CHAPTER FOUR
PROFILE OF SELECTED INDUSTRIES

4.1 Introduction:

This chapter gives the profile of 30 selected large scale manufacturing industries for the purpose of research work. These 30 industries are the leading companies in the industrial sector at the national level and the global level as well. The companies have adopted the best practices in HRM and have been organizing the various activities to improve the performance of the employees by fostering the healthy and pleasant work culture. The industries selected represent the different types of industries like automobile, engineering, electrical, construction, newspapers, food and beverages, bag manufacturers etc. and are located in the Nashik i.e. Satpur and Ambad industrial area. The researcher has visited these industries, made discussions with the HR Managers & the employees and observed the variety of aspects relating to the best practices in HRM.

4.2 Profile of Selected Industries:

1) ABB India Ltd.

ABB Ltd. was established on December 24, 1949 as Hindustan Electric Company Ltd. The name of the company was changed to ABB Ltd with effect from April 16, 2003.

ABB Ltd is the world's leading engineering company in power and automation technology, which helps the customers to increase industrial productivity by enabling them to use electrical power effectively. The company is satisfying the needs of utility and industry customers from more than 60 years with the complete range of engineering products, solutions & services automation and power technology. The company manufactures & supplies key components to transmit and distribute
electricity, and also produces transformers, high and medium voltage switchgears, circuit breakers, capacitors, distribution relays; process automation, motors, variable speed drives, low voltage products, instrumentation and power electronics. It has increased the installed capacity of Motors and Other Machines, Switchgear of all types, Turbochargers, Transformers, Electronic Control and Supply Units for Variable Speed Drives and Other applications Power Capacitors of all types. The company established a technology center in Nasik for medium voltage power technologies to cope up with the ever-changing power distribution sector in the year 2006.

**Plant Visited:** 79, Street No. 17, MIDC, Satpur, Nashik-7.

**Source:** www.abb.com

**Observations by the Researcher:**

The researcher has visited ABB India Ltd., discussed and observed the best HR practices. It has been observed that the company has adopted certain best practices like- Five day week, Reimbursement of tuition fees up to Rs.20,000/- for the higher education of the employees, Library facility, Sports activities, Get-together of employees along with their family members etc. The company has been implementing the best practices in HRM for the development of employees effectively.

2) **Bosch Ltd.**

Bosch Ltd. was founded in the year 1951. The headquarter is located in Bangalore and is having its manufacturing plants at Bangalore, Naganathapura (Near Bangalore), Nashik, Jaipur and Goa. These plants are TS 16949 and ISO 14004 certified.

The company produces and deals in the following 3 major business lines-

ii. **Industrial Technology:** Packaging Machines, Special Purpose Machines, Solar Energy.

iii. **Consumer Goods and Building Technology:** Power Tools, Security Systems.

It is the recipient of many prestigious awards for its higher performance which mainly include-

- Auto Monitor Award – ‘Auto component manufacturer of the year’ 2005
- NDTV Profit Car India Award – ‘Safety & Technology Award’ 2006
- EEPC Award – ‘Star Performer for outstanding export performance’ 2006
- CNBC-TV18 Autocar Auto Award – ‘Auto Component manufacturer of the year’ 2007
- Business Standard Award ‘Star MNC of the year’ 2008
- NDTV Car & Bike Award – ‘Auto component manufacturer of the year’ 2009
- NDTV Car & Bike Award - ‘Automotive technology of the year’ 2010
- “Car & Bike” Award 2011 & 2012.

**Plant Visited:** 75, MIDC, Satpur, Nashik-7.

**Source:** www.boschindia.com/content/language1/html/9746.htm

**Observations by the Researcher:**

It is observed that the company is one of the largest automotive component manufacturers and the biggest Indo-German companies in India. The important aspects- discipline, cleanliness, co-ordination, co-operation, time management, training & development activities, pay master, canteen facility, safety measures, work culture, welfare facilities, human relations and motivating forces have been found very good.

The development of the best practices in HRM is being taken place proactively. Hence, the employees are happy with the job and the culture of an organization.
3) **Mahindra & Mahindra Ltd.**

The company was established in 1945 as a steel trading company and entered the automotive industry in 1947 to manufacture the iconic Willys Jeep. During the last 70 years, the company diversified its business into many business lines to satisfy the customers by offering a unique variety of products and services in a better way. At present, the operations cover 18 key industries that promote every modern economy-aerospace, aftermarket, agribusiness, automotive, components, construction equipment, consulting services, defense, energy, farm equipment, finance and insurance, industrial equipment, information technology, leisure and hospitality, logistics, real estate, retail, and two wheelers. The company is committed to the sustainable development of the society, economy and environment. It also believes in the professionalism, good corporate citizenship, customer focus, quality approach and dignity of the individuals.

**Plant Visited:** 89, MIDC, Satpur, Nashik-7.

**Source:** www.mahindra.com

**Observations by the Researcher:**

This company is one of the largest and best automobile industries not only in India but in the globe also. The researcher has observed that the no. of products wise, no. of customers and employees wise, turnover wise, the plants of the company in the Nashik industrial area are big. It selects the best people for the jobs, gives them freedom to do the work, opportunities for development and encourages the creativity, innovativeness and well-reasoned risk-taking. It makes the continual improvement in the quality of the products and performances and hence, the several models have been developed by the company for the same purpose.

4) **V.I.P. Industries Ltd.**

VIP Industries Limited was founded in the year 1971. It is the flagship company of the Dilip G. Piramal Group. Today, it the well-known luggage brand in
Asia and the second largest manufacturer of moulded luggage at the global level. The company offers a wide range of products which includes hard and soft luggage - strolleys, suitcases, duffle bags, overnight travel solutions, executive cases, backpacks, and even travel accessories. It has made the modifications in the look, pattern, style, color, structure of the products to suit the changing needs, requirements, expectations, likes, purchasing power, likes and lifestyles of the customers. Hence, it became popular among the customers across the generations from its beginning.

It’s products reach over 8,000 retail outlets across the country and over 1,300 outlets in 27 countries. The unique advancements in the produces cover- water, dirt and stain resistant bags, multi compartment bags for personal and professional use, lightweight range, 360 degree wheeling in soft luggage, seculink feature in hard luggage, Convipack to separate used & new clothes, central locking and many more.

**Plant Visited:** 78 A, MIDC, Satpur, Nashik-7.

**Source:** www.vipindustries.co.in

**Comments by the Researcher:**

The company is one of the largest bag manufacturers in india. It delights its customers by providing a wide range of products. The superior and subordinates jointly discuss and indentify the areas in which the subordinates need training. The company imparts the training not only on the technical areas but the managerial and personality development subjects also. The 2 bags are offered to the officers at 50% discount and at 25 % discount to the operators every year. The promotional opportunities are provided to the employees as per their potential.

5) **Schneider Electric India Pvt. Ltd.**

Schneider Electric India Pvt. Ltd (SEI) is a 100% subsidiary of Schneider Electric Industries SAS. The company was started in 1836 with the iron and steel industry, heavy machinery, and ship building, then it turned to electricity and automation management. It is a global specialist in energy management. It produces
the variety of products which mainly consists of- Boxes, Cabling & Interfaces, Building Management System, Busway & Cable Management, Contactors & Protection Relays, Cooling Solutions, Din rail modular devices, Fuse Switches, Industrial & Specialized UPS and Power Conversion, IT Services, Panelboards & Switchboards, MV Circuit Breakers & MV Contactors, Power & Energy Monitoring System, Solar for Industrial & Commercial Rooftops and many more. The commitment of the company is to promote sustainable development in respects of the society, economy governance and environment. With the strong support of the management and employees, Schneider Electric is positioning itself on new markets-energy efficiency, building automation and backup power supply to respect the environment.

**Plant Visited:** 58, MIDC, Satpur, Nashik -7.

**Source:** www.schneider-electric.co.in/sites/india/.../company/profile/in.../in-brief....

**Observations by the Researcher:**

It has been observed that the well-known for monitoring sites, innovative production processes, reducing wastages, actions being taken in favor of environment, it’s visión, dynamic management and quality of products & services. The employees are motivated by the company to go for higher education after graduation by contributing 50% fees of the said programme. It gives long service awards to the employees for their association with the company atleast for 5 years, 10 years, 15 years or 20 years. The company has donated the machine to the school and made the infrastructural development of the school run in tribal area towards the corporate social responsibility.

6) **Jyoti Structures Limited**

Jyoti Structures Limited (JSL) was registered as a Private Limited Company on May 27, 1974. The company started the first manufacturing activity at Nashik in 1979 and initiated commercial operations. Tata Exports invested into the ownership of
the company. It became a reliable supplier of transmission line towers and sub-station structures to National Thermal Power Corporation (NTPC) and State Electricity Boards (SEBs). It entered in the field of trunkey projects and set up the construction division in 1987. The company converted itself into Public Limited Company in the year 1989.

The company is committed to the values- Customer Focus, Competitiveness, Quality and Long-term Relationships. It mainly deals in Transmission Lines, Substations and Distribution Projects at the global level. The turnkey projects are also undertaken on a large scale and the services in Design, Testing, Manufacturing, Sourcing, Supply and Construction with our in-house expertise are offered. The manufacturing plants of the company are located at Nashik, Raipur and Dubai with a combined manufacturing capacity of 160,000 MT of Transmission Line Towers.

**Plant Visited:** Plant-2, E 60-61, Road D, MIDC, Satpur, Nashik-7.

**Source:** www.jsl.in

**Observations by the Researcher:**

It has been observed that the company is having the important certifications- ISO 9001:2008, ISO 14001:2004 and OHSAS 18001:2007. The company has received many awards from the Government of India and many other organization for its outstanding performance. The training for job & also for self-development, promotional opportunities, counseling for career & for resolving the personal problems and safety measures are provided to the employees.

7) **Innova Rubbers Pvt. Ltd.**

Late Shri M. P. Bakshi, founder member and his partners started rubber moulding activity under the name ‘VIR’ in the year 1968. The Innova Rubbers Pvt. Ltd. was founded under the leadership of Shri. H. M. Bakshi – Chairman & Managing Director in the year 1994. The innova rubbers is known for its technological innovation and it is reflected in its every operation. The company is a ISO 9001:2000
& TS 16949 accredited and it is the technological leader in Designing and Manufacturing of automotive and industrial rubber moulded and rubber to metal bonded antivibration parts. It manufactures a complete range of products which includes- engine mounts, power train mounts, body mounts, tuned vibration absorbers, trailing and control arm bushes, leaf spring bushes, steering couplings, steering mounts, strut mounts, axle bumpers & bump stoppers, shock absorber bushes, exhaust hangers, propeller shaft mountings, inner bonded bushes, balance rod bushes, TPU moulded parts etc.

**Plant Visited:** A-26/27, MIDC, Ambad, Nashik-10.

**Source:** www.innovarubbers.com

**Observations by the Researcher:**

It is observed that the company has its own training centre and the various training programmes are being organised not only for the upgradation of the knowlege and skills but the personality development of the employees also. The plant is well-equipped with the necessary facilities. It conducts the small group activities for counseling the employees and indentifying their capabilities and offers the promotional opportunities to them. It has adopted the modern practices for improving the employees and organizational performance such as- employee empowerment, TQM, TPM, six sigma, benchmarking, knowledge management, kaizen reengineering outsourcing, rightsizing, 5 S etc.

8) **Perfect Circle India Ltd.**

Perfect Circle India Ltd. is the leading manufacturer, supplier and exporter of Piston Rings, Plates and Castings in India and in overseas markets. The company was established in 1976 to manufacture and supply automotive piston rings to leading original equipment manufacturers and the replacement market as well. The products include- piston rings, profile ground oil rings, taper faced chrome plated rings, sharp corner rings, plain rings, keystone rings, plates and piston rings’ castings. It has
promoted the innovation and developed the high performance products. 55% of the total products are supplied in the overseas markets. The outstanding performance of the company has been recognized with the awards by some organizations such as- the Golden Peacock National Quality & National Productivity Awards, the Lalit Doshi Memorial SICOM award for 2009-2010 and the NIMA Corporate Social Responsibility Award for 2008.

**Plant Visited:** 20, MIDC, Satpur, Nashik-7.

**Source:** www.perfectcircleindia.com

**Comments by the Researcher:**

It has been observed that the company is popular for innovations in the products. It gives more focus on the research & development for making necessary improvements in the products and processes. The latest technology is introduced to enhance the productivity and performance of the products. The plant is well designed and it helps the employees to do their work smoothly. Recently, the company has given the growth to the employees in their pay. It has been satisfying the employees by keeping the work place and environment good, healthy, safe and happy.

9) **EPCOS India Pvt. Ltd.**

EPCOS India Pvt. Ltd. is a member of TDK-EPC Corporation, which is the leader for both AC power capacitors and low-voltage PFC capacitors in the global market. TDK-EPC Corporation is a TDK group company which is a leading manufacturer of electronic components, modules and systems, headquartered in Tokyo, Japan. TDK-EPC was established in 2009 from the combination of the passive components business of TDK and the EPCOS Group.

EPCOS India Pvt. Ltd. - a subsidiary of TDK Corporation has started a new factory in India at Bawal, Haryana, some 100 kilometers southwest of New Delhi. The big factory joined the existing plants of the company at Nashik, Maharashtra, and Kalyani, West Bengal. It offers a comprehensive range of products to suit the
ever-changing needs of the customers not only in the Indian market but the global market also. The product range comprises- Aluminum Electrolytic Capacitors, Film Capacitors, Components for Power Factor Correction, Power Capacitors, RF / SAW Components and Modules, Protection Devices, Ceramic Switching / Heating and Piezo Components, Sensors and Sensor Systems, EMC Components, Inductors, Ferrites and Accessories.

**Plant Visited:** E 22-25, MIDC, Satpur, Nashik-7.

**Sources:** www.epcos.com/epcos-en/373388/.../press...india/170462 & www.epcos.com

**Observations by the Researcher:**

The researcher has observed that the company is enhancing a sense of belongingness- loyalty among the employees by giving them Greetings on the special occasions like- new year and festivals and honouring with long service awards on completion of 5, 10, 25 and 40 years of services. The company believes in participative style of management. The employee motivation survey is conducted every year in addition to the routine activities in order to identify the potential and motivation level of the employees for promoting them for higher responsibility. It reimburses 50% of the total fees paid by the employees for their job related higher education.

10) **Alf Engineering Pvt. Ltd.**

ALF Engineering Pvt. Ltd. was established in 1980 in suburban Mumbai. It is an auto ancillary a company and now known as a leading supplier to OE’s in India. Its core business area is the chassis frame, suspension assemblies and hydroformed components for SUV’s, MUV’s, LCV’s. The company manufactures the following products which are only supplied as OE directly to the vehicle manufacturers:

- **CHASSIS**: For SUV’s, LCV’s, MPV’s, Pickup’s, 3 Wheeler to M&M, Ashok Leyland-Nissan, Tata Motors and Reva.
HYDROFORMED PARTS- Side Rails, Trailing Arms, Engine Cradles, Rear Cradles, Cross Members

SUSPENSION ASSEMBLIES / PARTS- Upper Control Arms, Lower Control Arms, Links. The assemblies and components are also supplied to Tier 2- Bajaj Auto, Ford India and GM India.

It has a Hydroforming Facility and a Design Centre at Nashik and the Autophoretic paint shops for chassis at Nasik, Chakan and Hosur offering the latest cost effective painting technology. All these plants are ISO 9000 & TS 16949 Certified.

**Plant Visited:** E-60, MIDC, Ambad, Nashik-10.

**Source:** www.alfengineering.com

**Observations by the Researcher:**

It has been observed that the yearly motivational award scheme is adopted by the company in which, the top performers are recommended by their departmental heads and they are given the prizes for their best performances. Birthday cards and mails are sent to the employees on their birthdays. Ganeshotsav is celebrated and sports activities are also organised in the company. The employees are given the appreciation letters for the best suggestions given by them.

11) **Ashoka Buildcon Ltd.**

Ashoka Buildcon Ltd. is a construction company which builds, operates roads and bridges in india on a build, opérer and transfer (BOT) basis. The company is a pioneer in BOT projects in Maharashtra, it’s head office is in Nashik, Maharashtra and the projects currently reach across the states of Maharashtra, Madhya Pradesh, Chhattisgarh, Rajasthan, Karnataka and Orissa. It carries on its business through the following 4 divisions- 1) The BOT Division, 2) The Engineering, Procurement and Construction ("EPC") División, 3) The RMC and Bitumen Division; and 4) The Toll Collection Contract Division.
It also deals in engineering and designing, procurement of the raw materials and equipment for the construction of roads, bridges, distribution transformers, electricity substations, commercial buildings, industrial buildings and institutional buildings for third parties and their maintenance, manufacturing & selling of ready-mix concrete (RMC), bitumen and pre-cast concrete poles and collection of tolls on roads and bridges owned and constructed by third parties. The first BOT Project- Dhule Bypass was successfully completed in 9 months as against the contract period of 39 months and also constructed the Mandve river bridge near Pandharpur in Maharashtra in 38 days as against contract period of 12 months. These achievements are recorded in the Limca Book of Records. Ashoka Buildcon Limited has been awarded for ‘Outstanding Contribution in Roads and Bridges’ during the EPC World National level Awards – 2013. It has been also awarded for ‘Infrastructure Company of The Year – 2013’ during the Construction Week Awards – 2013.

**Plant Visited:** Ashoka House, Ashoka Marg, Nashik-11.

**Source:** www.ashokabuildcon.com

**Observations by the Researcher:**

The researcher has observed that the morning meet is organised every day and in which prayer is done, important announcements in respect of- birthdays and sorrowful events of the employees are made. This gives not only the mind-freshness to the employees but the develops the discipline, time management, co-ordination, healthy and cordial relations between the company and employees.

The work- culture has been found to be very dynamic and integrated which fosters quality and excellence in every operation of the company. The company runs a school in which 50% concession is given in the tuition fees for the children of the employees admitted in the same school. The employee recognition ceremonies are also organised to appreciate their best performances.
12) Birla Precision Technologies Ltd.

Birla Precision Technologies Ltd. was founded on October 13, 1986 with the name Birla Erickson (Tools) Ltd. In December 1989, the name of the company was changed to Birla Kennametal Ltd. The company was established as the joint venture between Birla International Pvt. Ltd., a Yash Birla Group and Kennametal Inc, USA.

The company started a manufacturing unit for Machine Tool Accessories at Aurangabad with a production capacity of 50,000 Nos. and commenced commercial production. The production capacity of Machine Tool Accessories was increased from 50,000 Nos. to 1,00,000 Nos. in the year 1998-99.

The company manufactures a comprehensive range of Twist Drills, Milling Cutters, Tool Bits, AT 3 Class Steep Taper, HSK tooling, hydro grip and shrink fit CNC toolings. Indian Tool Manufacturers, a division of Zenith Birla (India) Ltd. merged with the company with effect from April 1, 2008.

**Plant Visited:** Plot No. 62/63, MIDC, Satpur, Nashik-7.

**Sources:** www.birlaprecision.in

www.indiainfoline.com/.../Company/.../Company-Profile/Birla-Precision-...

**Comments by the Researcher:**

The researcher has observed that company is an India based engineering company. The cultural programmes are organised on the occasion of national festivals- 15th August and 26th January for recreation of the employees. The employees are encouraged for higher education by providing support in the form of study leave and shift adjustment. The company organizes the training programmes regularly not only for the professional development of the employees but their self development also.

13) Eton Industrial Systems Pvt. Ltd.

Eaton is a leading power management company that provides energy-efficient electrical components and systems for power quality, distribution and control;

**Plant Visited:** A-11, MIDC, Ambad, Nashik-10.

**Sources:** www.indiamart.com and www.eaton.in

**Observations by the Researcher:**

The researcher has observed that the company has provided necessary safety measures to the operators. The factors governing the employees performance such as cleanliness, discipline, work culture, time management, co-ordination, co-operation, relations between the superiors and subordinates etc. encouraging the employees. The employees are given the appreciation letters & well done certificates for their best performances.

14) **Gabriel India Ltd.**

Gabriel India Limited was founded in 1961 and commenced the operations with a single plant in Mulund, Mumbai today has seven manufacturing facilities spread across the country. The company is the pioneer of Ride Control Products in the country and the flagship company of Anand. It is a leading Indian auto component industry which manufactures and provides a comprehensive range of Ride Control products with Shock Absorbers, Struts and Front Forks, catering to Passenger Cars, Utility Vehicles, Commercial Vehicles and Two Wheelers.
The company’s three well equipped Research & Development centres are located at Chakan, Hosur and Nashik to develop new products, conduct comprehensive testing and validation and also to optimize product performance.

**Plant Visited:** B-2, MIDC, Ambad, Nashik-10.

**Source:** www.gabrielindia.com

**Observations by the Researcher:**

It has been observed that the company is the recipient of many prestigious awards for its better manufacturing facilities, high performance products and highly skilled & competent workforce. The 50% of the total fees paid for higher education of the office staff are reimbursed by the company to the concerned employees. It celebrates the annual day and in which, the merit of the employees’ children in the 10\(^{th}\) & 12\(^{th}\) examinations is appreciated with gifts. It takes the mediclaim policy not only to cover the employees but their family members also. The company supports the educational and social activities in the form of donations in kind.

15) **Garware Polyster Ltd.**

Late Padmabhushan Dr. Bhalchandra (Abasaheb) Garware promoted Garware Group by starting Garware Plastics (P) Ltd. in the year 1933 and thereafter pioneered the production of Nylon, Plastics and Polyester in India.

Garware Polyester Ltd. was founded by the Chairman and Managing Director Mr. S. B. Garware in the year 1957 alongwith the Founder Chairman Late Padmabhushan Dr. Bhalchandra (Abasaheb) Garware. The company was primarily manufacturing moulds and dyes for the plastic manufacturers. The Garware Plastics (P) Ltd. was merged with this company in 1976. Garware Polyster Ltd. is a leading manufacturer of polyester films in India. The company has diversified its business into video magnetic tapes, computer tapes, audio magnetic tapes, U-matic video cassettes and value-added products like sun-control films.
The Company has developed in-house Technology for Polyester Films in India and manufactures Films of thickness ranging from 10 micron to 350 micron. It an ISO 9001:2008 certified company since 1994. It is the recipient several awards for innovation and excellence. The company has been consistently getting the "Top Exporter" Award first prize from the Pлексcouncil, Government of India (Ministry of Commerce) every year for over past two decades.

**Plant Visited:** A-1, MIDC, Ambad, Nashik-10.

**Sources:** [www.garwarepoly.com](http://www.garwarepoly.com)
[www.indiainfoline.com/.../Company/.../Company-Profile/Garware-Polye...](http://www.indiainfoline.com/.../Company/.../Company-Profile/Garware-Polye...)

**Observations by the Researcher:**

It is observed that the company is an ISO 9001:2008 certified and the recipient of many awards for its outstanding performance and innovation. It has adopted the best practices such as employee empowerment, total quality management, kaizen, knowledge management, outsourcing, rightsizing and 5S for the continual improvement in the performance of the employees and the organisation also. It invites a doctor regularly for health check-up of the employees. The company is contributing in the social development by organising personality development workshops, environmental awareness programmes, study centre, hobby classes, various activities for women empowerment etc.

**16) Graphite India Ltd.**

Graphite India Limited (GIL) was established in the year 1967 in collaboration with erstwhile Great Lakes Carbon Corporation (GLCC) of USA. The company is the pioneer in India for manufacture of Graphite Electrodes as well as Carbon and Graphite Specialty products. It has total 6 plants in India with an aggregate electrode manufacturing capacity of 80000 tons per annum and has been continually improving the quality of its products and services from customer focus point of view. Apart from Graphite Electrodes, its main products are – Specialty Carbon and Graphite,
Impervious Graphite Equipments, Calcined Petroleum Coke & Carbon Electrode Paste, Glass Reinforced Plastic Pipes and High Speed Steel & Alloy Tool Steels. It has also got a 100% owned subsidiary at Nuremberg, Germany, by name Graphite COVA GmbH (erstwhile CONRADTY GmbH).

The company has enhanced its focus on research and development and has received many awards for the outstanding performance, exports, safety, innovation & excellence. It believes in the following principles- Low-cost capacity expansión, Low-cost manufacture, Broad product basket, Increased proportion of value added products, Timely deliveries, Presence in more global markets and Global marketing alliances.

**Plant Visited:** 88, MIDC, Satpur, Nashik-7.

**Source:** www.graphiteindia.com

**Comments by the Researcher:**

The researcher has observed that the company is an ISO 9001:2008 Certified which provides 2.5 years training to the employees. The promotional opportunities are offered to the top performers. In case of the children of employees who stood 1st, 2nd or 3rd from 1st standard to 12th standard, the company reimburses their academic expenses of the next year. The educational loan is provided to the employees for the education of their children.

17) **Hindustan Coca Cola Beverages Pvt. Ltd.**

Coca-Cola India Pvt. Ltd. is a Subsidiary of The Coca-Cola Company, USA. Hindustan Coca Cola Beverages Pvt. Ltd. (HCCBPL) is a part the Cola Cola Company’s Bottling Investments Group (BIG) which manufactures, packages, sells and distributes the beverages under the trademarks of The Coca-Cola Company. HCCBPL is the largest bottling partner of the Coca Cola Company in India having 24 bottling plants at prime locations in various states spread across the country. The extensive product range of the company covers the following products-
• Sparkling Beverages – Coca-Cola®, Diet Coke®, Thums Up®, Sprite®, Fanta®, Limca®, Kinley® Soda, Schweppes® Tonic Water.
• Water - Kinley®, Bonaqua®.
• Still Beverages – Maaza®, Minute Maid® Pulpy Orange, Minute Maid® Nimbu Fresh, Minute Maid® 100% Juices (Apple, Grapes, Orange, Mixed Fruit), Minute Maid® range of fruit flavoured drinks.

The company focuses on the development of strong customer value and world class operations on the basis of higher safety, solid governance system and sustainable growth. It fosters excellence in all spheres of its products, operations and processes through continual improvement programmes. The company’s plants and operations are periodically audited internally and by independent external agencies as per the various quality criterios on quality of products & services, safety, environment, hygiene, energy efficiency, recycling of wastages and their reduction.

**Plant Visited:** B-19, Cross Road No.1, MIDC, Ambad, Nashik-10.

**Source:** www.hindustancoca-cola.com

**Observations by the Researcher:**

It has been observed that the company is ISO 9001:2008, ISO 14001:2004, ISO 22000:2005 Certified, OHSAS 18001:2007 Certified and FSSC 22000 Certified. The company provides the training not only on the technical subjects but on the behavioural, health awareness, safety, ISO aspects and personality development also. It has adopted online and 360 degree performance management system.

The company conducts the yearly survey of all its employees to identify their potential for offering promotional opportunities. It organizes tree plantation programmes and cycle rally to celebrate ‘Environment Day’. The company organizes get-together, picnics, sports activities, cultural activities, family day, reward ceremonies, TPM activities, health check-up camps, blood donation camps for the employees and prize distribution programmes for the employees’ children who secure the outstanding success in education.
18) **Hindustan Hardi Spicer Ltd.**

Hindustan Hardy Spicer Limited (HINDHARD) is an India-based company. The company was incorporated in 1982 and was formerly known as XLO-GWB Cardan Shafts Limited. It got its present name in the year 1994. The Company designs, manufactures and sells Propeller Shafts and other accessories required for automotive, industrial, construction and agricultural applications in India and abroad by operating its business in two segments: Domestic and Export. The products are manufactured under technical license from Hardy Spicer, UK and Gelenkwellenbau, Germany. It is an ISO 9001:2000 certified company, its registered office is located at Mumbai and the manufacturing plant is located at Nashik, Maharashtra, India. The customers of the company include- Ashok Leyland, Bajaj Tempo, Hindustan Motors, Volvo India, Eicher, Tata Iron & Steel Company, Apex Innovation, Laxmi Machine Works, and Jindal Iron & Steel Company, among others. It exports to UK, Sri Lanka and Nepal, which contribute around 40% to the turnover.

**Plant Visited:** C-12, MIDC, Ambad, Nashik-10.

**Sources:** www.hhspicer.com

investing.businessweek.com/research/stocks/snapshot/snapshot.asp?...

in.reuters.com/finance/stocks/companyProfile?symbol=HHSL.BO

**Observations by the Researcher:**

The researcher has observed that the company has adopted and also has been implementing the modern practices for improving its performance such as- employee empowerment, total quality management, kaizen, quality circles, reengineering, benchmarking, outsourcing, rightsizing and 5 S. The company undertakes the tree plantation programmes and contributes in environmental protection. It motivates the top performers by offering them cash prizes, bonus, gifts and performance based pay for executives. The healthy relations between the superior and subordinates and also among the employees have been observed during the visit.
19) Kirloskar Oil Engines Ltd.

Kirloskar Oil Engines Ltd. is the flagship company of the Kirloskar group and it was founded in 1946. KOEL is a leader in the manufacturing of diesel engines, agricultural pumpsets and generating sets. The company offers a wide range of products which mainly includes- Agri Engines, Agri Pumpsets, Gensets, Industrial Engines and Large Engines. It serves the markets under the major areas like Infrastructure projects, Service industries, Engineering, Manufacturing, FMCG, Automobile and Auto Ancillaries, Textile, Pharmaceuticals, Dairy and Food Processing industries, Defence agencies such as- air force, army and navy, as well as the coast guard.

The company is having four well-equipped manufacturing plants at Pune, Nashik, Rajkot and Kolhapur with more than 3,000 committed and competent workforce. KOEL has Corporate Research & Engineering and Application Engineering department which focuses on design and development of the products in order to suit with the changing requirements of customers and markets trends. The company is ISO 9001:2008, QS 9000, ISO 14001 certified and TS16949:2009 accredited. KOEL and its manufacturing units are the recipient of several awards for the quality & excellence, innovation, energy efficiency & conservation, best human response, human resource practices and outstanding performance.

**Plant Visited:** A-11/1, MIDC, Ambad, Nashik-10.

**Sources:** www.koel.co.in

http://koel.kirloskar.com/koel-products#sthash.TB21FL1O.dpuf

http://koel.kirloskar.com/manufacturing%20facilities#sthash.PTGT99Y6.dpuf

**Observations by the Researcher:**

It has been observed that the company believes in continuous training. It provides the training on the latest technology, latest principles of manufacturing- six sigma and lean manufacturing concepts, quality perspectives, personality development and many more. The company has a team of highly skilled and
competent employees who strive for perfection in their work. The plants of the company are safe, healthy, environment friendly and energy efficient. The manufacturing facilities are continuously improved so as to produce high quality products at competitive costs.

It’s focus is on achieving quality and excellence in all its operations. Hence, it formulates, implements and monitors ‘Quality Improvement Programmes’ including Six Sigma Black Belt and Green Belt Programmes to prevent critical quality issues. The company is significantly contributing in the development of the society at large through corporate social responsibility in the forms of- Cash awards to school children, Education sponsorship to orphans, Career guidance workshops, Health check-up camps & awareness programmes, Environment awareness programmes, Tree plantation, Employability development programmes and so on.

20) **Lear Automotive Ltd.**

The Lear Corporation is a global leader in automotive seating systems and related components such as- seat structures and mechanisms, seat covers, headrests and seat foams designed, engineered and manufactured by a team of talented 1, 22, 000 employees. Lear was founded in 1917 in Detroit, Michigan as American Metal Products, a manufacturer of tubular, welded and stamped assemblies for the automotive and aircraft industries. The headquarters are located in Southfield, Michigan, Lear continues to grow the business in 36 countries with 221 locations around the world.

Lear Automotive India Pvt. Ltd. is a part of the Lear Corporation. The business of the company is carried on in two global product segments: Seating and Electrical Power Management Systems (EPMS). The seating segment includes seat systems and related components, such as seat structures and mechanisms, seat covers, headrests and seat foam whereas the EPMS segment includes electrical distribution
systems that route electrical signals and manage electrical power within a vehicle for both traditional powertrain vehicles, as well as for hybrid and electric vehicles.

**Plant Visited:** 178-182, Gonde (Dumala), Dist. Nashik.

**Source:** www.lear.com

**Comments by the Researcher:**

It has been observed that the company is a global leader in automotive seating systems which designs, manufactures and develops the world-class products by it’s highly competent and devoted staff and engineers. The company focuses on the innovation and customer services. It takes mediclaim policy of the employees along with their family members. It conducts medical health check-up of all the employees annually. The company grants short-term loan to the employees during their emergency. Safety shoes and protective uniforms are also provided to the operators and the office staff.

21) **Lokmat Media Pvt. Ltd.**

Lokmat was founded by a group of Indian freedom fighters, in 1918, at Yavatmal, a town in the state of Maharashtra. Lokmat was acquired by Late Shri. Jawaharlal Darda, a freedom fighter who launched Lokmat’s first daily edition on December 15, 1971 from Nagpur, Maharashtra.

Lokmat Media Pvt. Ltd. is a multi platform media company which deals in a variety of publishings, broadcast, digital, entertainment, community and sports verticals. The company publishes the Newspapers- Lokmat, Lokmat Samachar and Lokmat Times, the Magazine- G2 and Coffee Table Books. ‘Lokmat’ is the largest read regional language newspaper in India with 23.5 million readers (Source: Total Readership, IRS ’12 Q4) and the No. 1 Marathi newspaper in Maharashtra & Goa states with 11 editions and a circulation of 1.45 million copies (Source: Audit Bureau of Circulation, Jan - Jun ’13). ‘Lokmat Samachar’, with 7 editions is the Hindi daily newspaper in the state of Maharashtra with over 1.3 million readers (Source: Total
Readership, IRS ’12 Q4). ‘Lokmat Times’ has 3 editions. Lokmat entered in the field of Television and run a 24-hour news and current affairs channel ‘IBN Lokmat’. It released its first Marathi film ‘Jetaa’ in August 2010, a co-production with Ramesh Deo Productions Pvt. Ltd.

Lokmat’s marketing division– Lokmat Connect organizes various annual activities like- ‘Lokmat Maharashtrian of the Year’, ‘Lokmat Women Summit’ etc. This division also runs various community forums focused on Women- Sakhi Manch, Youth- Yuva Next and Children-Bal Vikas Manch. It organizes the sports activities mainly of cricket and football across various cities in Maharashtra. Lokmat Group makes its newspapers available for the global readers through its news portal www.lokmat.com. This group is also actively involved in raising a helping hand to the needy and poor people during the natural calamities and tragedies.

**Plant Visited:** B-3, MIDC, Ambad, Nashik-10.

**Source:** www.lokmat.net

**Observations by the Researcher:**

It is observed that the company is involved in it’s diversified nature of business covering- publishings, televisión news channel, digital paper, community development, entertainment etc. It focuses the whole society from different catagories based on age, gender, technological literacy and requirement. It organizes get-together of the employees atleast 2 times in a year. The Achievers awards are given to the top performers of every department. It has introduced the technological advancement in the operations and processes and hence, it provides continuous training to the employees so as to develop the knowledge and skills among them.

22) **MSS India Pvt. Ltd.**

MSS India Pvt. Ltd. is a wholly owned subsidiary of MSS Group of Companies, UK. The company was incorporated in 1998. The company is a leading manufacturer, supplier and exporter of Switchgear Products, Battery Accessories &
DC Busbar Systems. It carries on business on the principle of availability of the right parts at the right time and at the right cost. The unique features of the company are Well equipped production facilities, Professional management, skilled workforce, Internationally accepted product Quality, Delivery & Services, Innovations and Cost competitiveness. The company has received the several awards for it’s outstanding performance from the various organizations. Some of the awards received are as under-

- Schneider Electric elected MSS India as Preferred Supplier, June 30th, 2011
- Certificate of Export Recognition 2009-2010
- Second Award for the Best Export performance in 2009-2010
- NIMA (Nasik Industries & Manufacturers’ Association) Excellence Award 2007-08
- Engineering Achievement Award 2008 from Institution of Engineers, India
- Trophy for “Star Performance”—Western Regional Export Award in 2006-07 by EEPC, Ministry of Commerce, Govt. of India
- Silver Trophy for “Highest Export”—Western Regional Export Award in 2005-06 by EEPC, Ministry of Commerce, Govt. of India
- National Achievement Award for Quality 2006

**Plant Visited:** H-8, MIDC, Ambad, Nashik-10.

**Sources:** www.mssindia.co.in, www.tradeindia.com/Seller-2326948-MSS-India-Pvt-Ltd/

**Observations by the Researcher:**

The researcher has observed that the company is one of the largest manufacturer, supplier and 100% export oriented unit of Switchgear Components, Forged Parts, Industrial Battery Accessories and Busbar Systems. The products are manufactured from the highest quality materials. The company is ISO 9001 Certified. The plant layout is a well- designed and helps to carry out the manufacturing processes smoothly. It covers the employees along with their family members under
medical insurance. Short term financial assistance is provided to the employees for their higher education. Long service awards are also given to the employees to appreciate their long association with the company. The company is the recipient of several prestigious awards for it’s outstanding performance in manufacturing and in exports as well.

23) **Mungi Engineers Pvt. Ltd.**

Mungi Group is an engineering based manufacturing company which started it’s production activity at Nashik in the year 1984 as sheet metal automotive component manufacturing unit. Over the years, the group has expanded its product range to sheet metal stampings and its assemblies like Load Body (Cargo), Door Assemblies, Floor Assemblies, Machined Components like Salisbury Tube Assemblies, Banjo Beam Assembly and also Bus Body Building, Tipper manufacturing and Roll forming assemblies and Bus Body Building. It has total 8 manufacturing facilities at 3 locations- Nashik, Chakan, Zahirabad.

The company is commited to enhance the customer satisfaction and delight and improve the quality of products and services continually. It has received the several awards for its best product development, best cost management & efficiency and best quality supply from Ashok Leyland, Tata Motors and Mahindra & Mahindra Ltd. respectively. Under corporate social responsibility, it has introduced a ‘Learn & Earn Scheme’- in which, the company allows a candidate to study theory and on Job practicals to complete their diploma. Some of the Green initiatives taken by the company are- Control CO2 Gas emission, Plantation in plants, Rain water harvesting, Use of sunlight during day time etc.

**Plant Visited:** E-67, 68 & 69, MIDC, Ambad, Nashik-10.

**Source:** www.mungigroup.com
Observations by the Researcher:

It has been observed that the team of company’s professionals is engaged in design, customization and development of the products in order to fulfill the ever-changing demands of the automotive industry. All plants of the company are ISO 9001 and TS 16949 Certified. It has been pioneering the latest technology so as to produce the innovative products and improve performance. The company makes the frequent interactions with the employees to understand their problems, needs and expectations and thereby to develop healthy human relations with them. It raises a helping hand to the employees during their difficulties. The team work and continuous training activities are focused by the company.

24) Nirman Group of Companies

Nirman Group was started in the year 1980 to fulfill the needs and requirements of the people for houses and commercial complexes in Nashik city. The group is engaged not only in construction of residential accommodation but also in providing plots for individual & separate constructions as per the requirements of the customers. It is committed to the customer satisfaction by providing quality products and services as per their requirements at very competitive prices. It aims at continuous improvement in the quality of products, services & operations and cost reduction so as to make the prices most reasonable. The company believes in winning the trust of the stakeholders and development of long term association with them. It is actively involved in the various activities for the betterment of society. The major activities towards corporate social responsibility include-

- Friends of Tribals Society, Nashik Chapter (Vanbadhu Parishad): This organisation started 270 One Teacher Schools in Tribal area of Nashik District providing education to Tribal People.
- Nasik Seva Samiti Trust: This trust organizes a lecture series and functions on Adhyatma like- ‘Ramkatha, Bhagwat Katha, Satsang’.
- Nandinee Gaushala: This keeps and looks after 250 cows properly.
- Agrawal Sabha, Nashik: It organizes the community functions and provides Matrimonial services to large number of youths and their families to have introduction of each other for matrimonial purposes.
- Bhartiya Ekatmata Samiti, Nasik: The awareness programmes for the development of national integration are organized by the samiti.

**Plant Visited:** Nirman House, College Road., Nashik-5.

**Sources:** www.nirman.co.in and www.nashik.dialindia.com

**Comments by the Researcher:**

The researcher has observed that the company follows ethical principles of trust, honesty, fairness, transparency and courtesy towards its customers, suppliers, employees and the society at large. The group is an ISO 9001:2008 certified. It aims at the continuous improvement & perfection in all its operations and development of employees. Hence, it works strictly as per the quality specifications and makes timely completion & delivery of projects. The company provides continuous training to the employees at all the levels.

25) **Renfro India Pvt. Ltd.**

Renfro India was established in 1997 and it was acquired by Renfro Corporation, USA in 2002. In 2003, the company obtained a manufacturing unit in Nashik. It is India’s largest socks manufacturer with more than 400 knitting machines and manufacturing more than 90,000 pairs of socks per day. The company’s two plants are located at Nashik and Pune with the total capacity to produce 100,000 pairs of quality socks per day.

The company is continuously on research and development to ensure high quality of products, product development, packaging, inventory systems, latest technology, emerging trends in marketing and quality control. It supplies quality products at economical prices with having a large network across North America,
Europe, China and India. It follows the international standards and good business practices by fostering the values of hard work, honesty, integrity and fair dealings with all stakeholders. The stringent energy conservation methods are introduced by the company in respects of- saving electricity, purification of water and protecting the environment, building insulation, chillers, indoor-outdoor lighting, compressed air usage, boilers and steam and usage of hot water generated through agro waste.

**Plant Visited:** Gat 350, Wadivarhe, Dist. Nashik.

**Source:** www.renfroindia.com

**Observations by the Researher:**

It has been observed that the company has created a happy and healthy work environment which encourages creativity and innovation. It has been implementing fair, open and best HR policies & practices by emphasizing on employees & organizational development. The company organizes recognition and reward ceremonies on the basis of merit and competence of the employees. It has undertaken the various measures for the welfare of employees like- Health check-ups, Health and safety guidance, First aid and fire-fighting training for emergencies, HIV training sessions and AIDS awareness programs.

As a part of corporate social responsibility (CSR), the numerous activities are undertaken which mainly include- Assisting schools like Sanaswadi School in providing IT literacy, Conducting health care activities in rural áreas, Assisting Gram Panchayat with monetary funds for temple reconstructions, Helping various NGOs like Each One Teach One, orphanages and old age homes with donations and through the support and Tree plantation on ‘World Environment Day’.

26) **Sakal Media Group**

Sakal is one of the largest and well-known Media Groups in Maharashtra, India.
The headquarter of the group is located at Pune. Sakal Media Group is specialised in Print, Television, Online & Events and it’s operations consist of regional newspapers, magazines and Internet publishing. The group is having 75 years longest heritage and it has become an integral part of Maharashtrians everywhere. Local to Global, from Information to Entertainment, from Education to Social Welfare, the focus has been to innovate and illuminate.

With news dailies in Marathi and English spread across two states and magazines that cater to a diverse segment of readers, Sakal media businesses combined employ more than 800 people, publishing around 123Mn copies per week and reaching an online audience of more than 2 Mn daily.

**Plant Visited:** ‘Vikas’, Plot No. 32, MIDC, Satpur, Nashik-7.

**Source:** www.linkedin.com/company/sakaal-media-group

**Observations by the Researcher:**

Sakal Group is one of the diversified media groups in India and has been implementing the several best practices to have the quality results relating to the products and the performance as well. These best practices include- employee empowerment, total quality management, kaizen, reengineering, benchmarking outsourcing, rightsizing, knowledge management, 5 S etc. The group motivates their employees by using the various methods such as- cash prizes, festival allowances, bonus, gifts, tours at the expenses of the company, performance based pay for executives, rewards & recognition scheme for top performers etc.

**27) Samsonite South Asia Pvt. Ltd.**

Samsonite was founded by Jesse Shwayder in 1910. It was founded on the values- high quality, fine craftsmanship, exceptional reliability and enduring style. Samsonite Group is one of world’s the oldest, largest and well-known designers, manufacturers, distributors and exporters in the luggage industry. The company has rich heritage and auspicious traditions of 100 years to produce high quality and
innovative products to suit with the changing lifestyles and requirements of the customers at the national and global level as well.

When the group was founded, it had limited product range at that time. The travel became one of the core activities, the company introduced a diverse range of products to fulfill the ever-changing needs and expectations of the customers by supplying well-developed and innovative products to them including the first matching luggage sets, the first lightweight luggage and the first wheeled suitcases, to name just a few.

The diversified product range of the company includes- Hard Luggage, Soft Luggage, Duffles, Small Bags, Briefcase, Laptop Bags, Bagpacks, Wallets, Footwear etc. The company is committed to manufacture world-class luggage and luggage accessories to satisfy the market, meet applicable statutory & regulatory requirements related to the products and achieve customer delight.

**Plant Visited:** Gonde (Dumala), Dist. Nashik.

**Sources:** www.samsoniteindia.com/contactus.html
www.tradeindia.com/Seller-77864-Samsonite-South-Asia-Pvt-Ltd

**Observations by the Researcher:**

It is observed that the company is an ISO 9001: 2008 certified. The company has developed well-equipped plant layout and safe, clean & friendly work environment. The employees are continuously motivated and trained for higher performance. It gives the cash prizes to the children of employees who score the marks more than 75% in 10th & 12th standards.

28) **Shrirang Prakashan Pvt. Ltd.**

Shrirang Prakashan Private Limited is a Private Company incorporated on 16 December 1976. It is classified as Indian Non-Government Company and is registered at Registrar of Companies, Mumbai. There are 4 directors of Shrirang Prakashan Private Limited. Current status of Shrirang Prakashan Private Limited is - Active.
The Deshdoot Group brings out a weekly yellow pages pullout. Its B&P Division publishes books on behalf of the Group and has already produced 10 titles on diverse topics. The Deshdoot Group has also set up an Education Cell at Pune, which publishes books and periodicals of academic value for school students. The Events Division of the Deshdoot Group organizes special events with mass appeal like exhibitions, conferences and seminars. The Deshdoot Group of Publications works for social causes through its instruments like the Deshdoot Relief Fund, which is aimed at providing immediate aid to victims of natural disasters, and Madhurangan, which is an exclusive forum for women, to name just two.

The Deshdoot Group is committed to the adoption of the latest technology like Smartflow and SAP, which enables to enhance the quality of operations and products. Similarly, it has adopted the Six Sigma philosophy of management in order to walk with the times. It combines eastern thought with western technology that inspires its core team of more than 2,000 competent individuals.

**Plant Visited:** M.G. Road, Nashik-2.

www.deshdoot.com/common_pages.php/id/8

**Comments by the Researcher:**

It has been observed that the Deshdoot Group is committed to the adoption of modern practices like- Employee Empowerment, Total Quality Management, Six Sigma, kaizen, Quality Circles, Knowledge Management, Rightsizing, 5 S and so on. The group organizes training programmes regularly to train, motivate and inspire its employees for the better performance. It makes an unique combination of eastern thought with western technology to maintain the high levels of quality of work and performance of the employees and the organization also.
29) Sudal Industries Ltd.

Sudal Industries Ltd. was incorporated in the year 1979 with a project to manufacture Sophisticated Aluminium Extrusions for a wide range of Endusers. Sudal is recognized as a Preferred Supplier of Quality Extrusions and it is fully equipped with complete sophisticated Extrusion production facilities with 5 PRESSES of Schloemann Siemag Extrusion Press of 1650 Tns of U.S.A, Fielding & Platt Extrusion Press of 1800 Tns of UK, 1 Extrusion Press of 1450 Tns and 2 Extrusion Presses of 900 Tns of INDIA, with all the other sophisticated allied equipments such as PULLERS (EDWARDS), Single man STRETCHER (EDWARDS), Finish CUTTING SAW (ELHAUS), Automatic Handling system. It has HOT-TOP casting Facility for 5/6/7/8 Inch Dia Logs with Log Homogenising. The company is in the process of expanding the capacity for manufacturing larger geometry of Aluminium Extrusions in Defence, Aircraft, Roads and Bridges, Railways, Nuclear Power plant etc.

The company is committed to make timely supply of quality products at economical prices. The Quality Assurance Lab is well developed with Metal analysis equipments of SPECTROMETERS of JARRELASH-U.S.A, SPECTROMAX-GERMANY and other testing equipments of U S T, CONDUCTIVITYMETER, HARDNES TESTERS, U T S- PROOFSTRESS EXTENSOMETER with Graphical measurement SOFTWARE, D-METER, C MM PROFILE PROJECTOR etc. SUDAL is the receipient of FIRST PRIZE in INTERNATIONAL DIE DESIGN COMPETITION conducted by ALUMINIUM EXTRUSION COUNCIL, in U S A.


Source: www.sudal.in

Observations by the Researcher:

Sudal Industries Ltd. is a TQM company with 6 QMS Certifications from TUV NORD & BSI. The company is focusing on the service, quality and customer relationship management (CRM). It is open for customer service 365 days. A systematic plant layout and healthy work environment has been observed in the
company. The company runs a welfare centre at free of cost for the health check-up of not only the employees but the general people also. The notebooks, bags and umbrellas are given to the employees children who pass 10th examination. It conducts health check-up of the employees every year and blood donation camps and tree plantation programmes are organized under CSR activity.

30) Taparia Tools Ltd.

Taparia Tools started manufacturing hand tools in 1969 in India in technical collaboration with a reputed company- Bahco of Sweden. Three senior managers from Taparia Tools had gone to Sweden and took practical training in Bahco’s Swedish plant for more than a year. Bahco Sweden’s senior technical manager also came to India and stayed here for about two years to establish the technology in India. The company has two well equipped plants located at Nashik and Goa. All the manufacturing facilities required for production of hand tools are provided in these two plants. The manufacturing facilities include- Modern Forge Shop, Machine Shop, Heat Treatment, Polishing, Nickel Chrome Plating and so on.

The wide product range of the company includes- Adjustable Wrenches, Screw drivers with Flat tip, Electrician pattern, Phillips tip, Torx tip, Screw Driver Sets, Line Testers, Two in One Screw Drivers, etc. Combination Pliers, Side cutting Pliers, Long Nose Pliers, Circlip Pliers, Water Pump Pliers, Pincers, Vice Grip Pliers, etc. Tool Sets, Ball Pein, Cross Pein and Claw Hammers, Double-ended, Ring & Combination Spanners, Various types and sizes of Punches and Socket sets.

The company’s research and development department is managed by Mechanical Engineers and Metallurgists equipped with latest CAD design facilities etc. A well developed quality control department is also set up by the company to control the quality of products at every stage of production. The company has a fully equipped Quality Assurance Department and laboratory for meticulous and continuous testing of raw materials up to the final finished products. The Company
has equipments for checking the chemical, physical and Metallurgical quality of raw materials and finished goods.

**Plant Visited:** 52, MIDC, Satpur, Nashik-7.

**Source:** www.tapariatools.com

**Observations by the Researcher:**

It has been observed that the company emphasizes on the quality of its products. The products of the Taparia Tools are easily available and their quality is appreciated everywhere. The products are manufactured strictly as per the highest international standards. The company exports its products to many countries including- U.K., U.S.A, Denmark, Israel, Germany, Sweden, Norway, Finland, Dubai, Kuwait, Tanzania, Kenya, Hong Kong, Thailand, Mexico, Argentina, Uruguay, U.A.E & Sri Lanka etc. It has skilled workmen and staff and it trains the employees continuously. It organizes the get-together of its employees along with their family members.

4.3 **Conclusion:**

The profile of the selected 30 large industries is given in this chapter. It covers the important aspects of the industry like- foundation, products, major achievements, milestones, awards received, certifications, activities towards corporate social responsibility and human resource management etc. After the profile of each company, the observations of the researcher about the company in respect of- various dimensions of HRM and general aspects of the industrial working are made. These observations are given on the basis of industrial visits, interviews and discussions held with the HR Managers and employees of the company and websites. This chapter provides an overall outlook of the selected 30 large scale manufacturing industries along with the comments made by the researcher. Hence, it is useful to the research scholars, teachers, industry people, businessmen and those who are interested to study the profiles of the various industries.