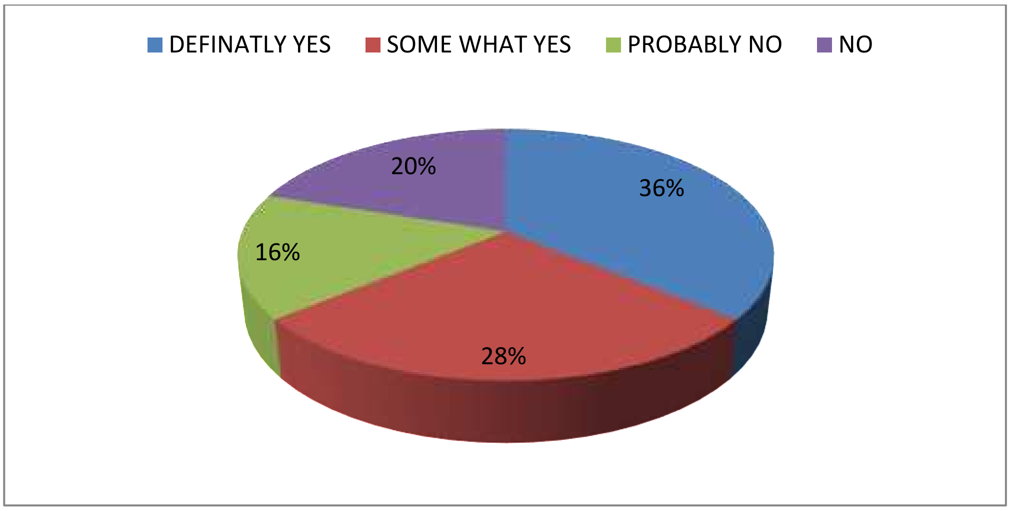
INTERPRETATION

From analyzing above data, we can interpret that 60% of the workers feel that the management motivates workers at workplace.

4. Do you have adequate personal space in work place?

Sl.no	Responses	No of Respodents	% of Repondents
1	Definetly yes	18	36%
2	Some what yes	14	28%
3	Probably no	8	16%
4	No	10	20%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows that whether the employees understand organization's vision and mission. Definitely yes 36%, somewhat yes 28%, probably no 16%, of they understand the organization's vision and mission and 20% of them say no.

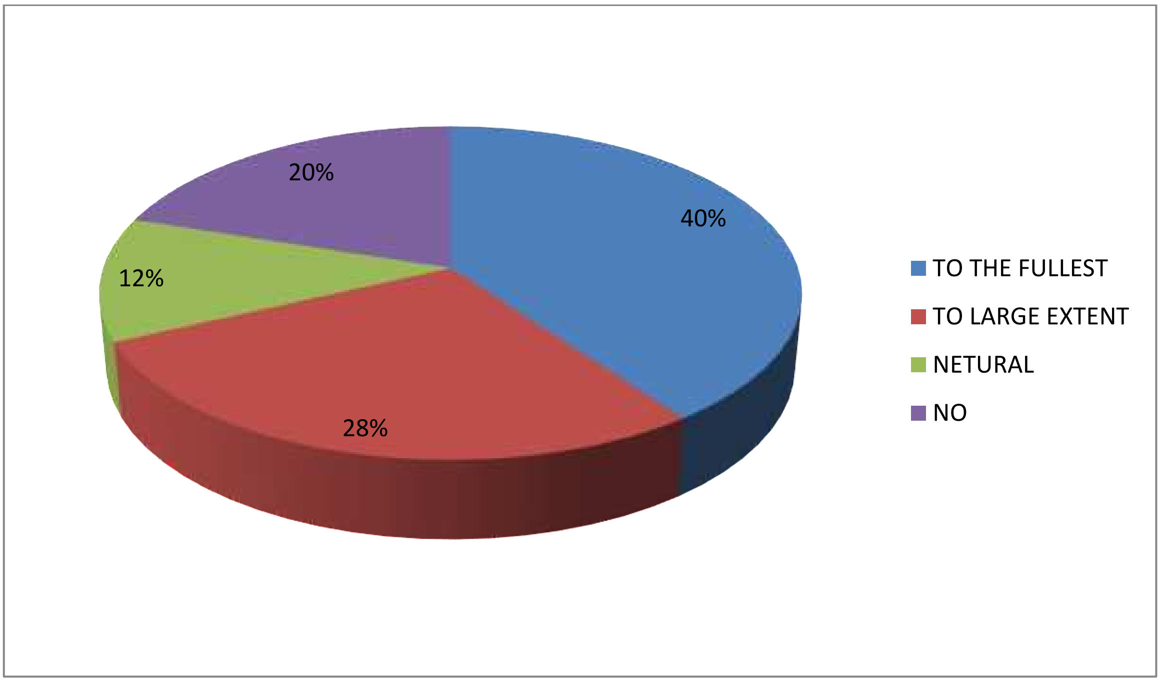
INTERPRETATION

From analyzing above data, we can interpret that 60% of the workers agree that there is enough personal space in work space.

5. Do you get proper opportunities to learn new skills?

Sl.no	Responses	No of Respodents	% of Repondents
1	To the fullest	20	40%
2	To large extent	14	28%
3	Neutral	6	12%
4	No	10	20%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the employee get proper opportunities to learn new skills to the fullest 40%, to large extent 28%, natural 12%, and 20% of employees says no, they get opportunity to learn new skill. So, they are satisfied with company. Like post upgradation as promotion and incentives in the organization.

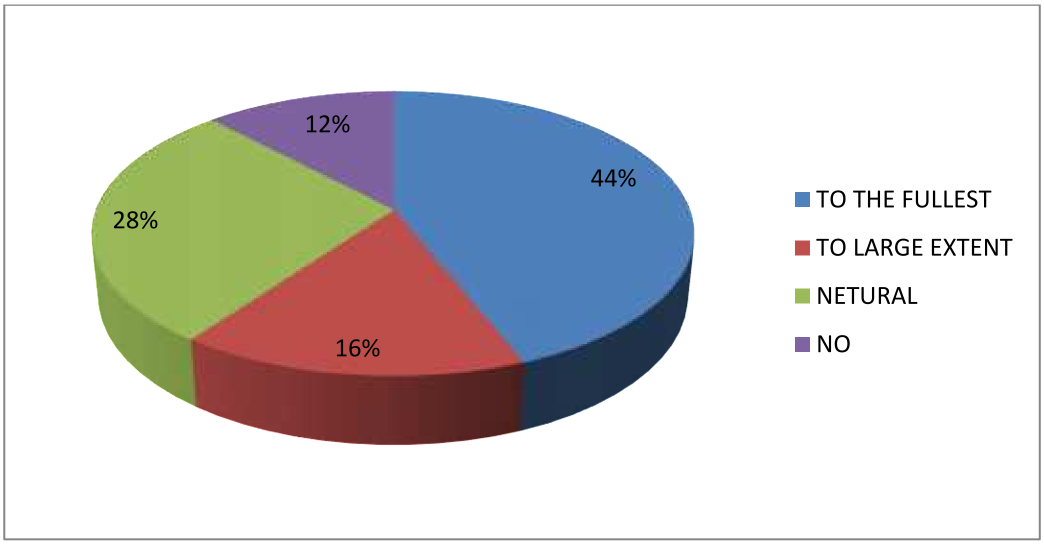
INTERPRETATION

From analyzing above data, we can interpret that enough opportunities are provided to learn new skills.

6. Does the organization provide any safety measures?

Sl.no	Responses	No of Respodents	% of Repondents
1	To the fullest	22	44%
2	To large extent	8	16%
3	Neutral	14	28%
4	No	6	12%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the weather organization provides the safety measures to employee. To the fullest 44%, to large extent 16% natural 12% and 12% employees are saying no, so they are satisfied with company's safety measures. There will be a first aid box kept to each and every worker & having always one ambulance.

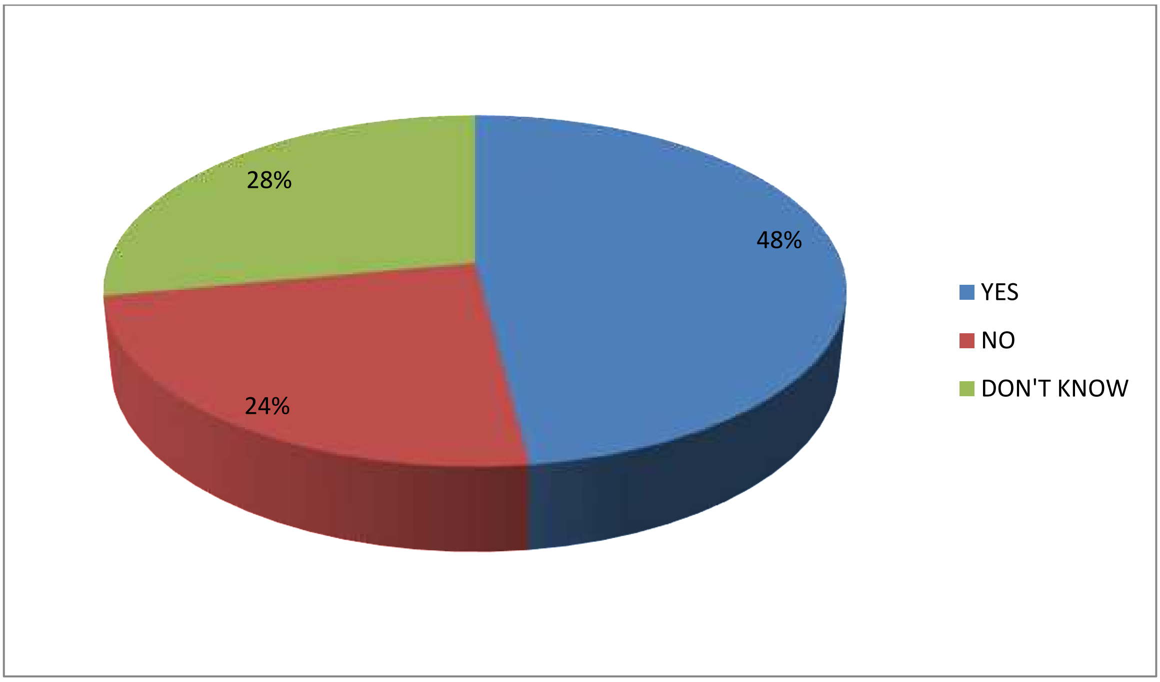
INTERPRETATION

From analyzing above data, we can interpret that there are enough safety measures took in the organization for workers.

7. Is there friendly relation with co-workers?

Sl.no	Responses	No of Respodents	% of Repondents
1	Yes	24	48%
2	No	12	24%
3	Don't know	14	28%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows that the relation with co-works in the organization. Out of 48% are saying that their relation with co-workers is yes. 24% of the employees say their relation is no. And 28% of the employees say that relations with co-workers are don know.

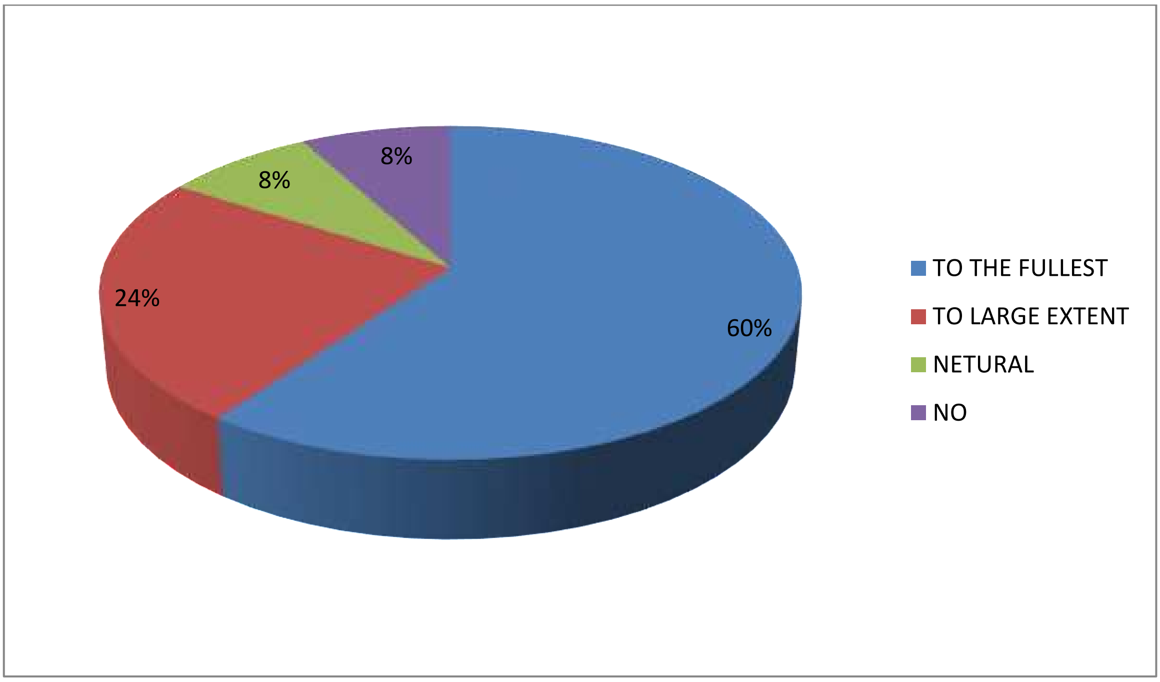
INTERPRETATION

From analyzing above data we can interpret that there is good friendly relation between the workers of the organization.

8. Are medical facilities provided to you?

Sl.no	Responses	No of Respodents	% of Repondents
1	To the fullest	30	60%
2	To large extent	12	24%
3	Neutral	4	8%
4	No	4	8%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows that the organization provides the medical facilities to the employees to the fullest 60%, to the large extent 24%, natural 8%, and no is 8%, it Means they are satisfied with organization's medical facilities.

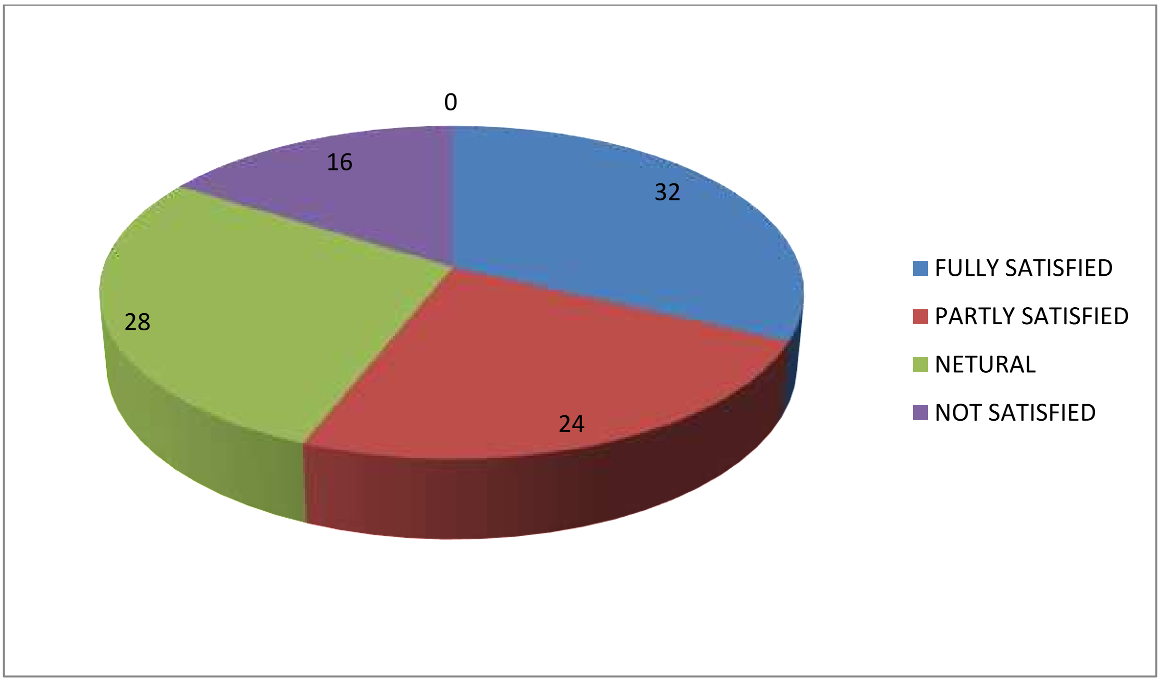
INTERPRETATION

From analyzing above data we can interpret that organization provide enough medical facility to workers.

9. Are you motivated with the organization's financial schemes?

Sl.no	Responses	No of Respodents	% of Repondents
1	Fully motivated	16	32%
2	Partly motivated	12	24%
3	Nutral	14	28%
4	Not motivated	8	16%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the employees are satisfied with the organization's financial schemes. Fully satisfied 32%, partly satisfied 24%, natural 28%, and not satisfied 16%, so they satisfied with company's financial facilities.

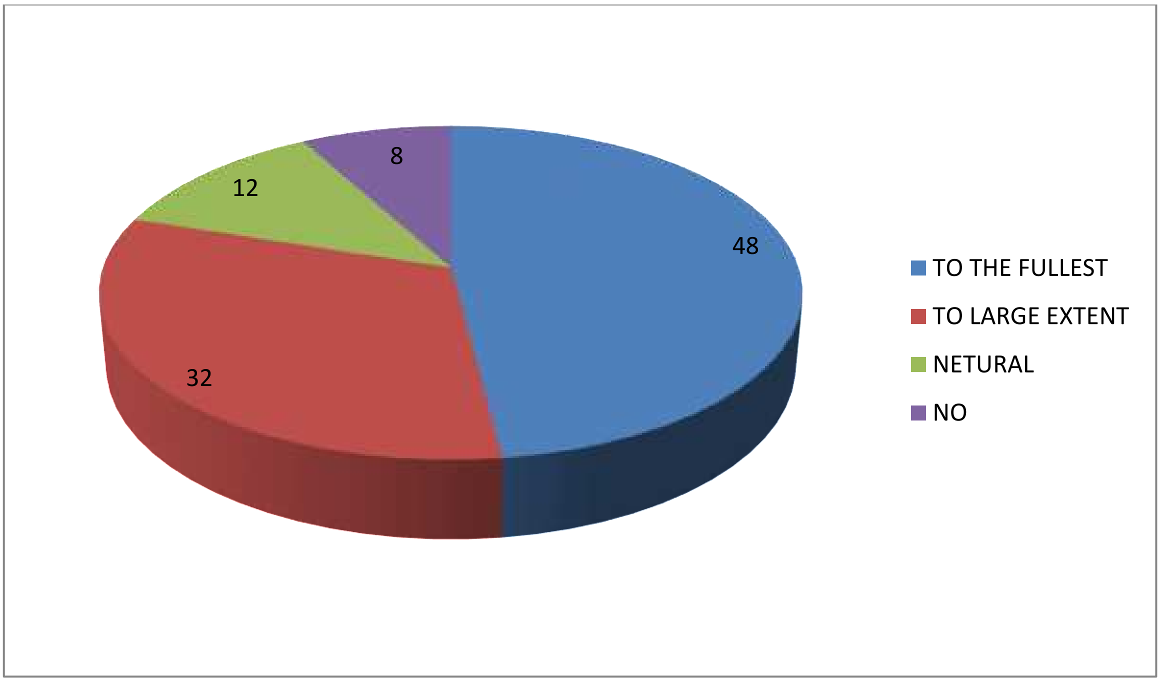
INTERPRETATION

From analyzing above data we can interpret that workers are motivated with the organization's financial schemes.

10. Are you happy with company rules and policies?

Sl.no	Responses	No of Respodents	% of Repondents
1	To The Fullest	24	48%
2	To Large Extent	16	32%
3	Netural	6	12%
4	NO	4	8%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the employees are following company rules and regulation at the work place. Fullest employees are 48%, large extent employees are 32%, natural 12%, and 8% are says no, they follow company's rules regulations.

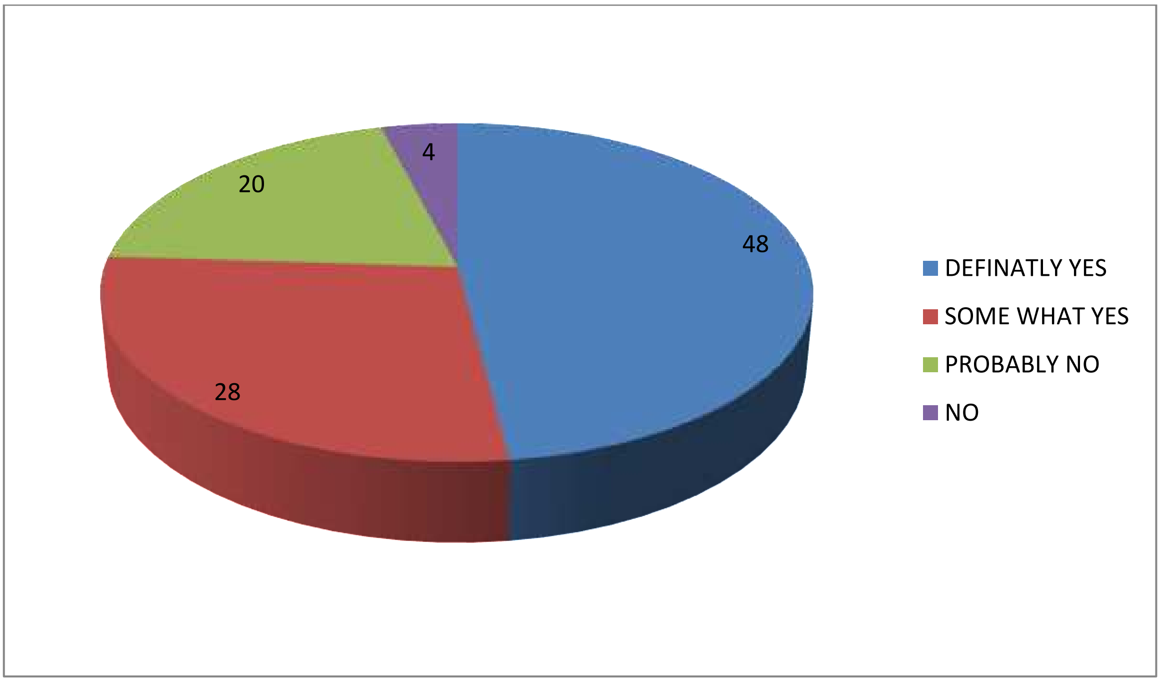
INTERPRETATION

From analyzing above data we can interpret that most of the workers are happy with the company rules and policies.

11. Do you feel secured about your job?

Sl.no	Responses	No of Respodents	% of Repondents
1	Definitely YES	24	48%
2	Some What YES	14	28%
3	Probably NO	10	20%
4	NO	2	4%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the employees are secured about their job definitely yes 48%, somewhat yes 28%, probably no 20%, and 4% are no, they are secured about their job.

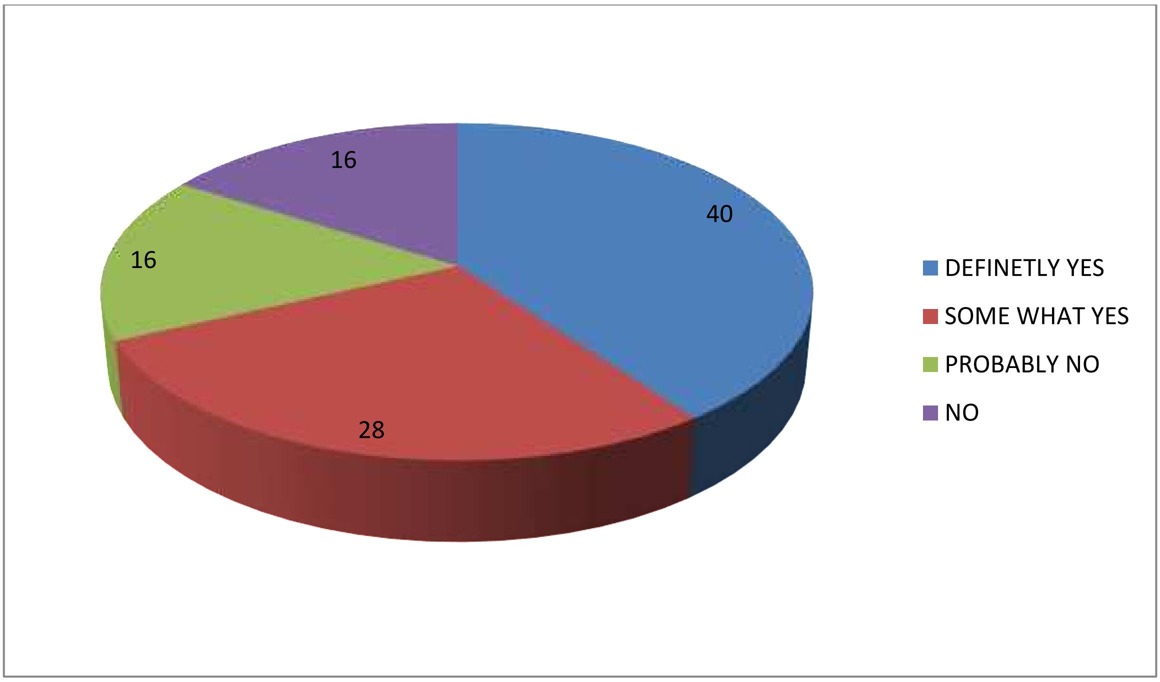
INTERPRETATION

From analyzing above data we can interpret that most of the employees feel secure about their job.

12. Is there team spirit in the organization?

Sl.no	Responses	No of Respodents	% of Repondents
1	Definitely YES	20	40%
2	Some What YES	14	28%
3	Probably NO	8	16%
4	NO	8	16%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the employees have team spirit in the organization.60% of employees says definitely yes,16% of employees says somewhat yes, probably no 12%, and no 12%, each, so they have team spirit in the organization.

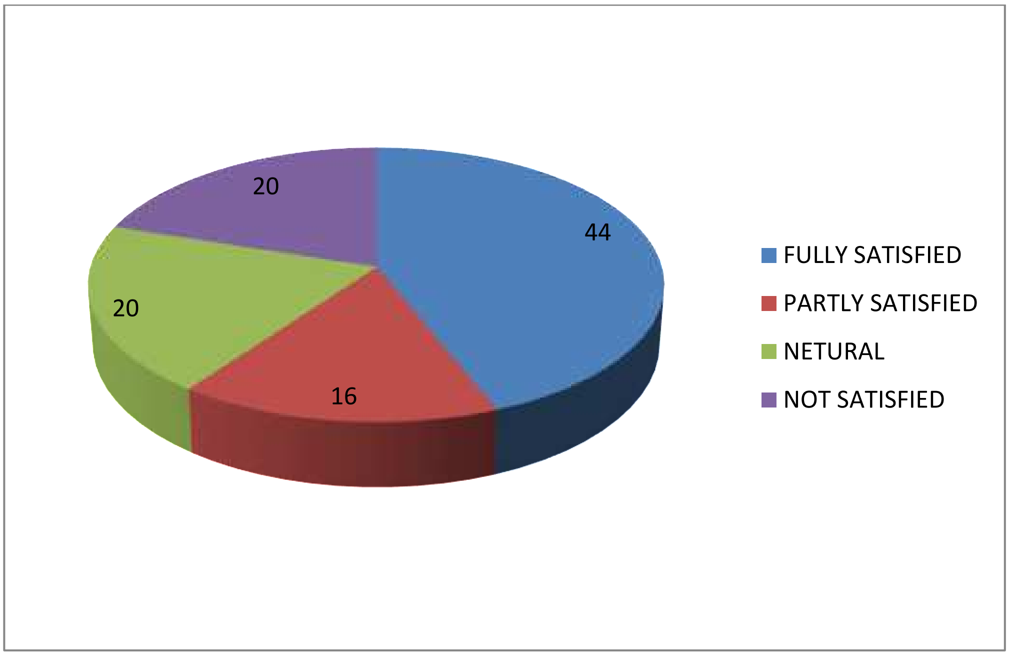
INTERPRETATION

From analyzing above data we can interpret that there is good team spirit in the organization.

13. What welfare facilities motivates you to do job?

Sl.no	Responses	No of Respodents	% of Repondents
1	Definitely YES	22	44%
2	Some What YES	8	16%
3	Probably NO	10	20%
4	NO	10	20%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above tables show the employees are motivated with the organization’s welfare facilities, out of 44%aresaying fully satisfied, 16% partly satisfied, natural 20%, and not satisfied 20%, so they satisfied with company’s welfare facilities.

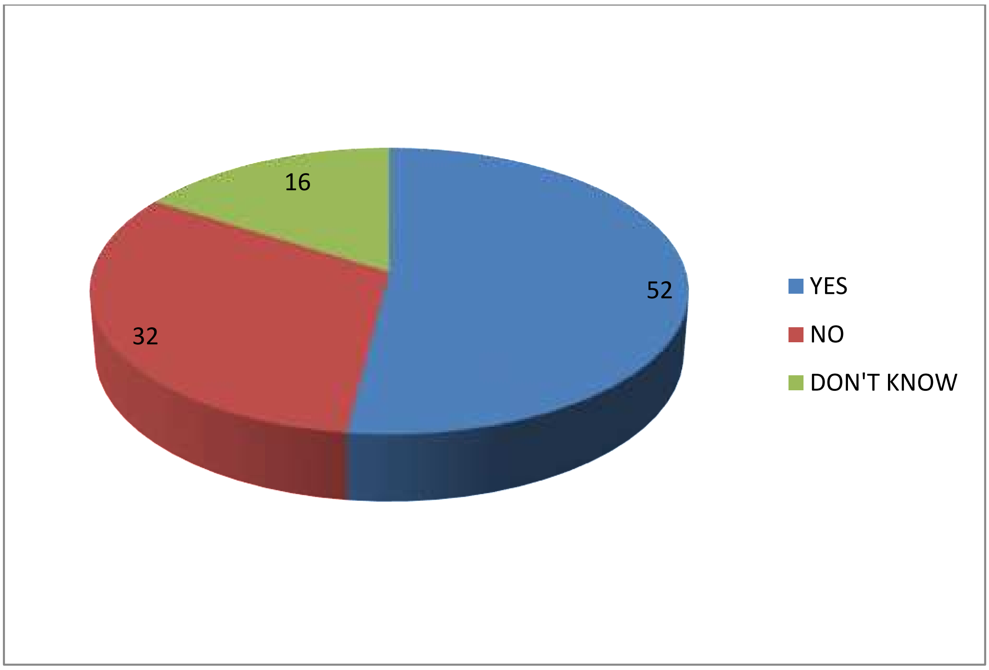
INTERPRETATION

From analyzing above data we can interpret that most of the workers feel that welfare facility motivates workers to do the job.

14. Does company trainingmotivate you as per your requirements?

Sl.no	Responses	No of Respodents	% of Repondents
1	YES	26	52%
2	NO	16	32%
3	DON'T KNOW	8	16%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the management is doing enough motivate to employee at the work place. Out of 52% of employees say yes, 32% no, management helps them to motivate. And 16% of them say don't know.

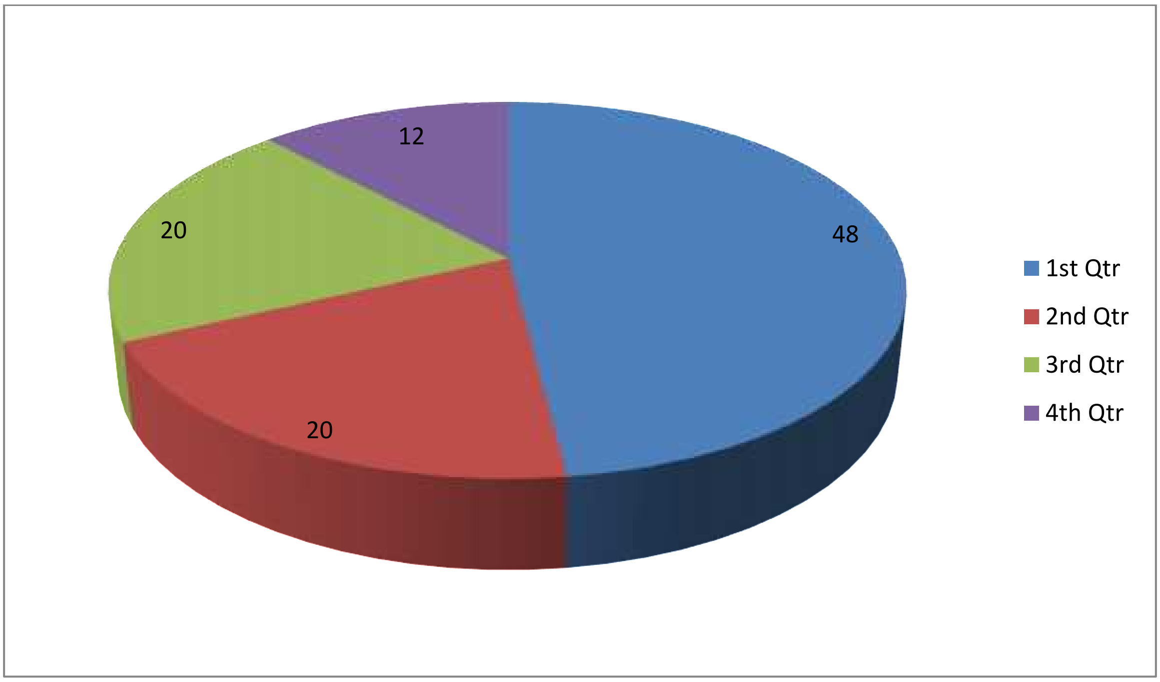
INTERPRETATION

From analyzing above data we can interpret that the company training motivate workers as per their requirements.

15. How would you describe your relationship with your supervisor?

Sl.no	Responses	No of Respodents	% of Repondents
1	Good	24	48%
2	Very Good	10	20%
3	Fine	10	20%
4	Not Good	6	12%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the employees relationship with supervisor, 48% says that good, 20% says very well, fine 20% and 12% says not well.

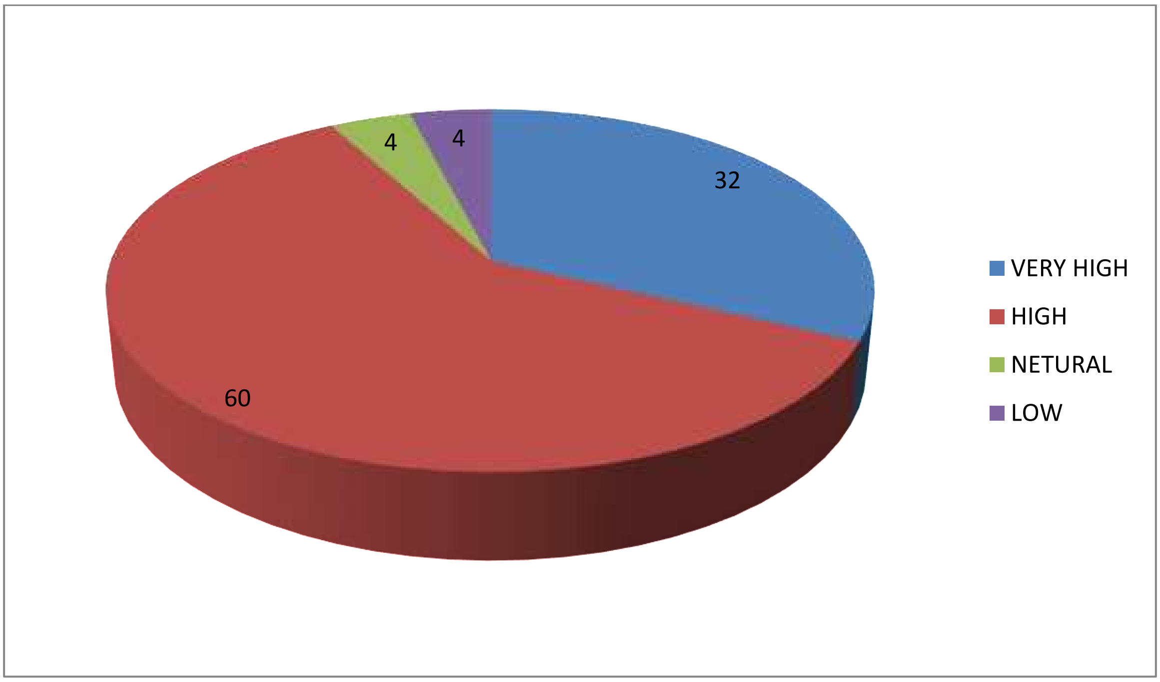
INTERPRETATION

From analyzing above data we can interpret that the workers have good relationship with the supervisor.

16. How would you rate employee motivation in the organization?

Sl.no	Responses	No of Respodents	% of Repondents
1	Very High	16	32%
2	High	30	60%
3	Netural	2	4%
4	Low	2	4%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the employees motivation rate in the organization. Out of 32% of employee says very high, 60%of employees say high, neutral 4% and low of employees 4%.

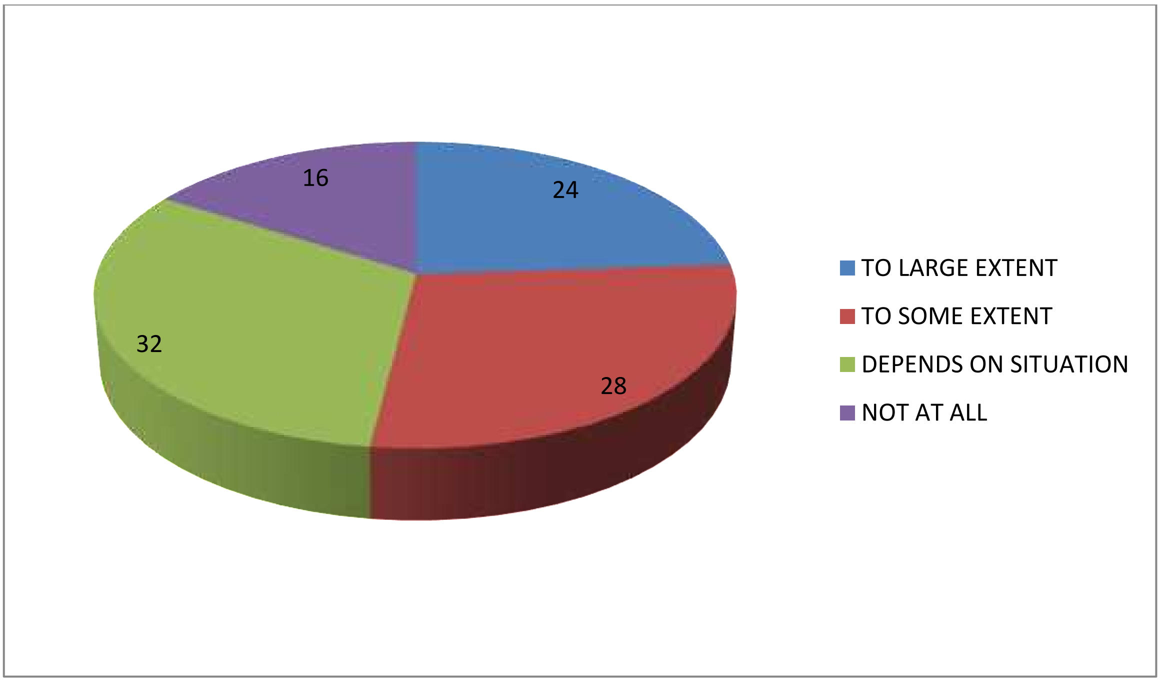
INTERPRETATION

From analyzing above data we can interpret that the workers in the company are highly motivated.

17. Do you feel that your opinion matters in the organization?

Sl.no	Responses	No of Respodents	% of Repondents
1	To large Extent	12	24%
2	To Some Extent	14	28%
3	Depends on situation	16	32%
4	Not at all	8	16%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the employees opinion matters in the organization. Out of 24% are say to large extent and 28% says some extent, 32% employees depend upon situation and not at all employees are 16%.

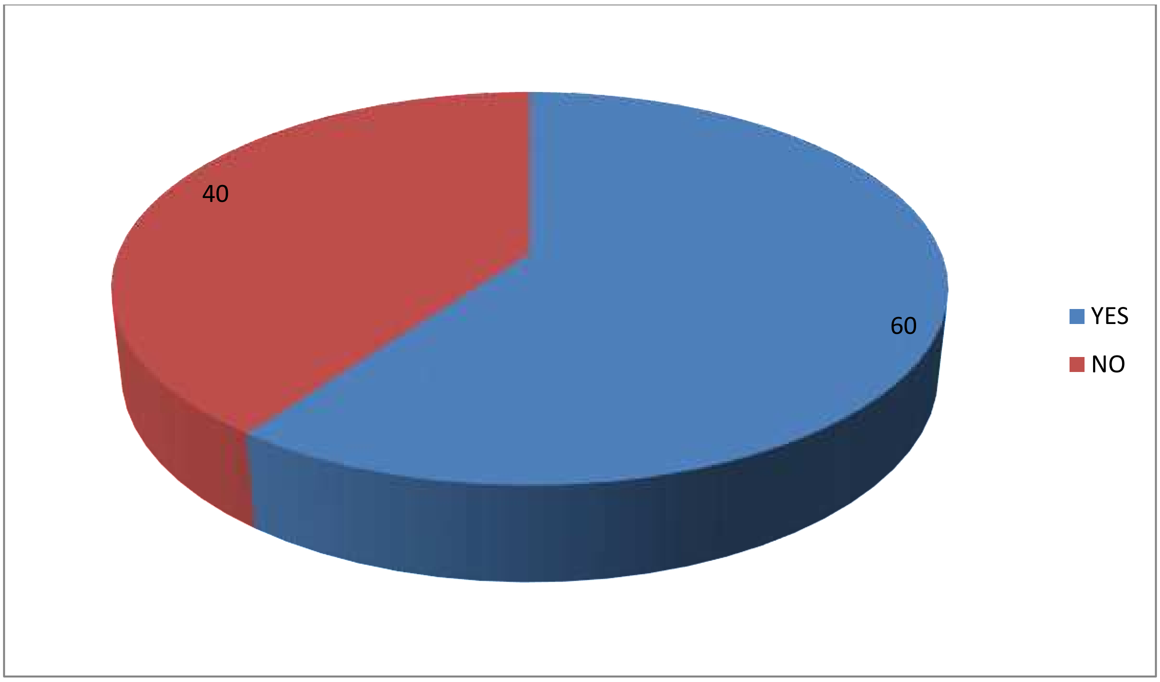
INTERPRETATION

From analyzing above data we can interpret that the workers feel that their opinion matter in the organization.

18. Have you received any kind of recognition for good performance in the last 3month?

Sl.no	Responses	No of Respodents	% of Repondents
1	YES	30	60%
2	NO	20	40%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the any kind of recognition for good performance in the organization. 60% employees say yes, 40% employees say no.

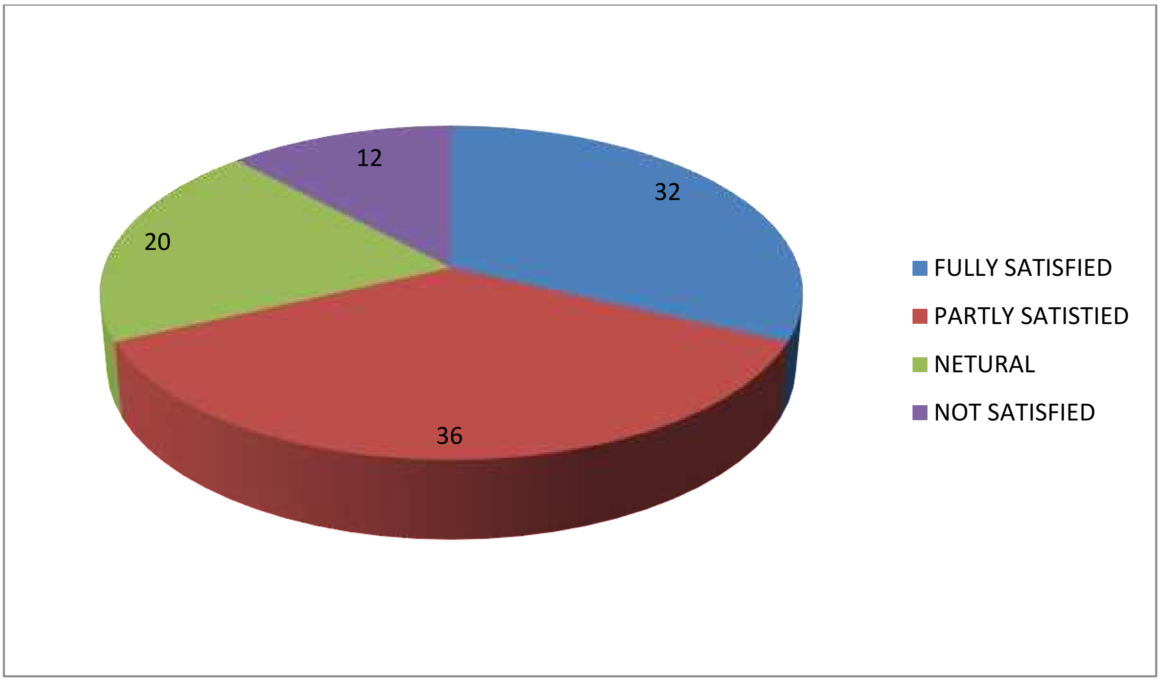
INTERPRETATION

From analyzing above data we can interpret that employees are recognized for their good performance in the organization.

19. Does salary motivates you to do job properly?

Sl.no	Responses	No of Respodents	% of Repondents
1	Fully Satisfied	16	32%
2	Partly Satisfied	18	36%
3	Neturral	10	20%
4	Not Satisfied	6	12%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows employees are satisfied with the salary.32% fully satisfied employees, partly satisfied 36%natural 20%, and not satisfied employees are 12%.

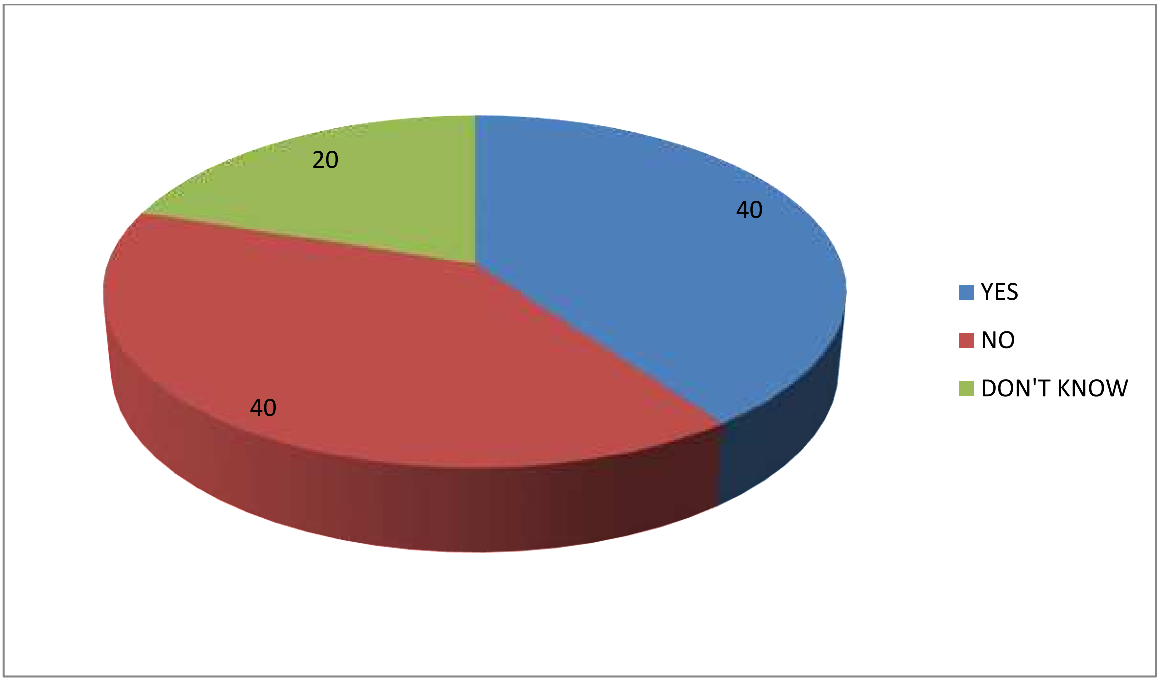
INTERPRETATION

From analyzing above data we can interpret that salary is the main motivating factor to do job properly.

20. Is there any leave facility and compensation facility available to you?

Sl.no	**Responses**	**No of Respodents**	**% of Repondents**
1	Yes	20	40%
2	No	20	40%
3	Don't know	10	20%
Total		50	100

GRAPHICAL REPRESENTATION



ANALYSIS

The above table shows the employees have any leave facility and compensation facility. Some employees are saying yes of 40%, and 40% no, 20% employees don't know.

INTERPRETATION

From analyzing above data we can interpret that workers are provided with good leave facility and compensation.

FINDINGS

On the basis of the data analysis and interpretations the research comes to know that following points:

- The employees of the company are highly motivated to perform their tasks.
- The workload is not planned in the most efficient way possible.
- Mutual understanding with the co-workers is good, but not great.
- Feedback is collected from the employees, but not on a regular basis.
- The workers of the company are lagging in communication skills.

SUGGESTIONS

After finding out the Survey Report on Employees Motivation, the conclusions the following suggestions can be made:

- Improve the communication skill among the workers.
- The company should take feedback from the employees on a regular basis.
- The work load should be planned that each gets equal, good and sufficient work so that they work as much efficiently on that.
- When we have mutual understanding with co-worker it is motivating factors work at work place
- Some workers haven’t been aware of medical facilities.
- Company does motivate and gives the training about the work

CONCLUSION

Employee motivation provides the information about the employeesproblems, their working conditions and mainly employees relation with the supervisor and colleagues .As well as satisfaction level of employees.

I came to know that the employees are satisfied with the job and facilities provided to them. And they are highly motivated because the Number of employees is less so the management has provided all the facilities and motivated them to perform better.

BIBLIOGRAPHY

The above report written &submitted by me is truly based on the relevant data given by the Manager SHRI, BHARAT PATIL, of SHRI IRON WORKS LTD,BELAGAVI``& under the guidance & co-operation of our college professor`s SHRI, SHIVAKUMAR SIR.

Sl.no	Topics	Authors
1	HUMAN RESOURCE MANAGEMENT	P . S U B B A R A O
2	HUMAN RESOURCE MANAGEMENT	G . B . B A L I G A R
3	ANNUAL REPORT OF THE COMPANY	………………………….

By referring the above mentioned books I am thankful to the authors & publishers & net provides for completion the project work of ``HRA SHREE IRON WORKS`` SUCCESSFULLY.

WEBSITE:

- www.shreeironworks.com

By referring the above mentioned books we are glad in completion of the project report of SHREE IRON WORKS LTD, BELAGAVI.

ANNEXURE

Questionnaire about Employee Personal Data

Name:……………………………………………………………………………………….

Designation

Age

1. Are you aware of what work is expected of you at the work place?
- Definitely yes
- Somewhat yes
- Probably no
- No

2. Does the organization provide the resources and equipment to you to complete your task?
- To the fullest
- To large extent
- Natural
- No

3. Do you think the management is doing enough motivate to you at the work place?
- To the fullest
- To large extent
- Natural
- No

4. Do you understand your organization’s vision and mission?
- Definitely yes
- Somewhat yes
- Probably no
- No

5. Do you get proper opportunities to learn new skills?
- To the fullest
- To large extent
- Natural
- No

6. Does the organization provide any safety measures?
- To the fullest
- To large extent
- Natural
- No

7. Is there friendly relation with co-workers?
- Yes
- No
- Don't know

8. Are medical facilities provided to you?
- To the fullest
- To large extent
- Natural
- No

9. Are you motivated with the organization's financial schemes?
- Fully motivated
- Partly motivated
- Natural
- Not motivated

10. Do you follow company rules and policies?
- To the fullest
- To large extent
- Natural
- No

11. Do you feel secured about your job?
- Definitely yes
- Somewhat yes
- Probably no
- No

12. Is there team spirit in the organization?
- Definitely yes
- Somewhat yes
- Probably no
- No

13. What welfare facilities motivates you to do job?
- Fully motivated
- Partly motivated
- Natural
- Not motivated

14. Does company trainingmotivate you as per your requirements?
- Yes
- No
- Don’t know

15. How would you describe your relationship with your supervisor?
- Good
- Very good
- Fine
- Not good

16. How would you rate employee motivation in the organization?
- Very high
- High
- Natural
- Low

17. Do you feel that your opinion matters in the organization?
- To the fullest
- To large extent
- Natural
- No

18. Have you received any kind of recognition for good performance in the last 3 months?
- Yes
- No

19. Does salary motivate you to do job properly?
- Fully motivated
- Partlymotivated
- Natural
- Notmotivated

20. Is there any leave facility and compensation facility available to you?
- Yes
- No

- Don’t know

SKE SOCIETY'S

RPD COLLEGE OF ARTS AND COMMERCE DEPT OF BBA

BELAGAVI

A project report on

"EMPLOYEE MOTIVATION"

Undertaken At

"SHREE IRON WORKS"

Submitted By

MS ANUJA KHARE

Reg. No. B1811203

BBA 6th Sem.

Under the guidance of

Organizational Guide

Mr. Ashok Shinde

Institute Guide

Prof. S.S SHIMANGOUDAR

SKE SOCIETY'S

RPD COLLEGE OF ARTS AND COMMERCE DEPT OF BBA

BELAGAVI

(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

Certificate

This is to certify that **MS. ANUJA KHARE, REG NOB1811203 FROM RPD COLLEGE OF BBA BELGAVI** has satisfactorily completed the project at **SHREE IRON WORKS**in partial fulfilment of award of Bachelor's Degree in Business Administration by **Rani Channamma University, Belagavi** for the year 20-21

Guide — PROF. S.S SHIMANGOUDAR

Director — PROF. S.S SHIMANGOUDAR

DECLARATION

I, **Anuja Khare** of 6th semester B.B.A. studying in **RPD COLLEGE OF ARTS & COMMERCE DEPARTMENT OF BBA** Belagavi, hereby declare that this project is genuine and original work of study prepared by me. It is based on the date and information collected by me. To my best Knowledge and brief, the matter presented in the report has not been copied from any report to the Rani Channamma University, Belagavi to get the award of Bachelors in Business Administration or any other courses offered by, Rani Channamma University, Belagavi or any other University.

Date:

Anuja Khare

Place: Belagavi

ACKNOWLEDGEMENT

A remarkable Experience of major concurrent project in **SHREE IRON WOKS** Belagavi augmented my knowledge for which I must thank and am grateful to the management.

There are lot of people who have helped me in the course of completion of this project I would like to express my thanks to some of them here. I would like to thank Mr. Ashok Shinde, for giving me privilege to undergo the project in his organization. I would like to express my intense feeling and gratitude towards them.

I sincerely thank our Director and internal guide **Prof. S. S. Shimangoudar** for hisco-operation and guidance provided to me while carrying out the project.

Last but not the least I would like to thank all those people to have helped me directly or indirectly in completion of this project.

Anuja Khare

Shree Iron Works

Graded C.I. Cat Iron
Plot no. 138, Machhe Industial
Belagavi - 590014
Cell : 9341107186

Date :-

CERTIFICATE

This is to certify that Mrs. Anuja B. Khare Reg No. B1811203 From RPD College of BBA, Belagavi. Has under gone a Project on Employee Motivation at Shree Iron Works, Machhe Industrial, Belagavi during the period 02-08-2021 to 01-09-2021

During his stay with us, his character and conduct was good.

For Shree Iron Works

Partner

INTRODUCTION

TITLE: A study on **EMPLOYEES MOTIVATION** at Shree Iron Works, Udyambag.

NEED FOR STUDY:

This survey allows understanding of employee's motivation. It is one of the major issue faced by every organization. And it also should be remembered that a workers may be immensely capable of doing some work: nothing can be achieved if the workers is not willing to work. So this study affects the stream and what can be done to motive to improve the factors which will motive the employees and organizational function.

Hence this study is undertaken so as to determine the level of employee motivation among employees related to Shree Iron Works and to determine the impact of the team spirit, peers relationship and culture adopted also to identify the factors the contribute towards encouraging the level of motivation.

OBJECTIVE OF THE STUDY

- The study helps to know the motivational level in the company.
- The study helps the organization to make new strategies to motivate the employees.
- To study the motivating factors needs to the employees.
- To study understand and analysis the importance of employees in an organization.

SCOPE OF STUDY

This study is limited to the Shree Iron Works, Udyambag, Belagavi. Enables us to understand the employee’s motivation regarding some factors which contributes to individual and organizational, employee’s satisfaction working environment, employee’s moral, benefits, salary, facilities provided, training and development, job security and it also focus on the family welfare.

METHODOLOGY OF THE RESEARCH

Research in common parlance refer to research for knowledge and also is a systematic method of finding solution of problem.

According to **Clifford Woody.** Research comprises defining and redefining problems, formulating hypothesis or suggested solution; collecting, organizing and evaluating data, making deduction and reaching conclusion and at the last carefully testing the conclusion to determine whether they fit the formulating hypothesis.

DATA COLLECTION SOURCES

The research design descriptive. The primary information collected through Questionnaire. The Questionnaire personally given to the workers

DATA COLLECTION METHOD

- **Primary source**
  Questionnaire
  Personal interaction
- **Secondary Sources**
  Company profile referred

DATA COLLECTION METHOD

1. LITERATURE METHOD: In this method I went to the documents and files given to me by the company.
2. INTERVIEW: This is a time consuming method. Because when individually interview is taken about their working life as well as their personal life, this has given me clear view of their attitude towards their company. Relationship with their company and with their supervisors and colleagues.
3. QUESTIONNAIRE: Here the set of questions are listed and questions are asked to fill up the questionnaire. I prepared a questionnaire with the help of Human Resources Department.

SAMPLING DESIGN

Sample area	**:**	Shree Iron Works
Sampling Unit	**:**	Workers
Sample Size	**:**	50
Sampling Method	**:**	Random sampling.

LIMITATIONS OF STUDY

1. The study was limited for 30 days.
2. Study was restricted to the employees of Shree Iron Works Belagavi.
3. Some of the employees were reluctant to give their responses for few questions.
4. The data was collected through questionnaire responds from workers may not be accurate.
5. Interaction with the employees was limited because of the work schedule.

COMPANY PROFILE

NAME OF COMPANY	:	SHREE IRON WORKS
COMPANY STARTED	:	2001
PROPRIETOR	:	Ashok Shinde
ADDRESS	:	SHREE IRON WORKS. 138/2 MACHHE .INDUSTRIAL ESTATE, Udyambag, Belagavi. 590 008 Karnataka.
TELEPHONES	:	OFF: -0831 - 2442808,
Email	:	Shree Iron Works @gmail.com
CONSTITUTION	:	PARTERNSHIP CONCERN.
TYPE OF INDUSTRY FACTORIES ACT)	:	SMALL SCALE INDUSTRY (UNDER
LINE OF ACTIVITY MACHINED	:	MANUFACTURING. PRECISION
		ENGINEERING COMPONENTS GRADED
CAST IRON		
		ALLOY AND STEEL CASTING

COMPANY NAME		**SUPPLY OF PRODUCT**
TATA MOTORS.PUNE		**(SINCE 2003)** PULLEYS, BUSHES COVERS & FAN INTERMEDIATE RING.
TELCON. DHARWAD	:	SWING FRAME, SLIDER FRAME & AXLE IN S.G.IRON
TRIDENT POWERCRAFT	:	C.I.CASTIN HUBLI/BANGLORE.
LOTUS ENGINEERING. BELAGAVI	:	C. I. CASTING. S. G. IRON ALLOY CASTINGS
THYSEN KRUPP. MUMBAI	:	S. G. IRON ALLOY CASTINGS
TURBOVENT INDUSTRIES **PVT LTD. HYDRABAD**	:	C.I .CASTING S.G.IRON & CASTINGS
WEIR MINERALS (I) PVT LTD. **BANGALORE**	**:**	C. IRON & CASTINGS S. G. IRON CASTINGS

COMPETITORS

Shree Iron Works having many competitors in Belagavi Some of them are:

- Shree Enterprises
- Belagavi Forecast
- Delta Enterprises
- Universal Transmission
- Lotus Engineering

FACILITIES

INSTALLED MACHINES & FACILITIES IN MACHINE SHOP

1. CNC turning center dia 200 sands precision 2

2. Shimoga type lathes dia 10" to dia 25" Mysore Kirloskar& 13 other brands

3. Vertical balancing 30 kg cap Aditi Engineers 1 machine

4. Vertical broaching 3 ton cap Chimaho makes 1 machine

5. Brinell hardness tkb-3000(m) fine manuf. 1 tester

6. Drilling machines 1" cap kbl make 3

7 tool grinder 6" cap electro craft 1

8. d. g. set 82.5 kvakec/koel 1

9. Computers Pentium iii Intel make 3 (with internet)

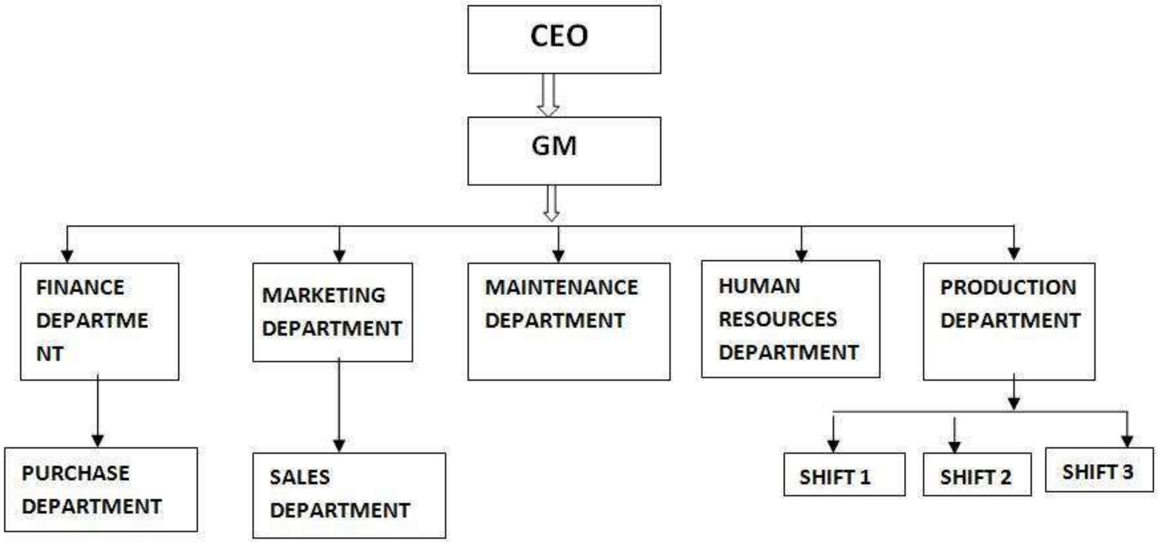
10.lathes / drilling / milling-small & big (with our sub contractors) 100

WORKING SHEDULE

Workers are worked around 24 hours in three shifts.

Morning shift	08:00am TO 04:00pm
Lunch Break	12.30pm
Afternoon Shift	04:00pm TO 12:00am
Night shift	12:00am TO 08:00am

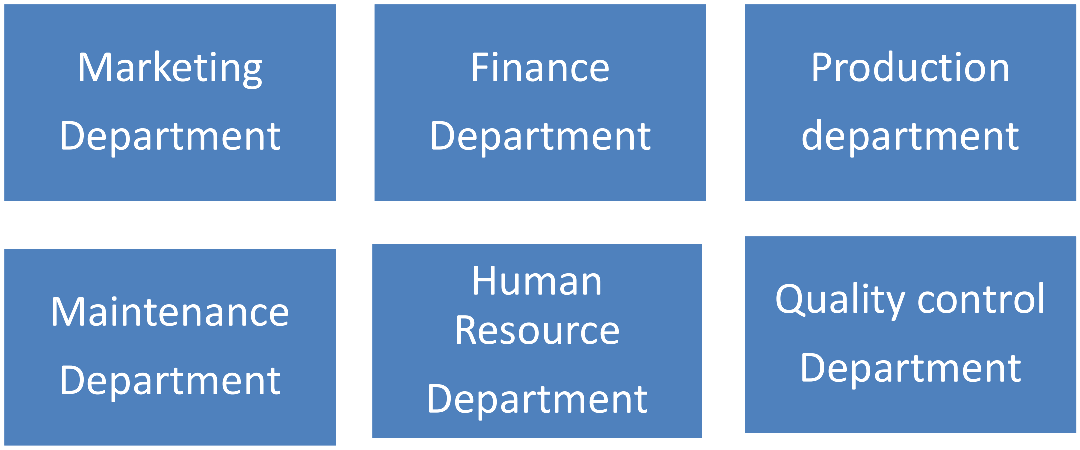
ORGANISATION CHART



DEPARTMENTS

- Marketing Department
- Finance Department
- Production Department
- Maintenance Department
- Human Resource Department
- Quality Control Department

DEPARTMENT FLOWCHART



FINANCE DEPARTMENT

Is one of the most important function in the organization. It is the lifeblood of the company's financial management involves the preparation of budget which will be useful for the future decision and it will give information about the company's financial position to the customer credit.

This department is concerned with the maintain of account of the company. the department helps in the development of the company. The main work of this department is not only to provide the monitory supply but also to cut the expenses through cost cutting as these department control the expenses.

Functions of finance department

- Arranging of fund
- Proper allocation of funds
- Preparation of cash budget
- Administration responsibility such as monthly P&L account.
  Cash flow and fund flow statement

Operation performance report.

- Maintaining and controlling expenditure.
- Valuation of inventories, scrutinizing ledgers
- Complying with statutory responsibility like excise, tax, sales tax etc
- Bank transaction like cheque deposition and with drawls.
- Proper attention is to be lubricating, repairing, cleaning, inspection etc

  Financial department prepares pay role, the fund would be released by the financial department for the salary and wages to respective department. The management would be decide the payment date, which be by the end of the first week of month.

PRODUCTION DEPARTMENT

This department plays a major role in planning coordination and controlling of the production related activities. They undertake the estimation of the materials and equipments that will be required in producing a particular product and also scheduling of production process. They also estimate the time require to produce each of the products of particular machine.

In these machine shop various components and parts required for building hydraulic presses, pumps. Power packs, cylinders are produced and machined through the sequential process, there are different for machining and producing different parts and components.

Assembling once the framework of the machines and the components are ready, and then the components and the parts are assembled in the frame body.

Production department in it over all aspects regarding the production of the product procurement of raw material to assembling and till the product is dispatched.

STORAGE DEPARTMENT

In storage department all the raw material and finished products are stored, with the care and maintenance. These department plays roll to store raw material and maintain the account of each and every material which comes in and supply these materials to different production operation.

Storage department are receive raw material from suppliers and store it in to storage and supply these material to different production or process. Also they store the product which is completed, packed and ready to send out. From here they distribute these finished products to their customer.

Functions

- Received the material raw from supplier
- To maintain the account of each and every material in detail
- To protect these material from damage
- Supply the material to different production or process according to the requirement
- To collect the finished product and store it safely
- To distribute these finished good their customer

After the finished product following are the main function.

- This department looks after the packing respects and assembly of the finished goods.
- Keeping records of finished goods in respective bins.
- As and when customer requirement comes dispatching products.
- Stores can even reject the material when the goods are not to accordance.

QUALITY CONTROL DEPARTMENT

To maintain a good quality of the product and service is a responsibility of the company. Quality of a product or service that is defect-free, compromise-free, complaints free and on the time with planned features that will make the company to maintain good relationship with their customers for long time to own the brand.

Function

- Quality assurance her job is checked after each and every stage/step.
- Quality checking-here only finished jobs are checked.
- Highly advance CNC inspection technology.

MARKETING DEPARTMENT

The main objectives of the marketing department is to identity the needs of the customers, and satisfy them accordingly as the process buying and selling in based on the demand and supply analysis.

Functions

- Receive the order and dispatch the goods at the right time as per customer companies.
- To make sure that the quality of goods is maintained.
- Focus on the customers.
- General Manager shall receive the specifications received from the customers for completeness and technical feasibility.
- Price to be quoted shall be indicated in the cost estimation sheet by GM.
- Proposal contain the complete details of product provided like the specification of the product
- Commercial aspects
- Delivery schedules
- Details of any other contractual requirement if necessary.
- Deputy GM for which records shall be maintained along with respective officer shall handle any clarifications required by the customers.

EMPLOYEE MOTIVATION

Motivation is the psychological feature that arouses an organism to action towards a desired goal the reason for that action. Substituted “Organism” with a human being and you begin to get it. An implication of the definition actions to achieve out goals.

Motivation is the combination of a person’s desire and energy directed at achieving a goal. It is the cause of action. Motivation can be intrinsic, such as satisfaction and feelings of achievement; or Extrinsic such as reward punishment etc. so goals can obtainment. Not all people are motivated by the same thing and over time their motivation might change. Motivation is a kind of driving force that encourage an individual to get going. It is a kind of boost to the self confidence, faith and inner conscience of a person.

Now days employees have been hired trained and remunerated they need to be motivated for better performance. Motivation in simple terms may be understood as the set or force that causes people to behave certain ways. People are motivated rewards something they can relate to and soothing they can believes it. And also now time has changed people want more.

A motivated employee generally is more quality oriented. And also they are looking for better ways to do job. It is the responsibility of managers to make employees look for better ways of doing their jobs. And it also depend on their ability to do but also in their will to do or motivating employees are often providing an environment in which appropriate goals are available for needs satisfaction.

So motivation is essential for any company because employee is Asset of any company. Motivation is important for the growth of employees as well as growth of the organization.

DEFINIATION:

According to the Encyclopedia of Management.

“Motivation refers to the degree of readiness of an organization to pursue some designated goal and implies the determination of the nature and locus of the forces, including the degree of readiness.”

Why is employee motivation important?

Because in todays down economy, it's more important than ever to have a motivated workforce. That's because a motivated employee is a productive employee. And a productive employee is a more profitable employee. See how that works? When people aren't motivated, they become less productive, less creative, less of an asset to your company. Now more than ever, we need motivated employees!

Then, obviously, the answer is: So you can stay in business. With that in mind, here are some ways you can get your employees motivated, enthused, and ready to go conquer the world.

IMPORTANCE OF MOTIVATION

Motivation is one of the most crucial factors that determine the efficiency and effectiveness of an organization with its help a desire is born in the minds of the employees to achieve successfully the objective of the enterprise. All organizational facilities will remain useless people are motivated to utilize these facilities in a productive manner. Motivation is an integral part of management process. An enterprise may have the best of material, machines and other means of production but all these resources are meaningless so long as they are not utilized by properly motivated people. There was a time when the human resource of production was treated like other non-human resources and was not given any special importance. But this old concept has lost all importance in this competitive age classifying the importance of motivation RenisLikert has called it. "The core of Management".

The importance of motivation becomes clear from following facts:

1. High Level of Performance.
2. Low Employee Turnover and Absenteeism.
3. Easy Acceptance of organizational changes.
4. Good human relations.
5. Good image of organization.
6. Increase in Morale.
7. Proper use of Human Resource Possible.
8. Helpful in Achieving Goals.
9. Builds Good relations among employees.
10. Easier Selection.
11. Facilities Change.
12. Employees are more tend to be efficient as possible by improving upon their skills and knowledge so that they are able to contribute to the progress of the organization.
13. Motivated employees are generally more quality oriented.
14. Highly motivated worker are more productive than a pathetic worker.

SWOT ANALYSIS

Here we can see the strong and weak points and features opportunities and Risk Company and going to face.

S- Strengths

W- Weaknesses

O- Opportunities

T- Threats

STRENGTHS.

- Both the combination of work i.e man and machinery
- Very simple and efficient management
- Company has good management system

WEAKNESS

- The company requires land to increase the plant
- Safety measures not followed very strictly
- There is no interaction between workers and management
- There is no such training is given to the employee

OPPORTUNITIES

- Well maintained valued for the business
- Scope in making the company fully machineries
- To create the nice manufacturing segment

THREATS

- Increasing number of competitors
- Heavy competition as industry is going global

THEORIES OF MOTIVATION

According to needs theories of motivation. Motivation is the willingness to exert high level of efforts towards organizational goals. Conditioned by the efforts ability to satisfy serve individual needs.

Understanding what motivated employees and how they were motivated was the focus of many researched following are the five major approaches that have deal to our understanding of motivation are

- Maslow’s need hierarchy theory
- Herzberg’s two factor theory
- Vroom’s expectancy theory
- Adam’s Equity theory
- Skinner’s reinforcement theory.

According To Maslow Theory

Human need from a hierarchy, starting with the physiological need and ascending to the need of self-actualization. He says when one set of needs are satisfied, they no longer work as motivators as a man seeks to satisfy the next higher level need would motivate employees.

Herzberg's two factor theory

Maslow's theory has been modified by Herzberg and he called it two factor theory of motivation. He says that there are certain satisfier and dissatisfies for employees at work. Intrinsic factors are related to satisfaction. And Extrinsic factors are related to dissatisfaction.

In short he explain this theory in certain factors the absence of the because no dissatisfaction but their presence has motivational impact.

INTRINSIC	EXTRINSIC
Achievement	Company policy and Administration
Recognition	Relation with supervisors
Advancement	Peer relation
Work itself	Pay
Possibility of work	Job security

According to Adams theory

This theory introduced by J.Stacy Adam.This theory argues that a major inputs job performance and satisfaction is the degree of equity that people perceive in their work situations.

In simple words that employees strive for equity between themselves and other workers. Equity is achieved when the ratio of employees' outcomes over inputs is equal to other employee outcomes over inputs.

According to Skinner theory

This theory also known as Reinforcement theory. In this theory skinner says that work environment should be made suitable to the individual and that punishment actually leads to frustration and de-motion. Hence the only way to motivate is to keep on making positive changes in the external environment of the organization.

According Vroom's theory

The most widely accepted an explanation of motivation has been propounded by victor vroom. His theory is commonly known as expectancy theory. In simple expectancy theory says that an employee can be motivated to perform better when there is a belief that the better performance will lead to good performance appraisal and that this shall result into realization of performance appraisal and that this shall result into realization of personal goal in form of some reward. The theory focuses on three things:

- Efforts and performance relationship
- Performance and reward relationship
- Reward and personal goal relationship

According to McGregor's theory

McGregor, states that people inside the organization can be managed in two ways. They are

Negative (X Theory)

Positive (Y Theory)

McGregor says that the nature of human beings is based on a certain grouping of assumptions and that he or she tends to mold his or her behavior towards subordinates according to these assumptions.

Under the assumptions of theory X:

- Employees inherently do not like work and whenever possible, will attempt to avoid it.
- Because employees dislike work, they have to be forced, coerced or threatened with punishment to achieve goals.
- Employees avoid responsibilities and do not work fill formal directions are issued.
- Most workers place a greater importance on security over all other factors and display little ambition.

In contrast under the assumptions of theory Y:

- Physical and mental effort at work is as natural as rest or play.
- People do exercise self-control and self-direction and if they are committed to those goals.
- Average human beings are willing to take responsibility and exercise imagination, ingenuity and creativity in solving the problems of the organization.
- That the way the things are organized, the average human being's brainpower is only partly used.

On analysis of the assumptions it can be detected that theory X assumes that lower-order needs dominate individuals and theory Y assumes that higher-order needs dominate individuals.

ROLE OF HUMAN RESOURCE

Human Resource roles are evolving from not only looking at Recruitment, Human Resource practices benchmarking or dealing with people issue. Human Resource has bigger role of a facilitator and employees engagement. What’s more every head of department or the organization has Human Resources roles are:

- Advise
- Guide
- Help
- Assist
- Support
- Consult
- Services

VISION STATEMENT OF HUMAN RESOURCE DEPARTMENT

Human Resources, in strategic partnership with leadership, promotes **STARS** by providing programs and services that support the company's mission, department goals and employee needs.

SUPPORT- Supports employee by administering and continuously evaluating policies, practices and programs for enhancement.

TRUST- Ensures fair and consistent treatment for all employees.

ANALYSIS- Plans and continuously analyzes staffing needs as well as the effectiveness of employee by ensuring the right people are in the right position at the right time.

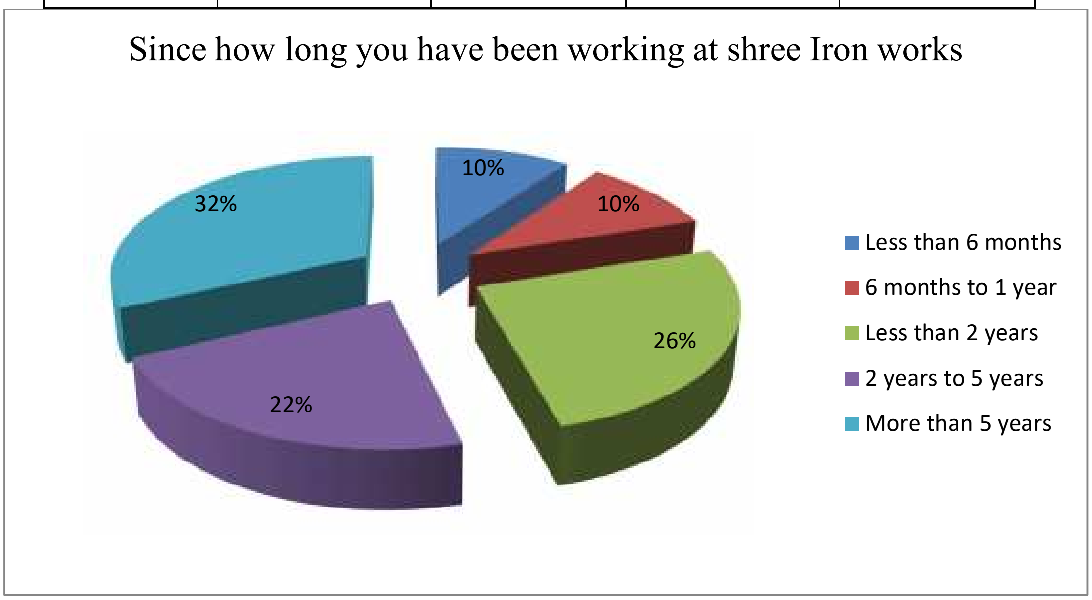
RESULTS- Provides resources that permit employee/owners to focus on achieving results.

SATISFACTION- Enhances employee satisfaction by developing reward and recognition programs focused on achievement, competency, value and commitment.

DATA ANALYSIS AND INTERPRETATION

1) Since how long you have been working at Shree Iron works?

Less than 6 months	6 months to 1 year	Less than 2 years	2 years to 5 years	More than 5 years
5	5	13	11	16



Analysis

32% of the employees have been working, for more than five years, at shree Iron works.

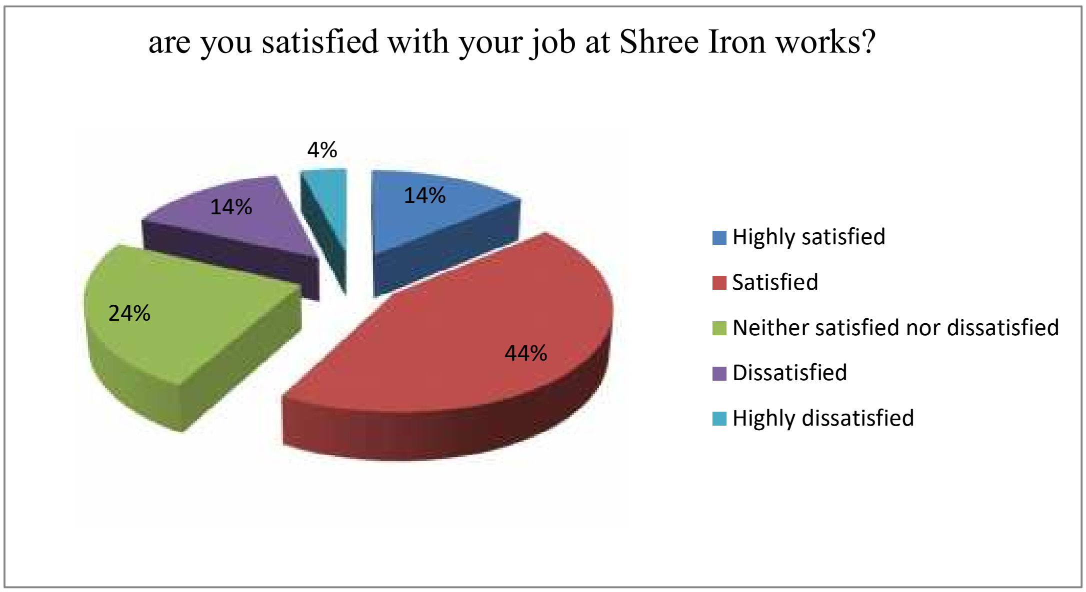
- ✓ 26% of the employees have been working, for more than two years, at shree woks.
- ✓ 22% of the employees have been working, for more than two years, at Shree Iron works.
- ✓ 10% of the employees have been working, for more than six months at Shree Iron works.
- ✓ 10% of the employees have been working, for less than six months at Shree Iron works.

Interpretation

It shows that that majority of employees loyal towards the company

2) are you satisfied with your job at Shree Iron works?

Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied
7	22	12	7	2



Analysis

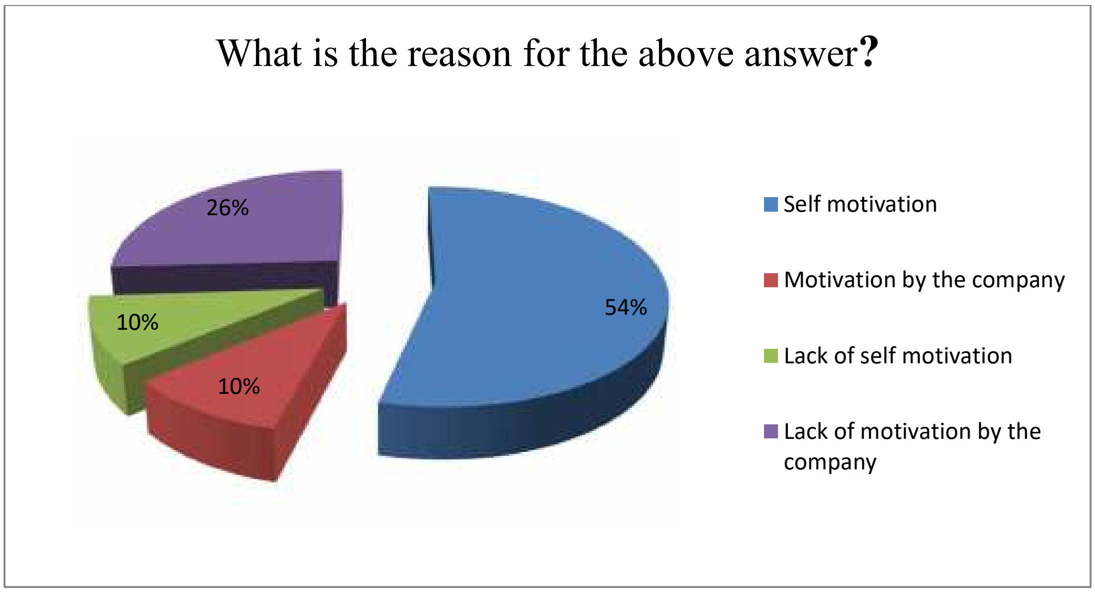
- ✓ 14% of the employees are highly satisfied with their job, at Shree Iron works.
- ✓ 24% of the employees are neither satisfied nor dissatisfied with their job, at Shree iron works.
- ✓ 14% of the employees are dissatisfied with their job, at Shree Iron works
- ✓ 44% of the employees are satisfied with their job, at Shree Iron works
- ✓ 4% of the employees are highly dissatisfied with their job at shree iron works

Interpretation

It shows that majority of the employees are satisfied with their job at Shree Iron works.

3) What is the reason for the above answer? (Reason for satisfaction or dissatisfaction about your job).

Self motivation	Motivation by the company	Lack of Self motivation	Lack of motivation by the company
27	5	5	13



Analysis

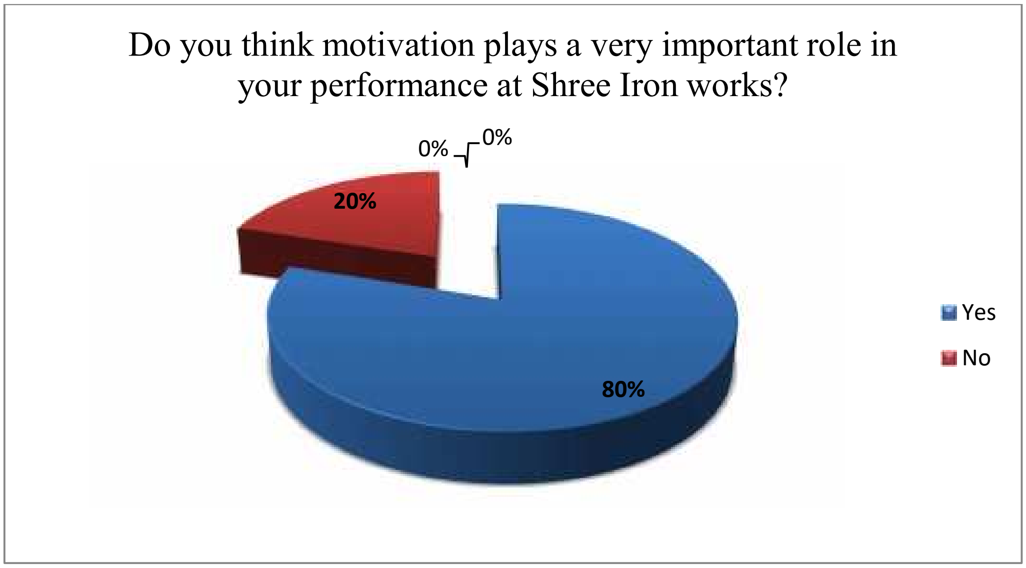
- ✓ 54% of the employees are satisfied with their job, at, Shree Iron works due to self motivation i.e. interest in their job.
- ✓ 10% of the employees are satisfied with their job, at Shree Iron works due to the motivation given by the company.
- ✓ 10% of the employees are dissatisfied with their job, at Shree Iron works, due lack of self motivation i.e. lack of interest in their job.
- ✓ 26% of the employees are dissatisfied with their job, at Shree Iron works, due to lack of motivation given by the company.

Interpretation

It shows that majority of the employees are satisfied due to self motivation and not due to motivation given by the company.

4) Do you think motivation plays an important role in your performance at Shree Iron works?

Yes	No
40	10



Analysis

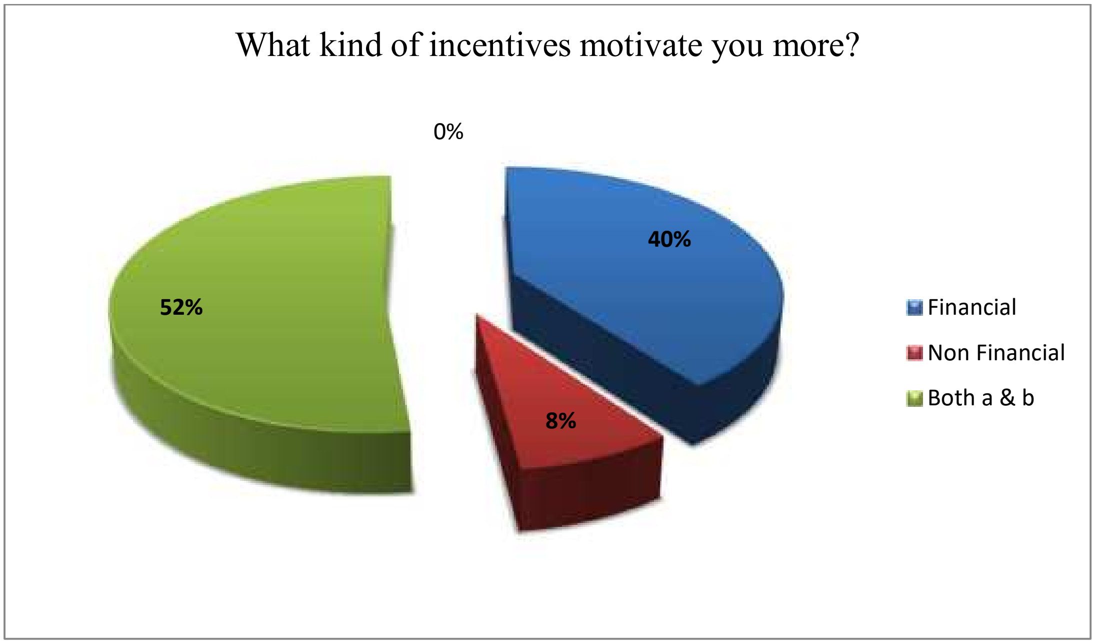
- ✓ 80% of the employees think motivation plays a very important role in their performance at Shree Iron works.
- ✓ 20% of the employees think that motivation does not play a very important role in their performance at Shree Iron works

Interpretation

It shows that majority of the employees think that motivation plays a very important role in their performance at Shree Iron works.

5) What kind of incentives motivates you more?

Financial	Non Financial	Both a & b
20	4	26



Analysis

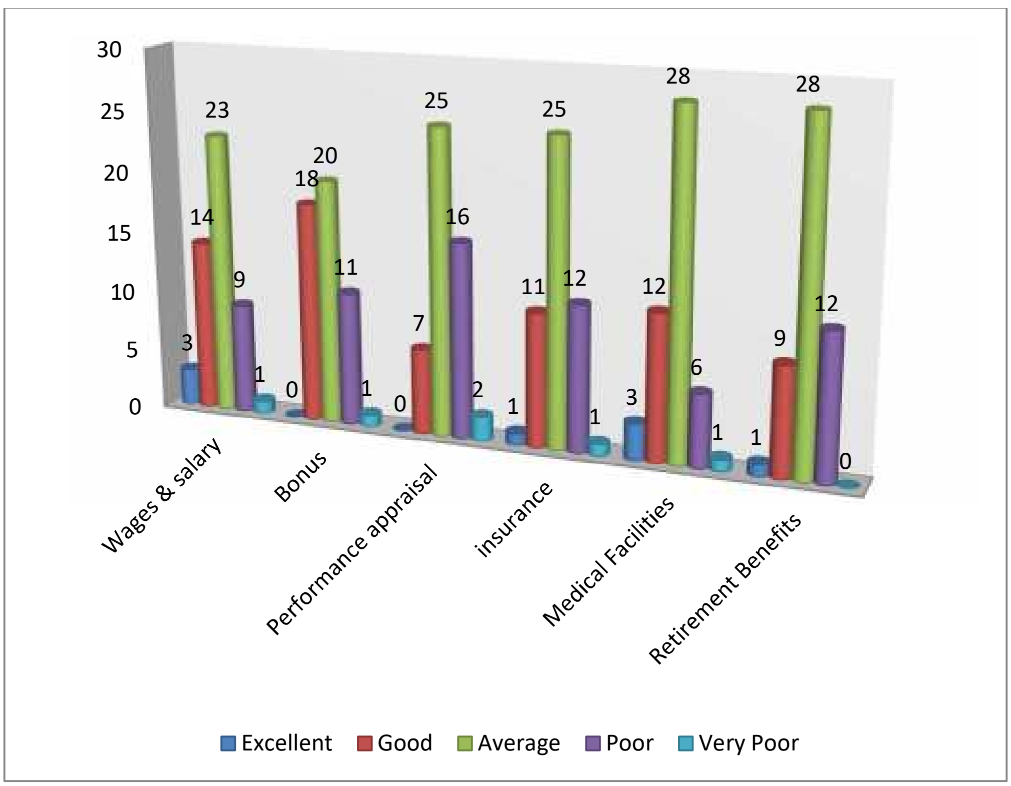
- ✓ 52% of the employees are motivated by both financial as well as non financial incentives.
- ✓ 40% of the employees are motivated more by financial incentives rather than non financial incentives.
- ✓ 8% of the employees are motivated more by non financial incentives rather than financial incentives.

Interpretation

It shows that majority of employees are motivated by both financial as well as non financial incentives.

6) Are you satisfied with the following financial incentives given by Shree iron works?

Financial incentives	Excellent	Good	Average	Poor	Very Poor
Wages & Salary	3	14	23	8	1
Bonus	0	18	20	11	1
Performance appraisal	0	7	25	16	2
Insurance	1	11	26	12	1
Medical facilities	3	12	29	6	1
Retirement benefits	1	9	28	12	0



Analysis

1) Wages & Salary

- ✓ 6% of the employees feel that the wages and salary given by the company is excellent.
- ✓ 28% of the employees feel that the wages and salary given by the company is good.
- ✓ 46% of the employees feel that the wages and salary given by the company is average i.e. neither good nor poor.
- ✓ 18% of the employees feel that the wages and salary given by the company is poor
- ✓ 2% of the employees feel that the wages and salary given by the company is very poor.

This shows that majority of the employees are unhappy with the amount of wages and salary given by the company.

2) Bonus:

- ✓ 0% of the employees feel that the bonus given to them by the company is excellent.
- ✓ 36% of the employees feel that the bonus given to them by the company is good.
- ✓ 40% of the employees feel that the bonus given to them by the company is average i.e. neither good nor poor.
- ✓ 22% of the employees feel that the bonus given to them by the company is poor
- ✓ 2% of the employees feel that the bonus given to them by the company is very poor.

This shows that majority of the employees are unhappy with the amount of bonus given by the company.

3) Performance appraisal:

- ✓ 0% of the employees feel that the performance appraisal given to them by the company is excellent.
- ✓ 14% of the employees feel that the performance appraisal given to them by the company is good.
- ✓ 50% of the employees feel that the performance appraisal given to them by the company is average i.e. neither good nor poor.
- ✓ 32% of the employees feel that the performance appraisal given to them by the company is poor
- ✓ 4% of the employees feel that the performance appraisal given to them by the company is very poor.

This shows that majority of the employees are unhappy with the performance appraisal given by the company.

4) Insurance:

- ✓ 2% of the employees feel that the bonus given to them by the company is excellent.
- ✓ 22% of the employees feel that the bonus given to them by the company is good.
- ✓ 50% of the employees feel that the bonus given to them by the company is average i.e. neither good nor poor.
- ✓ 24% of the employees feel that the bonus given to them by the company is poor.
- ✓ 2% of the employees feel that the bonus given to them by the company is very poor.

This shows that majority of the employees are unhappy with the insurance provided by the company.

5) Medical facility:

- ✓ 6% of the employees feel that the bonus given to them by the company is excellent.
- ✓ 24% of the employees feel that the bonus given to them by the company is good.
- ✓ 56% of the employees feel that the bonus given to them by the company is average i.e. neither good nor poor.
- ✓ 12% of the employees feel that the bonus given to them by the company is poor.
- ✓ 2% of the employees feel that the bonus given to them by the company is very poor.

This shows that majority of the employees are unhappy with the medical facility provided by the company.

6) Retirement Benefits:

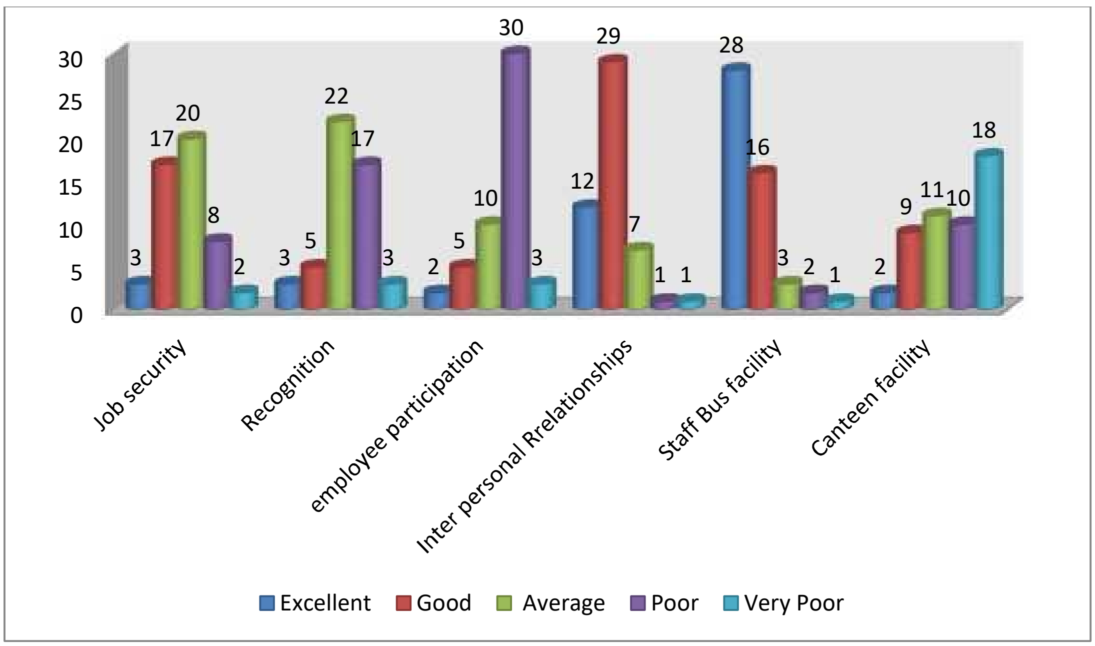
- ✓ 2% of the employees feel that the bonus given to them by the company is excellent.
- ✓ 18% of the employees feel that the bonus given to them by the company is good.
- ✓ 56% of the employees feel that the bonus given to them by the company is average i.e. neither good nor poor.
- ✓ 24% of the employees feel that the bonus given to them by the company is poor.
- ✓ 0% of the employees feel that the bonus given to them by the company is very poor.

Interpretation

This shows that majority of the employees are unhappy with the retirement benefits provided by the company.

7) Rate your satisfaction with the non financial incentives given by the Shree Iron works?

Non Financial Incentives	Excellent	Good	Average	Poor	Very poor
Job security	3	17	20	8	2
Recognition	3	5	22	17	3
Employee Participation	2	5	10	30	3
Inter personal Relationships	12	29	7	1	1
Staff Bus Facility	28	16	3	2	1
Canteen Facility	2	9	11	10	18



Analysis

Job Security:

- ✓ 6% of the employees feel that the job security provided by the company is excellent.
- ✓ 34% of the employees feel that the job security provided by the company is good.

- ✓ 46% of the employees feel that the by the company is average i.e. neither good nor poor.
- ✓ 18% of the employees feel that the job security provided by the company is poor
- ✓ 2% of the employees feel that the job security provided by the company is very poor.

This shows that majority of the employees are unhappy with the amount of job security provided by the company.

1) Recognition:

- ✓ 6% of the employees feel that the recognition given to them by the company is excellent.
- ✓ 10% of the employees feel that the recognition given to them by the company is good.
- ✓ 44% of the employees feel that the recognition given to them by the company is average i.e. neither good nor poor.
- ✓ 34% of the employees feel that the recognition given to them by the company is poor
- ✓ 6% of the employees feel that the recognition given to them by the company is very poor.

This shows that majority of the employees are unhappy with the amount of recognition given by the company.

2) Employee Participation:

- ✓ 4% of the employees feel that the employee participation allowed by the company is excellent.
- ✓ 10% of the employees feel that the employee participation allowed by the company is good.
- ✓ 20% of the employees feel that the employee participation allowed by the company is average i.e. neither good nor poor.
- ✓ 60% of the employees feel that the employee participation allowed by the company is poor
- ✓ 6% of the employees feel that the employee participation allowed by the company is very poor.

This shows that majority of the employees are unhappy with the employee participation allowed by the company.

3) Interpersonal Relationship:

- ✓ 24% of the employees feel that the interpersonal relationship in the company is excellent.
- ✓ 58% of the employees feel that the interpersonal relationship in the company is good.

- ✓ 14% of the employees feel that the interpersonal relationship in the company is average i.e. neither good nor poor.
- ✓ 2% of the employees feel that the interpersonal relationship in the company is poor.
- ✓ 2% of the employees feel that the interpersonal relationship in the company is very poor.

This shows that majority of the employees are happy with the interpersonal relationship in the company.

4) Staff Bus Facility:

- ✓ 56% of the employees feel that the staff bus facility provided by the company is excellent.
- ✓ 32% of the employees feel that the staff bus facility provided by the company is good.
- ✓ 6% of the employees feel that the staff bus facility provided by the company is average i.e. neither good nor poor.
- ✓ 4% of the employees feel that the staff bus facility provided by the company is poor.
- ✓ 2% of the employees feel that the staff bus facility provided by the company is very poor.

This shows that majority of the employees are happy with the staff bus facility provided by the company.

5) Canteen Facility:

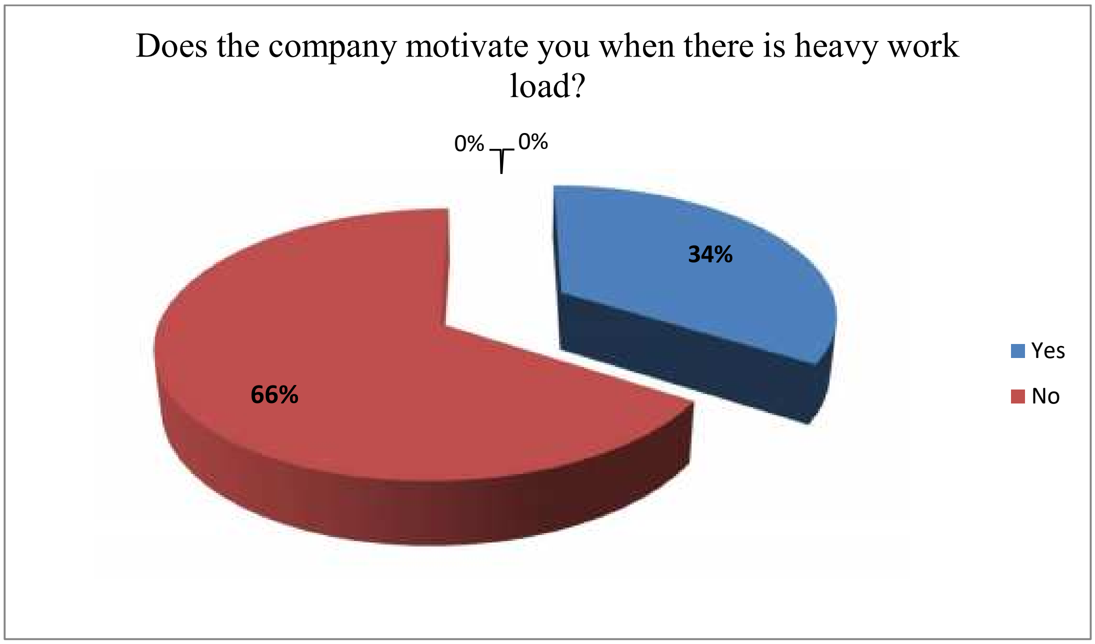
- ✓ 4% of the employees feel that the canteen facility provided by the company is excellent.
- ✓ 18% of the employees feel that the canteen facility provided by the company is good.
- ✓ 22% of the employees feel that the canteen facility provided by the company is average i.e. neither good nor poor.
- ✓ 20% of the employees feel that the canteen facility provided by the company is poor.
- ✓ 36% of the employees feel that the canteen facility provided by the company is very poor.

Interpretation

This shows that majority of the employees are unhappy with the canteen facility provided by the company.

8) Does the company motivate you when there is heavy work load?

Yes	No
17	33



Analysis

- ✓ 66% of the employees feel that the company motivates them when there is heavy work load.
- ✓ 34% of the employees feel that the company motivates them when there is heavy work load.

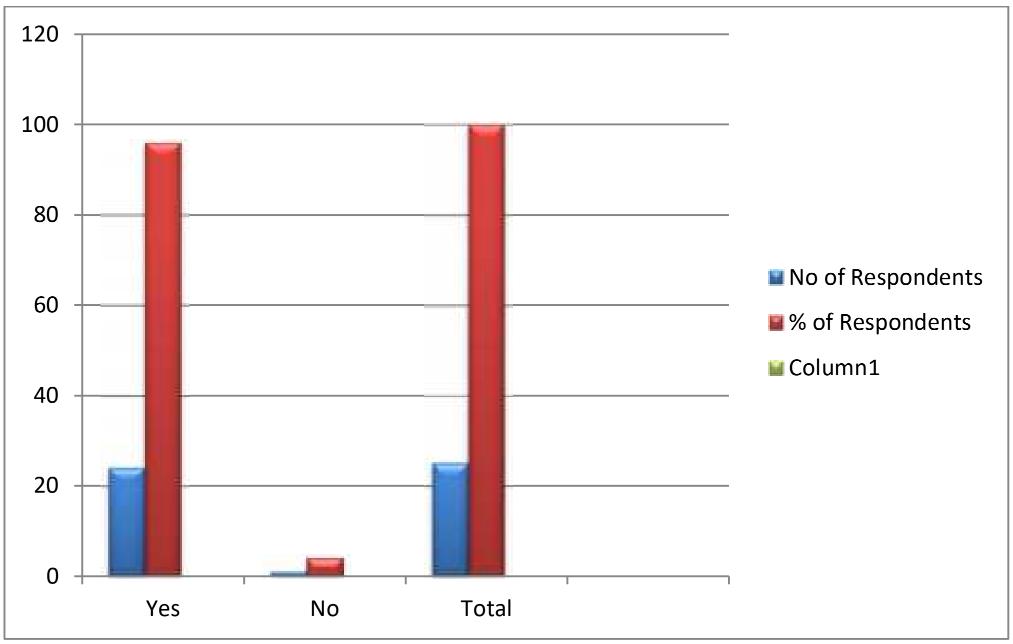
Interpretation

It shows that majority of the employees feel that company does not motivate them when there is heavy work

9) Do you feel that your opinion matters in the organization?

Table No.20

SL. No	Responses	No. of Respondents	% of Respondents
1.	Yes	48	96
2.	No	2	4
	TOTAL	50	100



Analysis

The above table shows the employees opinion matters in the organization.

Out of 100% all are saying yes.

Interpretation

It shows that majority of the employees feel that their opinion matters in the company

FINDINGS:

- The financial incentives provided by the company are not up to the mark, as most of the employees are unhappy with it.
- Most of the employees are unhappy with the level of job security provided by the company.
- Majority of the employees are unhappy with the amount of recognition given to them by the company.
- It is seen that majority of the employees are unhappy with the employee participation allowed by the company.
- Most of the employees are unhappy with the canteen facility provided by the company.
- It is seen that most of the employees feel that company does not motivate them, when there is heavy work load.

SUGGESTION

With reference to the above findings the following suggestions are provided:

- The employees are unhappy with the amount of financial incentives provided by the company. So the company has to see to it that the financial incentives provided to the employees are up to the mark.
- The employees have a complaint regarding the level of job security provided by the company. The management has to see that the jobs of the employees are secured because it is seen that the employees are loyal towards the company. Losing the loyal employees is a real loss for the company.
- The employees are unhappy with the amount of recognition given by the company. Every employee contributes something or the other towards the progress of the company. So the management has to appreciate the contribution made by the employee. This will surely motivate the employee to work harder.
- Many employees are unhappy with the canteen facility provided by the company. The employees, who work in the morning shift, come early to the office. So a good canteen facility should be provided, where healthy and hygienic food is been served on time.

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CONCLUSION

Human resource is the most important asset of every organization. So maintaining, retaining and development of the human resource is very essential. All this is possible only if “Employee Motivation” is taken into consideration by the organization. The result of the survey showed that most of the employees were unhappy with the present motivational tools used by the company to motivate them. Especially the financial incentives provided by the company are not up the mark. There is a good interpersonal relationship between the supervisors and their subordinates in the company.

In spite of having a good interpersonal relationship, the management in lacking in motivating the employees in an efficient manner. There seems to be heavy workload on the employees at Shree Iron works. But the employees are not motivated enough to work harder. As a result of this, the employees are highly stressed at the end of the day. This makes them less efficient and loose interest in the job. Even though the motivational tools are not up to the mark, most of the employees are loyal towards the company, as they are self-motivated towards their job at Shree Iron works.

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  Author: G B Baligar.
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- www.google.com

QUESTIONNAIRE

1) **Since how long you have been working at Shree Iron works?**

   (a) Less than 6 months ☐ (b) 6 months to 1 year ☐

   (c) Less than 2 years ☐ (d) 2 years to 5 years ☐

   (e) More than 5 years ☐

2) **are you satisfied with your job at Shree Iron works?**

   (a) Highly satisfied ☐ (b) Satisfied ☐

   (c) Neither satisfied nor dissatisfied ☐ (d) dissatisfied ☐

   (e) Highly dissatisfied ☐

3) **What is the reason for the above answer? (Reason for satisfaction or dissatisfaction about your job).**

   (a) Self motivation ☐ (b) Motivation by the company ☐

   (c)Lack of Self motivation ☐ (d) Lack of motivation by the company ☐

4) **Do you think motivation plays an important role in your performance at Shree Iron works?**

   (a) Yes ☐ (b) No ☐

5) **What kind of incentives motivates you more?**

   (a) Financial incentives ☐ (b) Non financial incentives ☐

   (b) Both a & b. ☐

6) are you satisfied with the following financial incentives give by Shree Iron works?

Financial incentives	Excellent	Good	Average	Poor	Very Poor
Wages & Salary					
Bonus					
Performance appraisal					
Insurance					
Medical facilities					
Retirement benefits					

7) **Rate your satisfaction with the non-financial incentives given by the Shree Iron works?**

(a)excellent ☐ **(b)good** ☐ **(c) average** ☐

(d)poor ☐ **(e)very poor** ☐

8)Does the company motivate you when there is heavy workload?

a) **Yes** ☐ **(b) No** ☐

9)Do you feel that your opinion matters in the organization

(a) Yes ☐ **(b) No** ☐

S.K.E SOCIETY'S

RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE DEPT OF BBA

BELAGAVI – 590006

(Affiliated to Rani Channamma University, Belagavi)

A Project Report on

"CAPITAL BUDGETING"

At

"SHRI BASAVA TEXTILES"

Submitted by:

MISS.ASHWINI KOTAMBRI
Reg. No. B1811204
BBA 5th Sem

Under the guidance of

Organizational guide
Mr. ANAND GANACHARI

Institutional Guide
Prof. Mrs. POONAM KADAPURE

SKE SOCIETY'S
RANI PARVATI DEVI COLLEGE OF ARTS AND COMMERCE
DEPT OF BBA
BELAGAVI-590006

(Affiliated to Rani Channamma University, Belagavi)

Certificate of Approval of Project Report

Certificate

This is to certify that **Miss. ASHWINI KOTAMBRI** has satisfactorily completed the project at. **" SHRI BASAVA TEXTILES BAILHONGAL"** In partial fulfilment of award of Bachelor's Degree by **Rani Channamma University, Belagavi** for the year 2018-2019.

Director	**Institutio Guide**
Prof. S .S. SHIMANGOUDAR	**Prof. Mrs. POONAM KADAPURE**

DECLARATION

I undersigned Miss. Ashwini Kotambri hereby declare that the information collected about the Company is all internal information.

The information is collected for the purpose of in plant training project held for B.B.A third year on the topic “CAPITAL BUDGETING” at Shri Basava Textiles.

The information given by external guide are not disclosed these data are only for the study purpose but for exposing them the public according to act of Rani channamma university, Belagavi, Karnataka.

Place :Bailhongal Miss.Ashwini Kotambri

Date : 03/09/2021

ACKNOWLEDGEMENT

It gives me a great pleasure in acknowledging the invaluable assistance extended to me by various personalities in the successful completion of this project.

I am thankful to the **Shri Basava Textile Bailhongal** for providing me an opportunity to do this project report.

I sincerely thank the organization guide Mr.Anand Ganachari , system in charge this project was completed. I remain obliged to him for taking of time from his busy schedules to guide me in this project.

I would also like to thank the entire employee of organization who helped me directly and indirectly in the accomplishment of this project.

My Earnest gratitude to my project guide Prof. Mrs Poonam Kadapure for her constant and timely support, supervision and valuable guidance during my project.

I also feel great pleasure to take this opportunity to my humble and deep sense of gratitude who are esteemed two our director Prof. S. S. Shimangoudar for his wholehearted support throughout the curriculum.

Place: Bailhongal Miss. Ashwini I. kotambri

Date:

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EXECUTIVE SUMMARY

Shri Basava Textiles Bailhongal is one of the leading ginning and pressing industry which provides processed cotton into seeds and bales (lint).

The study mainly covers financial status of Vijay industries and calculated the different ratios with the help of last three financial year's profit and loss account and balance sheets of Vijay industries. The study says that the overall financial performance of the Vijay industries is satisfactory but Vijay industries has to take some more monitory actions to develop the organisation in the better way.

INDUSTRY PROFILE

HISTORY OF COTTON INDUSTRY

Cotton is one of the principal crops of India and this is the major raw material for domestic textile industry. The Indian cotton industry provides sustenance to millions of farmers as also the workers involved right from processing two trading of cotton. The Indian textile industry consumes a diverse range of fibers and yarn but is predominantly cotton based. The ratio of cotton to manmade fibers and filament yarns by the domestic industry is about 56:46.

Indian cotton industry has an overwhelming presence in the economic life of the country. A part from providing one of the basic necessities of life, the cotton industry also plays a pivotal role through is contribution to industrial output. Employment generation and the export earnings of the country. It contributes about 14% to the industrial production, 4% to Gross Domestic Product (GDP) and 14.42% to the countries export earnings.

India is the only country which grows all four species of cultivated cotton starting from Gossypium, Arboreum and Herbaceum (Asiancotton), Gossyipum Barbadense (Egyptian cotton) .

Indian cotton is product in country in three zones viz.Northern zone comprising the state of Punjab, Haryana and Rajasthan. And central zones comprising the state of Maharashtra, Madhya Pradesh and Gujarat. And southern zone comprising the state Andhra Pradesh, Karnataka and Tamil Nadu. Cotton cultivation has gained momentum in all the eastern state of odissa.

Besides there are nine states also. In the year 2008 -09 during cotton season the country once again harvested higher cotton production for the fifth consecutive year at 4.93 million metric tons(equivalent to 29.0 million bales of 170 kgs each). In the last two decades, the production of cotton has gone up from 7.5 million bales in 1983-84 to 16.3 million bales of 170 Kgs per bale during 1998- 99.

INDIAN COTTON SCENARIO

Amongst all the cotton growing countries of word, India ranks number one in cotton cultivation area speeding out to about 95 lakh hectares. Although only the second in cotton production in the world. India has several distinctions to its credit. India is the only country in the world that grows on a commercial scale of all four cultivated species of cotton viz. There are more than 100 improved varieties and hybrids belonging to this four species being grown in different parts of the country.

The ginning Outtrun of Indian cotton also prevents a wide spectrum of variations from 24% to 42%. In crop duration, there are varieties in India that complete their lifecycle in about 145 days while some other take as long as 270 days. The period of growth of cotton is also widely variable from region to region and in fast cotton is planted and processed in one part of the country or another throughout the year.

INDIAN GYNNING SCENARIO

The purpose of ginning is to separate cotton fibers from the seed. The ginning process is the most important mechanical treatment that cotton undergoes before it is converted into yarns and fabrics. The ginning industry in India till recently presented a dismal picture. Most of the ginneries in India where in primitive condition and running with poor efficiency. There are over 3500 factories in India dispersed in nine major cotton growing states. Out of these, over 2600 factories performed only ginning operation and over 2000 factories has installed capacity of as small as 612 double roller gins. Over the years, comparisons have always been made between ginning practices in India and abroad and the difference observed in quality of ginned lint, particularly in terms of trash content and presence of contaminants. Out of all these, the ginning plays very important role in the preservation of cotton quality.

Cotton is the world’s most important textile fiber, forming almost half off all textile fibresused and it is one of the world’s most important agricultural produced raw materials. Throughout the world, about 1.1 billion bales (480 LB/Bale)are produced annually. Over 250 million people worldwide drive, some or all of their cash income from it. Everyone knows that cotton is used to make variety of clothes, domestic uses and medical uses. In India, cotton occupies eminent place among cash crops. India has made rapid strides. In the production of cotton from 2.79 million bales of 170 kgs each in 1947-48 to 17 million bales in 1998-99. At present, India is not only self sufficient in its total requirement of different quality cotton for its flourishing textile industry but also have some exportable surplus of cotton.

STRUCTURE OF INDIAN TEXTILE INDUSTRY

The significance of the textile industry is due to its contribution in the industrial production, employment and also earns foreign exchange by way of exports. Though, India is recognized for textile goods from ancient times, but the modern industry emerges in India in the early 19th century when the first textile mill was established at port Gloster near Calcutta in 1818. The textile sector in India is one of the largest in the world. The Indian textile industry can be divided into three segments 1.Cotton textile 2. Synthetic textile 3. other like wool, jute, silk etc.

The strong domestic demand and the revival of the economic markets have led to huge growth of Indian textile. India projected a high production of textile (325 lakh bales for 2010-11).There has been increase in India's share of global textile trading to seven points in five years. The rising prices are major concern of domestic producers of a country.

PRESENT STATUS OF GYNNING IN INDIA

The ideal ginning factory mainly should consist of following:

- The proper weighing facilities on arrival of cotton and on removal of ginned cotton/bales.
- Proper raw cotton storage arrangements for moisture controlled contamination free storage and neat and clean surroundings.
- Properly set ginning machines and well maintained conveying system at all stages to get best out-turn and contamination free cotton.
- Properly maintained baling press and desired packing materials for cotton bale making for contamination free suitable bail.
- Proper testing equipments and moisture control arrangements as required during ginning and bailing. apart from machinery and bailing.

BUSINESS PROCESS

- Ginning
- Pressing
- Spinning
- Weaving

Production process description

The major unit operation involved in cotton ginning are

1. GINNING

a. Separation
b. Drying
c. Cleaning
d. Extraction
e. Distribution
f. Feeding
g. Ginning(gin stands)

2.PRESSING

a. Lint cleaning
b. Bailing

A.Separation: Raw cotton from the strong hall is manually to an intake separator where the cotton is screened out and allowed to pass to the next machine. Modern separators have rotating sealed wheels and curved screens which permit the air currents to pass directly to a fan. The separation process involves equipment like the separator, feeding hopper, and fan with the tubuler air ducts.

B.Drying: After the seed cotton is separated from foreign materials, it is then passed to a hot gas drier. Here the seed cotton that is damp or wet will be dried. If cotton seeds is wet some of the lint will be cut by the saws or packed into small dense tufts . The saws may become so clogged that ginn will not run at all. Hot gas dryers can be passed when ginning during dry weather.

C.Cleaning: Cleaning are types of machines having concave screens or grid bars utilizing beater cylinders and are frequently supplied with a downwash of hot air. Cleaners would, therefore clean the seed cotton by threshing over screens.

D.Extraction: Extraction are equipment that employees are toothed "carding" action on locks of cotton in the conjunction with stripper cylinders that brat off the hulls, burs and stems, while the log passes on two doffing brush. Extraction perform function of cleaning and extracting of large pieces of foreign materials.

E.Distributing: Cotton ginns use mechanical forms of distribution between machinery and the feeder on the ginn stands. Each ginn stand in a multiple of gin stands is supplied with all the cotton it can handle. Distributors thus supply cotton to all gin stands installed in ginnery.

F. Feeding: Feeding are devices located over each ginn stand, that supply the ginn saws with regulated streams of clean, dry seed cotton. Feeder takes the form of regulated rollers with spiked drum and screen.

G. Ginning: Ginning is a process of separation of seeds, seed hulls, and other small objects from the fibers of cotton.

H. Lrint cleaning: Cotton fiber contains some dust, short fibers, cotton seeds and it's particles etc, these impurities are separated in super cleaner.

I.Baling: It is the process of converting raw cotton into finished good.

COMPANY PROFILE

Name	Basava textiles
Address	P.O.Box No.12 Belgaum Road, Bailhongal 591102 District: Belgaum
E-Mail	info@metgud.com
Establishment	October 2003
Type of unit	Cotton Ginning and Pressing Industry
Chairman	Vijay Matgud
Place of registration	Bailhongal
Phone number	08288-233440
Fax number	08288-233940
Sales Tax registration	KST No:5594999-0 Tin No:29811195043 Cat No: 5599999-2 WEF:3/5/03

HISTORY OF THE COMPANY

Vijay industries was established in October 2003 with a capital of 50 Lakh. It was established in Belgaum Road, Bailhongal. Companies present managing directors are Vijay Metgud and Jayraj Metgud. It was reached 200 crore. Turnover in 2015-16. Viay Industries hold 91% shares of Basava Textiles limited,Marakumbi . They are providing quality service to their customers. 110 fixed employees are working in Viay industries.

Vijay industries work is converting cotton(Raw material) into bales finished goods. They separate the cotton from seeds and sell seeds to the customers and they produce oil and oil cakes.

NATURE OF BUSINESS CARRIED

- Cleaning of cotton.
- Separation of cotton seeds and cotton.
- Pressing of cotton.
- Production of cotton bales which act as input to the spinning industry.

VISION

- To attain customer satisfaction by delivering nothing but the best, by means of utilizing the highest quality of resources and world class system.
- To achieve excellence in all sectors of textile industry, from fiber to finished product, constantly striving to be at the forefront of our Industry.

MISSION

- To provide innovative products at competitive price.
- Developing long term relationship with suppliers with an aim.
- Providing training to our employees for their future development.
- Our mission is to expand our business of cotton ginning and pressing, for that we mean to increase best quality processing in our unit.

OBJECTIVES

- Easily availability of Labor and raw materials.
- Improve the standard of living of rural people.
- Reduce the cost of production.
- Creating Employment Opportunity in Rural Areas.

PRODUCTS

There are two types of cotton:

- Bunny
- DCH(silk)

PRODUCTS OFFERED

- Cotton bales
- Seed
- Oil
- oil cakes

SALES OPERATION

Sales operation is a set of business activities and processes that help a sales organization run effectively, efficiently and in support of business strategies and objectives. Sales operations may also be referred to as sales, sales support our business operations.

DISTRIBUTION CHANNEL

A distribution channel is a chain of business or Intermediaries through which goods are services passes unit it reaches the end consumer.

There are two types of channel:

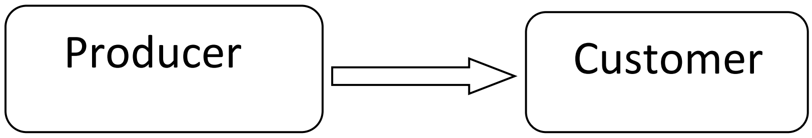
- direct
- indirect

Direct channel distribution: A direct channel distribution describes a situation in which the producer sells a product directly to a consumer without the help of intermediaries.

Indirect channel distribution: A chain of intermediaries through which a product moves in order to be made available for purchase by consumers. An indirect channel of distribution typically involves a product passing through additional steps as it moves from manufacturing business via distributors to wholesalers and then retail stores.

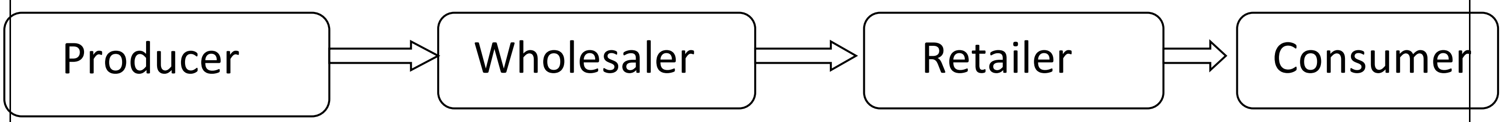
DIRECT DISTRIBUTION CHANNEL:

The company has 40% of direct distribution of cotton bales.



INDIRECT DISTRIBUTION CHANNEL:

The company has 60% of indirect distribution of cotton bales. Wait



MARKET ANALYSIS

- There is a huge demand for Indian cotton and its products.
- Cotton industry has a market of all around the world.
- Price of cotton market is just like a share market it fluctuates every day.
- Raw cotton will be measured in terms of per quintals.
- Finished product of raw cotton that is Bale will be measured in terms of numbers of bundles.

OWNERSHIP PATTERN:

Vijay Industries is engaged in the business of providing cotton bales and producing oil from cotton seeds.

Vijay Metgud - Managing director

Jayraj Metgud- Managing director

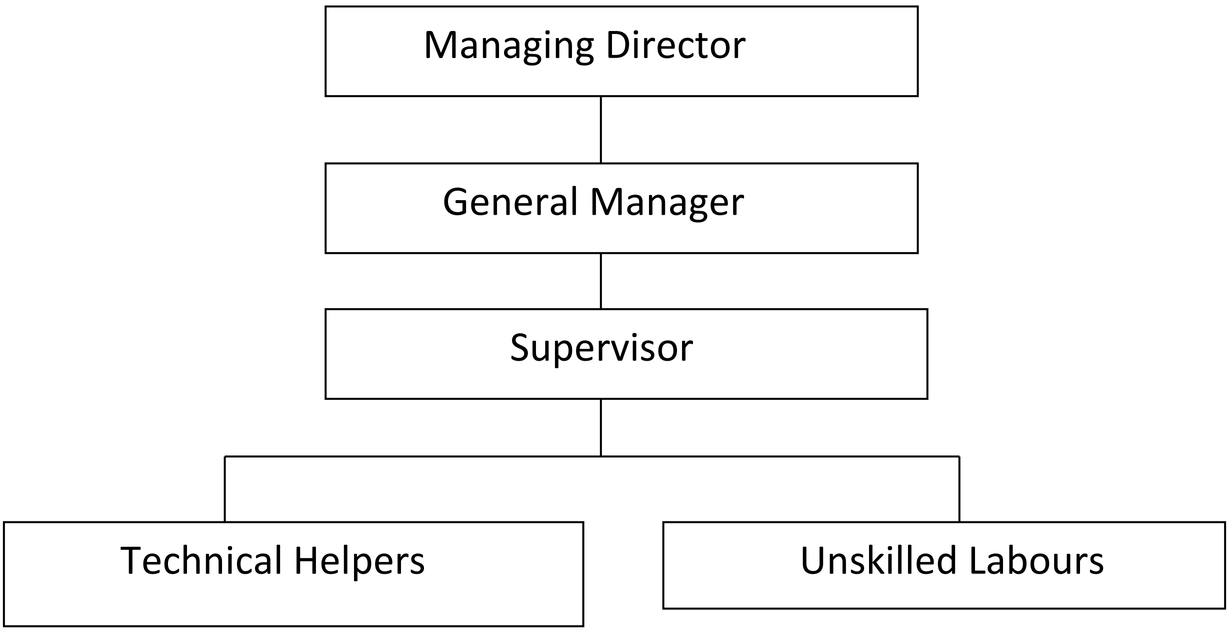
Kirthi Metgud

Jyoti Metgud

COMPETITORES INFORMATION:

- Mahant ginning and pressing industry
- Daneshwari ginning and pressing industry
- Deshnur ginning and pressing industry
- Hindustan ginning and pressing industry
- Siddlingeshwar ginning factory

ORGANIZATION STRUCTURE:



DEPARTMENT ANALYSIS:

1. ADMINISTRATIVE DEPARTMENT

- To form various sections of the factory for its smooth functioning.
- To establish goals for each department.
- To plan day-to-day activities and put policies in effect with the objective.
- To take timely decision about various activities.

2. COTTON DEPARTMENT

- The department acts as link between farmers and factory and management so he plays very important role for running the factory.
- To procure good quality of cotton in proper time.

3. PURCHASE DEPARTMENT

- Purchasing materials
- Calling quotations
- Placing orders for supply of materials
- Passing bills to account section for payment

4. PRODUCTION DEPARTMENT

- The directors shall draw up a programed of cotton cultivation within the area of operation and assign such cultivation to growing members.
- Smooth production process.

5. MECHANICAL DEPARTMENT

- Repairs and maintenance of machinery of the factory.
- Turning off bars by late machine.
- Drilling and tapping materials.

6. STORES DEPARTMENTS- HEAD STOREKEEPER

- Storage of purchased material
- Maintaining the inventory
- Taking safety measure

7. FINANCE DEPARTMENT

Accounts maintained by the general office and account section.

Individual Ledger accounts:

- Balance sheet
- Profit and loss account
- Trading account
- Cash account

8. HUMAN RESOURCE DEPARTMENT

Number of fixed employees	Number of temporary employees	Total
110	190	300

SWOT ANALYSIS:

SWOT analysis means strength, weaknesses, opportunities and threats. Strengths are internal positive characteristics that the company possesses. one should look at these competitive advantages. Weaknesses are internal as well as negative aspects of a company and indicate competitive vulnerabilities .These should be distinguished from problems in that immediate collapse is not likely. Opportunities are external and provide areas of growth or improvement of company. Threats are external to company and action is required.

➢ STRENGTH

- Huge availability of raw materials
- Good quality control
- Skilled labor is available in plenty
- The country is one of the largest producer of natural and man-made fibers

➢ WEAKNESSES

- Lack of output
- No supportive price of output

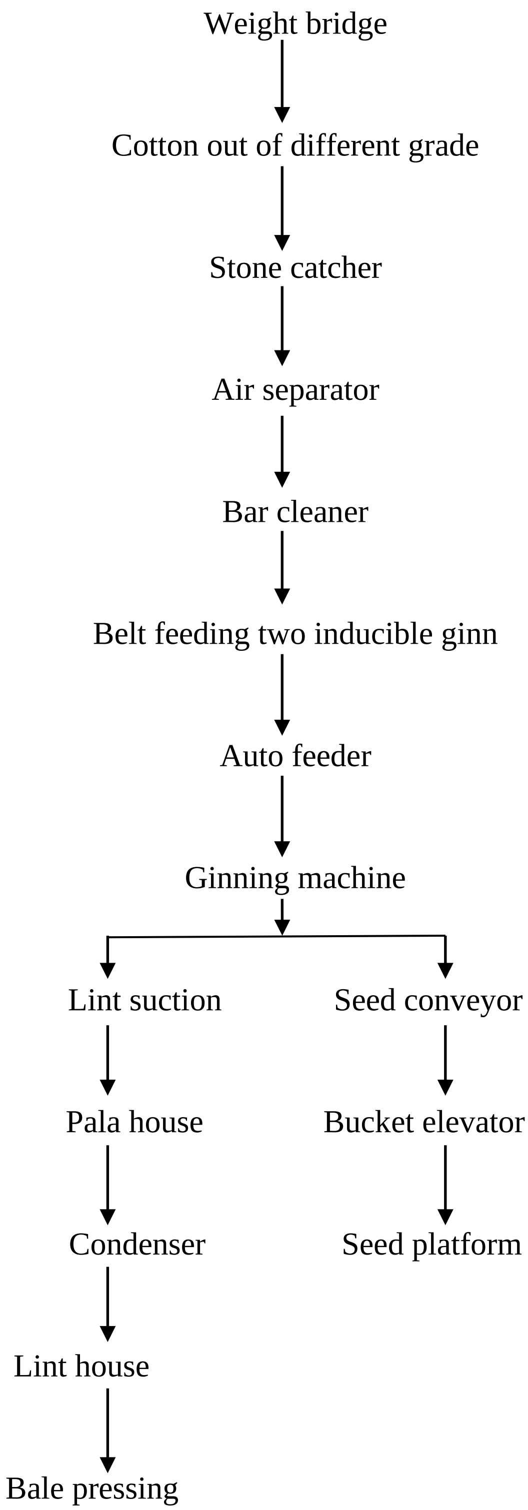
➢ OPPORTUNITIES

- Companies need to concentrate on new product development
- We produce export quality of products
- Low per-capita domestic consumption of textile indicating significant potential growth.

➢ THREATS

- China is the biggest threat to IndianTextile Industry
- Lack of support of environment
- Continuous changing in the rules of government
- India failed to maintain the balance between price and quantity.

PROCESS FLOW CHART:



PRODUCTION PROCESS:

200 bales per day

Bunny:1st quality cotton 5200-5500 tonnes

2nd quality cotton 4500-5000 tonnes

DCH(silk): 1st quality cotton 6500-6800 tonnes

2nd quality cotton 6000-6300 tonnes

Oil cakes:1750 kg per day

Oil : 700 to 800 liters per days

CHAPTER 2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW:

Capital spending plan is a procedure that organizations can use to assess and use potential costs or ventures. The biggest sum spent on these plans is known as the capital expense. The capital spending plan as a rule includes the quantity of years that each undertaking will consider the future bookkeeping advantage computation, the present estimation of income, the income withdrawal in the wake of considering the income, the estimation of the income after some time. Early money capital, chance evaluation, and different elements.

CAPITAL BUDGETING TECHNIQUES:

Capital spending plans require most organizations to put resources into capital consumption on long haul ventures and to put resources into capital speculation on different undertakings. Capital is commonly constrained to its accessibility since venture are separately assessed utilizing quantitative investigation and subjective data. Most Capital Budget Analysis utilizes money inflows and money surges as opposed to figuring total compensation utilizing a store base. A few organizations improve income figuring for net gain and deterioration and renting. Others see all the more explicitly for future fixes or redesigns of money outpourings, working costs, premium and hardware for the assessed money inflows from customers, low costs, resources and deals esteem, and speculation.

THEORETICAL BACKGROUNDS OF STUDY:

NET PRESENT VALUE(NPV) METHOD:

This method anticipate discounting(by applying suitable discount factors for each year) of cash inflows, likely to accruein future years, and arriving at the present value of cash inflows of each year. The total of present value of cash inflows for each yearThuscalculated are compared with the present value of total cash outflows(capital outlay or cost of project) and the net present value(the difference between total present value of cash inflow and present value of cash outflow) is determined

A proposal is accepted only if it's NPV is positive or zero.proposals with negative NPV are rejected. while comparing two or more exclusive proposals having positive NPVs, the one with the highest NPV is accepted.

BENEFIT COST RATIO/PROFITABILITY INDEX (PL) METHOD:

It is also termed as **profitabilityindex** or **costbenefitratio.** capital budgeting exercise through profitability index (PI) method basically involves assessment of profitability arising out of an investment proposal, which is comparable that profitability of similar other investment proposals.

(PI) is expressed in terms of ratio of discounted benefits over the discounted cost.

PAYBACK PERIOD (PBP) METHOD:

The number of years required for the proposal's cumulative cash inflows to be equal to its cash outflow is called **payback period.** It is the length of time(indicates as the number of years) to recover the initial cost of project.Another way of looking it as the time required for a proposal to break -even on the net investment of the project.

In simple words, payback. Refers to the period of time in which the project's cash outflows can be recovered from the project cash inflows or investment.

ACCOUNTING RATE OF RETURN (ARR) METHOD:

The ARR may also be termed as return on investment ROI it is the rate of average profit after tax to average investment

Capital investment proposals under “Accounting rate of return”(ARR)method' are evaluated according to their profitability level.‘capital employed' and ‘Income generated’during the entire economic life of a project are arrived at in conformity with “Generally AcceptedAccounting Principles (GAPP)”.This will help in computing average yield of projects.

INTERNAL RATE OF RETURN(IRR) METHOD:

Internal rate of return (IRR)is defined as “the discount rate which equates the cumulative present value of the net cash inflows with the aggregate present value of cash outflows of a Project”.

IRR depends entirely on the initial capital outlay and the cash inflows of the proposal under examination for acceptance or rejection.Generally, IRR is the rate of return that a project earns and gives NPV equal to zero.

LITERATURE REVIEW:

- Atexon and Cole, 2005: In the previous five decades, numerous scientists have pulled in and central investigations present numerous hypotheses (for instance, Markovitz, 1952; Modigliani and Miller, 1958; Markowitz, 1959; Miller and Modigliani, 1961; , 1970; Black and Scholes, 1973; Ross, 1976; Roll, 1977; Myers, 1977; Myers, 1984; Jensen, 1986; Ritta Allow, 1991; Graham and Harvey, 2001; Myers, 2003;
- Bornholet, 2013: However, because of globalization, ecological changes and strategic progressed innovative improvements, recently created hypotheses and models today don't have any significant bearing and a large number of them condemn and practice their training.
- Wassenhov, 1995: An intriguing precedent represented by Brownne, de Jong and Koedizzak (2004), is that Nobel Prize winning ideas, for example, the Capital Property Pricing Model and Capital Structural Theories are lauded and educated in homerooms, however at what degree these praised thoughts are to some degree obscure in their approach to corporate board rooms " (Page 72) Radayika capital planning techniques for diminishing the aggressiveness of cutting edge generation innovation and receiving increasingly about the preclusions and has been censured by Western establishments.
- Kursite, 2011: Several examination researchers center around their crucial grants and their execution of the speculation hypothesis spending plan (e.g., Mookiezy and Henderson, 1987; Arnold and Hatzopoloss, 2000; Graham and Harvey, 2001; Cooper, Morgan, Redman and Smith, 2002 ; Brown and others., 2004; Kersey, 2011).

CHAPTER 3

RESEARCH DESIGN

Title of the study :

"A study on Capital Budgeting at "SHRI BASAVA TEXTILES"

STATEMENT OF THE PROBLEM :

Capital planning is a well ordered proceduring that business used to decide the benefits of a speculation venture the choice of wheather to acknowledgment our everyday and ventures extends as a major aspects of an organization speculation side of the arrival that such a is regarded satisfactory are worthy is explicit to the organization just as the undertaking.

NEED FOR THE STUDY:

Capital Planning is critical on the grounds that it makes responsibility and another was to put its assets in a undertaking without understanding the hazard and return involved would be considered as mindful by its vary own investors for the more if an individual as no chance to get of exempting the viability and its speculation choices chances are that business will have minimal possibility of getting by in the aggressive commercial center.

OBJECTIVES OF THE STUDY:

- To evaluate the cash inflows and out flows of the company
- To determine the average rate of return
- To analyze the company's investment decisions by Applying capital budgeting techniques
- To determine the net cash available for the investment purpose.

SCOPE OF THE STUDY :

The study has been conducted from information over a period of 5 years from financial year 2014 to 2018.

RESEARCH METHODOLOGY :

The method I used for research methodology was

- Primary Data
- Secondary data

PRIMARY DATA:

The primary data is the data which is collected fresh and first hand and for the first time which is originals nature. Primary data can collect through personal interview questionnaire etc. To support the secondary data.

SECONDARY DATA:

The secondary data for the project regarding investment and various investment analysis were collected from websites, textbooks and magazines. Sources of data collection: Company yearly Reports. Company audited financial statements.

TOOLS USED

Following techniques are used to make decision regarding capital budgeting.

- Payback period.
- Accounting rate of return.
- Net present value.
- Internal rate of return

LIMITATIONS:

- A strong unwillingness on the part of the company officials, to participate and aid the research.
- The study was limited to the geographical region of Baihongal.
- The study is limited only to one company .

CHAPTER 4

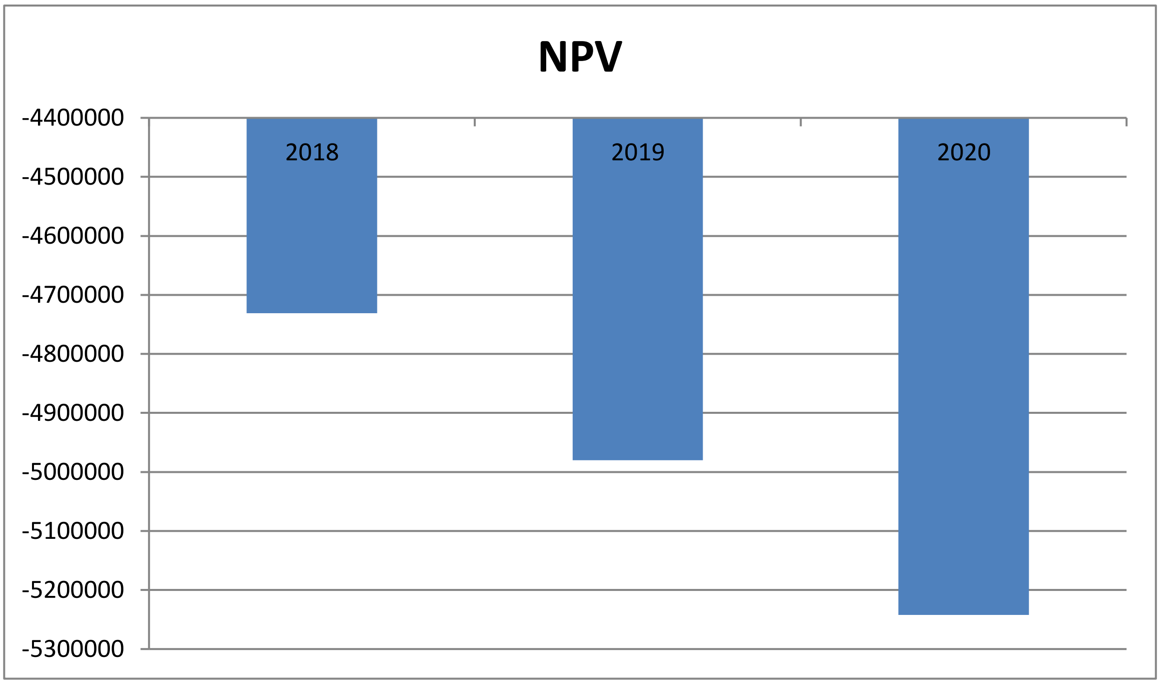
NET PRESENT VALUE(NPV)

NPV= PV of Cash inflow-PV of Cash outflow

DATA ANALYSIS AND INTERPRETATION :

YEAR	2018	2019	2020
CASH INFLOW	2783982589.17	2930507988.59	3084745251.14
CASH OUTFLOW	2788713714.27	2935488120.28	3089987495.03
NPV	(-)4731125.11	(-)4980131.69	(-)5242243.89

GRAPH SHOWING COMPARISON OF NET PRESENT VALUE FOR 3 YEARS FROM 2018-2020



INTERPRETATION :

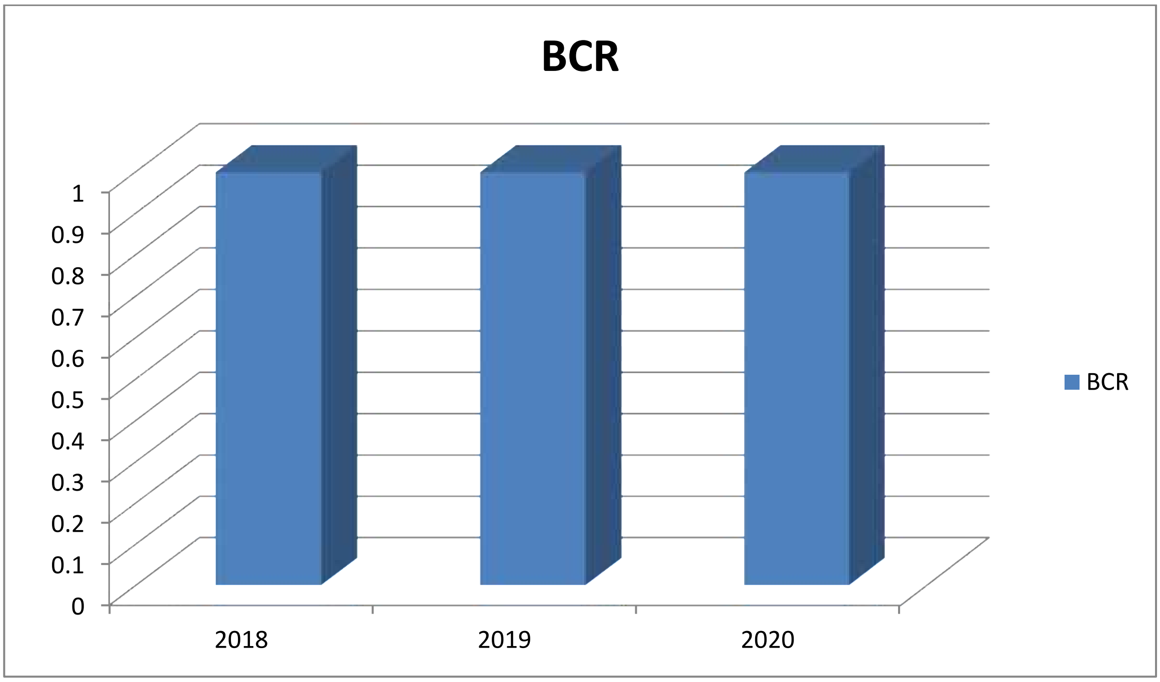
From the above graph we can see that the NPV has been fluctuating over the past three financial years. It stood at about (-)5242243.89 for 2020. as compared to the 2019 figure of about –
(-)4980131.69.
The NPV is negative for the financial years where the company is not able to get the cash inflows out of the fund invested.

BENEFITS OF COST RATIO (BCR)

BCR= PV of cash inflow/PV of cash outflow

YEAR	2018	2019	2020
CASH INFLOW	2783982589.17	2930507988.59	3084745251.14
CASH OUTFLOW	2788713714.27	2935488120.28	3089987495.03
BCR	0.998	0.998	0.998

GRAPH SHOWING COMPARISON OF BCR OF 3 YEARS



INTERPRETATION:

From the above graph the BCR is same for the 3 consecutive years.

It stood 0.998 constantly same.

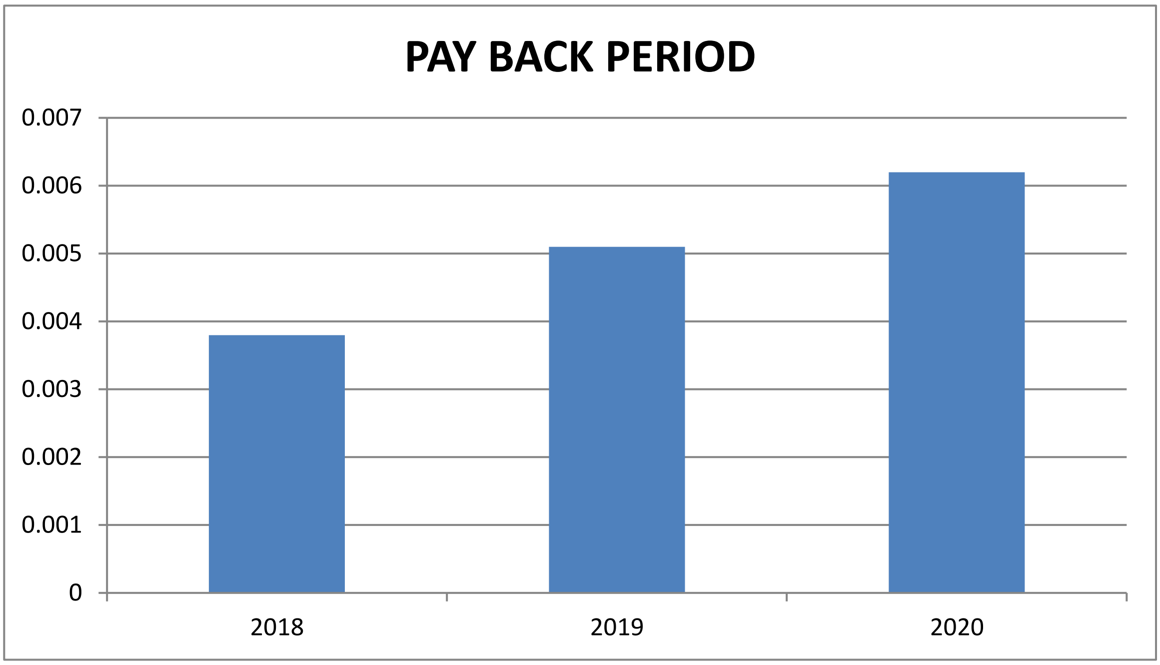
PAY BACK PERIOD (PBP)

PBP= Initial Investment/Annual cash inflow

GRAPH SHOWING COMPARISON OF PAY BACK PERIOD OF 3 YEARS FROM 2018-2020

YEAR	2018	2019	2020
INITIAL INVESTMENT	10608989	15177523	19312308
ANNUAL CASH FLOW	2783982589.17	2930507988.59	3084745251.14
PBP	0.0038	0.0051	0.0062

GRAPH SHOWING COMPARISON OF PAY BACK PERIOD OF 3 YEARS FROM 2018 TO



2020

INTERPRETATION:

From the above graph we can see that the PBP has been fluctuating over the past three financial years. It stood at about 158.72 for 2020 year as compared to 2019 figure of about 192.08

ACCOUTING RATE OF RETURN(ARR)

ARR=Average Profit/Average Investment *100

TABLE SHOWING COMPARISION OF ACCOUNTING RATE OF RETURN FOR 3 YEARS FROM 2018-2020

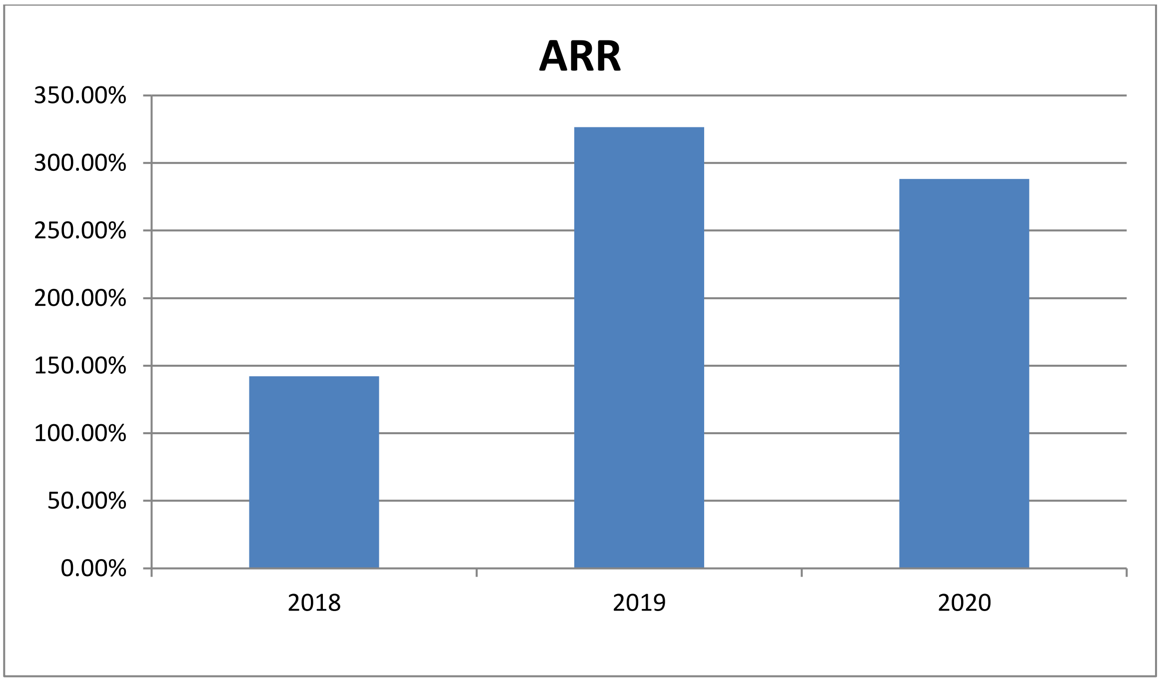
YEAR	2018	2019	2020
AVERAGE ACCOUNTING PROFIT	7547536	24773767	27838161

AVERAGE INVESTMENT	5304494.5	7588761.5	9656154

YEAR	2018	2019	2020

ARR	142.28%	326.45%	288.29%

GRAPH SHOWING THE COMPARISON OF ACCOUNTING RATE OF RETURN FOR 3 YEARS FROM 2018-2020



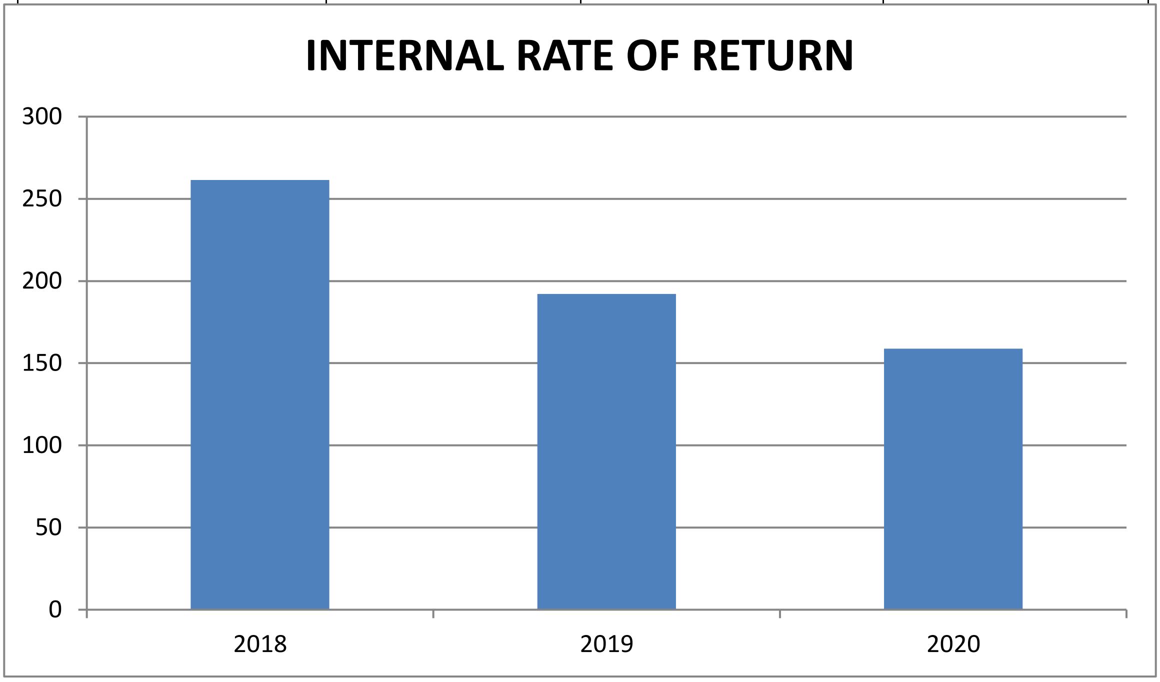
INTERPRETATION :

From the above graph we can see that the Accounting rate of return figures have come down from 326.45% in the financial year of 2019 to about 28.82% for the current financial year of 2020.

INTERNAL RATE OF RETURN (IRR)

I=R/1+r

INITIAL	10608989	15177523	19312308



DATA ANALYSIS AND INTERPRETATION:

From The above graph we can analyse that the internal rate of return has fluctuating over the past three financial years. Rate of return figures have come down from 192.08 in the financial year of 2019 to about 158.72 for the current financial year of 2020.

BALANCE SHEET AS ON MARCH 31,2018				
S.NO	PARTICULARS	NOTE.NO	CURRENT YEAR 2017-18	PREVIOUS YEAR 2016-17
I	EQUITY AND LIABILITIES			
1	Shareholder's Funds			
	a.Share Capital	1	34950000	34950000
	b.Reserves and Surplus	2	75024553	56888666
2	Share application money pending allotment			
3	Long term Borrowings	3	19990943	100088420

4	Non-Current Liabilities	4	3540433	3540433
5	Deffered taxability[Net]	5	2304122	2639859
6	Current Liabilities			
	a.Short-term Borrowings	6	87696596	98698529
	b.Trade payables	6a	183441297	105796199
	c.Other Current Liabilities	7	7189063	7126525
	Total		414137007	408728631
II	ASSETS			
1	Non-Current Assets			
	a.Fixed Assets	8		
	i.Tangible assets			
	Gross value of Assets		162715303	160300717
	Less: Accumulated Depreciation		30241943	21948032
	Written down value		132473360	138352685
	ii.Intangible Assets			
	iii.Capital work-in-progress			
	b.Other Non Current Assets	9	85968	171936
2	Other Non current investments	10	10608989	47787841
3	Long term loans & advances	11	1574815	1574815
4	Current Assets			
	a.Inventories	12	149936441	109062725
	b.Cash and Cash Equivalents	13	2972766	2685600
	c.Trade receivables	14	104793331	104698984
	d.Short-term loans and advances			
	e.Other Current Assets	15	11691338	4394046
			414137007	408728631

PROFIT AND LOSS STATEMENT FOR THE YEAR ENDED MARCH 31,2018				
S.NO	PARTICULARS	NOTE.NO	CURRENT YEAR 2017-18	PREVIOUS YEAR 2016-17
I	Revenue from Operations	15	1253926163	1408723565
II	Other Income	16	1771635	2357560
	Total Revenue		1255697798	1411081126
III	Expenses			

	a.Cost of Materials Consumed	17	1191523744	1386949456
	b.Purchases of Stock-In-Trade			
	c.Increase/Decrease in Inventories	18	40873716	87627154
	d.Employee Benefits Expenses	19	5760383	2818383
	e.Finance Costs	20	10718733	6114337
	f.Depreciation & Amortization	8	8293910	8064645
	g.Other Operating Expenses	21	45640569	53926020
	h.Administartive Expenses	22	22847374	18752972
	Total Expenses		1243910997	1388998660
IV	Profit/Loss before exceptional & extraordinary items		11786801	22082466
V	Exceptional items			
VI	Profit/Loss before extraordinary items & tax		11786801	22082466
VII	Extraordinary items			
VIII	Profit before tax		11786801	22082466
IX	Tax expenses			
	a.Current tax		4575000	4500000
	b.Deffered tax		335738	2403143
X	Profit/Loss for the period of continuing operations		7547838	15179323
XI	Profit/Loss for the period of discontinuing operations			
XII	Tax expense of discontinuing operations Profit/Loss for thep period fron discontinuing			
XIII	Operations (after tax)			
XIV	Profit/Loss for the period		7547538	15179323
XV	Balance brought forward from previous year			
XVI	Balance carried to Balance sheet		7547538	15179323

BALANCE SHEET AS ON MARCH 31/2019				
S.NO	PARTICULARS	NOTE.NO	CURRENT YEAR 2018-19	PREVIOUS YEAR 2017-18
I	EQULITY AND LIABILITIES			
1	Share holders funds			
	a. Share capital	1	34950000	34950000
	b.Resesrves and sruplus	2	89798320	75024553
2	Share application money pending allotment			
3	Long term bottowigs	3	4193162	19990943

4	Non-current liabilities	4	3540433	3540433
5	Deffered tax liability	5	3141704	2304122
6	Current liabilities.			
	a.short term borrowing	6	92687537	87696596
	b.Trade payabels	6	178261756	183441297
	c.Other current liabilities	7	8506689	7189063
	Total		415079601	4141137007
II	ASSETS			
1	Non- current assets			
a.	Fixed assets	8		
i.	Tangible aasets			
	Gross volue of assets		201137773	162715302
	Less:Accumulated depreciation		40111490	30241942
	Written down volue		161026283	132473360
ii	Intangible assets			
iii	Capital work-in-progress			
b.	Other non-current assets	9		85968
2	Other non-current investment	10	15177523	10608989
3	long-term loans and advances	11	1574815	1574815
4	Current assets			
a.	Inventories		152704970	149936441
b.	Cash and cash equivalents		4284306	2972766
c.	Trade recevables	14	51354133	10479331
d.	Short-term loans and advances			
e.	Other current assets	15	28557572	11691338
			415079601	414137007

BALANCE SHEET AS ON MARCH 31,2020				
S.NO	PARTICULARS	NOTE.NO	CURRENT YEAR 2019-20	PREVIOUS YEAR 2018-19
I	EQUITY AND LIABILITIES			
1	Shareholder's funds			
	a. Share Capital	1	34950000	34950000
	b.Reserves and Surplus	2	118956421	89798320
2	Share application money pending allotment			
3	Long term Borrowings	3	4247168	4193162
4	Non-Current Liabilities	4	3540433	3540433
5	Deffered Tax Liabilities [Net]	5	4896415	3141704
6	Current liabilities			
	a.Short-term Borrowings	6	97451316	92687537
	b.Trade payables	6a	154517557	178261756
	c.Other current liabilities	7	1414056	8505689
	Total		419973377	415079601
II	ASSETS			
1	Non-Current Assets			
	a.Fixed Assets	8		
	i.Tangible Assets			
	Gross value of Assets		203070102	20113773
	Less Accumulated Depreciation		50030250	40111490
	Written Down Value		153039851	161026283
	ii.Intangible Assets			
	iii.Capital work-in-progress			
	b.Other non-current Assets	9		
2	Other non current Investment	10	19312308	15177523
3	Long term loans and advances	11	1574815	1574815
4	Current Assets			
	a.Inventories	12	71417888	152704970
	b.Cash and cash Equivalents	13	3805823	4284306
	c.Trade receivables	14	151225330	51354133
	d.Short term loans and advances			

	e.Other current Assets	15	19597362	28957572
	Total		419973377	415079601

PROFIT/LOSS STATEMENT FOR THE YEAR ENDED MARCH 31,2020				
S.NO	PARTICULARS	NOTE.NO	CURRENT YEAR 2019-20	PREVIOUS YEAR 2018-19
I	Revenue from operations	15	1788234268	1436137398
II	Other income	16	4584222	3347503
	Total revenue		1792818540	1439484901
III	Expenses			
	a. Cost of materials consumed	17	1564881584	1323876160
	b. Purchases of stock-in- trade			
	c. Increse/decrease in inventories	18	81287082	2768529
	d. Employee benefits expenses	19	4866082	5298358
	e. Finance costs	20	10020432	9723248
	f. Depreciation and amortization	8	9918760	9957348
	g. Other operating expenses	21	69937606	47746970
	h. Administrtive expenses	22	22738800	27874797
	Total expenses		1753650346	1421709352
IV	Profit/loss before exceptional and extraodinary items		29168194	17776549
V	Exceptional items			
VI	Profit/Loss before extraodinary items and tax		29168194	17776549
VII	Extraodinary items			
VIII	Profit before tax		29168194	17776549
IX	Tax expenses			
	a. Current tax			4385000
	b. Deffeted tax(Net)		1754711	837582
X	Profit/(Loss) for the period for continuing operations		27413483	12553967
XI	Profit/(Loss) for the period for discotinuing operations			
XII	Tax expenses of discontinuing operations			
XIII	Excess/short provision for taxation		424578	2219800
XIV	Profit/loss for the period		27838161	14773767
XV	Balance brought forword from previous year			
XVI	Balance carried to balance sheet		27838161	14773761

CHAPTER 5

FINDINGS:

- The NPV has decreased bu year to year.
- The payback period is decreasing year to year.
- According to previous year ARR is decreased by 38.16%
- The BCR is same/equal for 3 consecutive year 18/19/20.
- The Initial rate of return for the years hes come down.

SUGGESTIONS:

- Should improve the profits or Cash flows to increase in NPV.
- Better to Experiment the sales channels & find the right price point.
- Building new features, product & series to add value foe existing customers, which will increase sales.

CONCLUSION:

The spending plan is one of the key procedures for budgetary administration to assess the proficiency of the undertaking. So purchasing new hardware, beginning business, extending, changing the oldness of old apparatus. The cutting edge approach is more successful than the customary technique on the grounds that the advanced strategy is thinking about the time estimation of cash. The Capital Budget has its own impediment however its favorable circumstances spread its unfriendly impacts with its utilization. In any case, in India, the capital spending procedure can not be utilized legitimately at the dimension of institutional and administrative administration.

Subsequent to considering this theme, I comprehend the hugeness of the spending plan. I figure capital aptitudes can be used in government organization ventures like corporate and open organization administrations, open transportation administrations.

I for one figure the open dislikes to utilize this strategy later on because of absence of information. Capital spending plans can be utilized from local dimensions to MNCs and this sentence can express the significance of the capital spending plan.

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