Chapter 2

Organisational Constitution and Management of the Corporate Sector in Uttar Pradesh
An organisation is a social unit of people that is structured and managed to meet a need or to pursue collective goals. All organizations are necessarily built on a stable management structure which determines the relationships between the different activities and the members. It sub-divides the organisation by assigning roles, responsibilities, and authority to carry out different tasks successfully. Organizations are open systems, they affect their environment and are equally influenced by the external environment. The constitution is the foundation for building an organisation. It should contain all the key agreements made by members on how the organisation will work. In law it is called the "founding document" and it is a legal binding on the executives and members of the organisation. It should tell us the following:

- **The purpose** of an organisation: why the organisations exists, who should benefit from its work and how they should benefit.
- **The objectives** of an organisation: what it intends to achieve.
- **The type of organisation**: for example companies limited by shares or companies with limited guarantee and association not for profit.
- **The membership** of an organisation: Who may become a member and the duties and rights of members? How the members can join and how members can resign or be expelled.
- **The structures and main procedures** of decision-making in an organisation primarily includes:
  - elections and appointments for the different structures of the organisation
  - their powers and functions,
  - who makes what decisions,
annual general meetings and other meetings,
how the organisation is governed and how decisions are made
how it is organised to get the work done.

- **The roles, rights and responsibilities** of people holding specific positions and of the different structures: what different individuals or structures are responsible for, to whom they account.

- **How the finances and assets** of the organisation are controlled so that no money or resources that belong to the organisation can be abused or misused.

- **Financial year and audit process** that tell when company's annual financial account will be finalised and audited and who the report will go to.

- **Closing down or dissolution of the organisation**: what process must be followed and what will happen to the money and assets of the organisation.

This chapter throws light on the objective, vision, mission and the organisational structure of the various registered companies under different heads of corporate sector. It also reflects on the management team and its structure in the organisation. In this chapter, research work focussed on a sample size of ten companies to discuss their organisational and management structure. The Board of Directors along with its Committees provides leadership and guidance to the Company's management. It directs, supervises and controls the performance of the Company. The Board of Directors of the Company consists of Executive and Non-Executive Directors. The composition of the Board is in consonance with Clause 49 of the Listing Agreement for the
public limited companies. The Chairman is an Executive & Promoter Director. The board meetings are held to discuss day to day operations, to elect the members of the board and to present the annual report of the company. The organisational structure comprises of various departments elaborated as follows –

- **Materials or purchase department:** This department controls the purchasing of the raw material, keeps an eye on the cost of the material in the market, stores different materials and products and establishes a company-vendor relationship. It also works hand in hand with the quality control and finance department to keep a tab at the cost and the quality of the product.

- **Finance and accounts department:** This department controls the finance and the accounts of the company. It also deals in the budgeting of the resources available with the company.

- **Sales and marketing department:** This department makes sure that the company's products focus on the target customer, keeping an eye on the competition; creating and promoting a good, strong brand and looking for the new markets. This department also has the duty of analysing the company's ability and developing strategies that are within those abilities.

- **Human Resource and Personnel department:** This department is responsible for hiring the people, orienting and training the employees, managing pay rolls, promotions, transfers, providing benefits and incentives, evaluating performance, resolving disputes and communicating with all employees at all the levels.
➢ Production department: This department is responsible for turning inputs into finished outputs through a series of production processes. The Production Manager is responsible for making sure that raw materials are provided and made into finished goods effectively. He must ensure that work is carried out smoothly, and must supervise procedures for making work more efficient and enjoyable for all the employees.

➢ Quality Control department: This department seeks to ensure that the product quality is maintained or improved and manufacturing errors are reduced or eliminated. Quality control requires the business to create an environment in which both management and employees strive for perfection. This is done by training personnel, creating benchmarks for product quality, and testing products to check for statistically significant variations.

➢ Research and development (R&D) department: This department undertakes the activities that a business chooses to conduct with the intention of making a discovery that can either lead to the development of new products or procedures, or to the improvement of existing products or procedures. Research and development is one of the means by which business can experience future growth by developing new products or processes to improve and expand their operations.

The companies selected for the purpose of research work are as follows:

➢ Balrampur Chini Mills Ltd.

➢ J K Cotton and Spinning Mills Ltd.
The organisational constitution and management of the above companies is described in the following pages of the chapter.
Balrampur Chini Mills Ltd.

Balrampur Chini Mills Limited (BCML) was incorporated in 1975 under The Companies Act as a wholly-owned subsidiary company of Balrampur Sugar Company Limited (Name changed to Balrampur Commercial Enterprises Limited) ("BCEL"). BCML ceased to be a subsidiary of BCEL with effect from 25th June, 1979 and its shares were listed on the Calcutta Stock Exchange (CSE) in 1979. The Balrampur Mill started with a crushing capacity of 800 TCD (Metric Tonnes crushed per day) in 1975 and has since been expanded to its present capacity of 12,000 metric Tonnes Crushed per Day.

Board of Directors

The Board of Directors comprise of Chairman, Managing Director, Joint Managing Director, three Directors, Director-cum-Chief Financial Officer and a Whole-time Director.

Management Objectives

At BCML, the company believes in its mission to enhance value creation for the stakeholders through quality and commitment of its people. The company continuously strives to unleash the potential of each individual. The company aims to leverage human capital for competitiveness by nurturing knowledge, entrepreneurship and creativity. It believes in these strengths that will help it successfully compete in a globalised environment and exploit emerging opportunities. It rewards the will to succeed and the desire to compete with the best in the world. It stimulates the drive to be the
best and takes immense pride in being Indian. The organisational set up of BCML is presented below-

![Organizational set up](image-url)
J.K. Cotton Spinning & Weaving Mills Ltd.

The Company was incorporated as a private company on October 24, 1924 and acquired the running business of a partnership firm, namely M/s Juggilal Kamlapat Cotton Spinning & Weaving Mills at Kanpur which was established in 1921. The Company was manufacturing cotton yarn. Gradually it started manufacturing of cotton fabrics and installed a full-fledged process house.

The Beginning

The J.K. Cotton Spinning & Weaving Mills was the harbinger of success for the J.K. Organisation. It was the forerunner of many subsequent businesses. It was the first textile mill set up by an Indian entrepreneur in Kanpur. The mill began operations in the year 1921 and was registered as a Private Limited Company, under the Joint Stock Company act in the year 1923.

The mill operated continually for 68 years, until mass agitations against the KK Pandey Committee recommendations (on the rationalization of wages and workload norms) brought its operations to a standstill. J.K. Cotton Spinning & Weaving Mills was forced to shut down operations on 15th May, 1989. Its few thousand employees were left jobless, signalling an era of almost permanent decline for the textile industry of Kanpur.

On 19th January, 2009, the mill reopened after an interval of 20 years. This was not just another reopening though; it was the rejuvenation of the mother unit and the one time flagship enterprise of the J.K. Organization. This is an unparalleled event as it is not often that a private company restarts operations with its old employees and machinery, after remaining locked out
for 20 years. The reopening will ensure added employment and increased business in the city of Kanpur and help in furthering the city’s development.

**Plant and Capacity**

Cotton Textile Unit of the Company is situated at Kalpi Road, Kanpur. It has installed capacity of 120 looms. Parts of the looms are installed in nearby premises known as J.K. Manufactures’ premises at Kalpi Road, Kanpur. The unit has a process house for bleaching, dyeing and finishing of fabrics. The operations post the reopening of the mill were augmented in a phased manner depending upon progress in the maintenance work of the Mill Buildings, Plant & Machinery and utilities.

**Vision and Values**

- Dynamic successful business organisation
- A socially valued enterprise
- Business Integrity

**Core Values**

- Caring for people
- Integrity including intellectual honesty, openness, fairness & trust
- Commitment to excellence

**Board of Directors**

The strength of the board of directors is ten which comprises of one promoter, executive, non-independent director; three promoters, non-executive, non-independent directors; one non-executive, non-independent director and five independent, non-executive directors.
Rama Paper Mills Ltd.

Rama Paper Mills Ltd., (RPML), was incorporated as a Public Limited Company on 4th December, 1985, having its Registered Office & Works at Bijnor (UP) and Corporate Office at New Delhi with a view to set up 3300 TPA Paper Project. The initial capacity of the Unit was 3300 TPA which was further increased to 9000 TPA for manufacturing of Duplex/Triplex Board. Thereafter RPML took up expansion cum modernization program to increase the capacity of both the units to 10,500 TPA. The cost of the project was Rs. 3 Crores. In the year 1995-96, RPML went in for major expansion by adding a capacity of 18,500 TPA (Unit III) for manufacturing newsprint and craft paper. The Unit III started commercial production in the year January 1997. In the year 2005-06, the Company undertook modernization programme in its Unit No.3 by installing balancing equipments and thus the installed capacity of Unit No.3 was increased to 44,000 TPA. Moreover, the Company had also undertaken its Co-generation Project of 6 MW having project cost of Rs. 25.50 crores. Thereafter in 2007-08, the Company had undertaken massive expansion plan of installing Imported Paper Manufacturing Machine to manufacture value added products with installed capacity of 16,320 TPA. The cost of project ended with Rs. 32.50 crores. The unit commenced its production in December 2009. Moreso, the Company had also undertaken an up-gradation programme of Rs. 13 crores in 2008-09.

Infrastructure

Rama Paper is located on the National Highway (NH-119) and has an easy approach. The four machines are located within a well-developed infrastructure stretching over 17 acres of land. The company’s robust growth is
an assurance due to its own power generation plant, which is set up in an area of 5.6 acres. It has a capacity of storage of agro fuel stocks for 40 days. RPML’s 6 MW biomass based Co-generation power Plant is registered with United Nations Framework Convention for Climate Change for Certified Emission Reduction (CERs) benefits.

**RPML’s location** allows it to buy cheaper agro fuel compared to their competitors’ which adds to the robust profitability and realization. While major paper manufacturers are dependent on coal across the country, RPML has no problem sourcing low cost agro fuel. The company has an independent 33 KVA electricity feeder from UPPCL (Uttar Pradesh Power Corporation Ltd.). This feeder is used to export/import power from the grid, depending on the need.

Rama Paper has a full-fledged ETP consisting of primary clarifier, aeration tank, secondary clarifier and sludge drying beds. The ETP also has a sludge-thickening unit. The waste sludge is processed here to make paperboards and sheets meant for packing purpose. The turnover of the sludge board unit itself is consistently promising. The ETP unit is built in total area of 2 acres and is a completely zero discharge unit.

The company has a well-developed housing colony on & off the campus for its staff with quality housing constructed according to specifications and also provides transport facilities. The total area of, off campus staff colony is 2 acres.
Board of Directors

The Company believes that an active, independent and participative board is a pre-requisite to achieve and maintain the highest level of Corporate Governance. At RPML, the Board approves and reviews strategy and oversees the actions and results of Management.

The Company is managed by Board of Directors comprising of the Chairman & Managing Director, executive director, two full time directors (chartered accountant), a paper technologist, a director and a company secretary & compliance officer.
LML Ltd.

LML Ltd. was incorporated in the year 1972 as Lohia Machineries Ltd. to manufacture machinery for the synthetic fibres industry. LML Ltd. is an India-based Company that manufactures, sells and exports motorized two wheelers. The company operates in one segment, namely motorized two wheelers. They offer scooters, motorcycles, and mopeds, as well as spares and accessories. They are having their manufacturing facilities located at Kanpur in Uttar Pradesh. The company's name was changed from Lohia Machines Ltd. to LML Ltd. with effect from May 6, 1987. In the year 1990, Piaggio took up 25.50% stake in the company. In September 1992, the company introduced a new range of highly fuel efficient scooters. In the year 1994, they undertook an expansion project to increase the capacity to 6,00,000 vehicles per annum as well as diversification of the product range. In the year 1995, the company introduced two new models of scooters, namely Supremo and Star in the upper and middle price segments. In the year 1996, they launched 125 cc scooter, namely 'Sensation'. They entered into several license agreements with Piaggio of Italy for import of technology and know-how to manufacture new models of Scooters and other two wheelers in different segments. In the year 1998, the company set-up the first of their six planned service training centres outside Kanpur at Noida near Delhi. They have set-up additional lines for enhancing capacity and introducing new models. In November 1999, the joint venture with Piaggio came to an end with the signing of the Settlement & Clean Break agreement.

In the year 2000, Castrol India entered into strategic alliances with the company to introduce their customized products. In January 2001, the company launched 4-stroke motorbikes, namely 'Adreno' and 'Energy' all over
India. In December 2003, the company's brand 'Freedom' was adjudged as the best motorcycle in the price band of Rs 40,000 to Rs 45,000 by BBC World Wheels programme. In May 2004, the company launched two upgraded Freedom models, namely Freedom Prima 110 and Freedom Prima 125. During the year 2004-05, the company increased their coverage in the export market by adding a host of new countries which include Philippines, Japan, Congo, Rwanda, and Wallis Island. In addition, they added a new distributor in Uganda. During the year 2005-06, the company launched their entry level motorcycle CRD 100. During the year 2007-08, the company developed a 4-stroke scooter for the export market and production started from around December 2008. The company has also started preliminary work on a 4-stroke gearless scooter for domestic and export markets and is also carrying out assessment for motorcycles for the export market. In May 2009, the company introduced a four stroke version of their NV brand of scooters in India.

**Personnel**

The Company had 2,971 employees as on 31.03.2013.

**Board of Directors**

The Board of Directors along with its Committees provides leadership and guidance to the Company's management and directs, supervises and controls the performance of the Company. The Board of Directors of the Company consists of Executive and Non-Executive Directors. As on 31st March 2013, the Board of Directors comprised of 10 Directors, out of which 5 (50%) were non-executive and Independent Directors. The composition of the Board is in consonance with Clause 49 of the Listing Agreement. Two Directors are nominees of Secured Lenders namely, IFCI Ltd. and EXIM Bank. The Chairman is an Executive & Promoter Director.
Mirza International Limited

Mirza International Limited (formerly known as Mirza Tanners Limited) was incorporated on 5th September 1979. Today, the company has emerged as a frontrunner in the manufacturing and marketing of leather and leather footwear. Headquartered in the Indian capital of New Delhi, the company markets its products across the globe to countries like the UK, Europe, South Africa and the Middle East, to name a few. The company is listed on the NSE, BSE and UP Stock exchanges and is ISO 9001, 9002 and 14000 certified.

Manufacturing is a key strength at Mirza. The company has a fully integrated in-house shoe production facility backed by a state-of-the-art double density direct injection polyurethane plant, a tannery with its own pollution treatment plant, and a dedicated design studio in London. The manufacturing plants are located at Magarwara and Sahjani in Unnao, and in Noida. The tannery is located at Magarwara in Unnao. These plants are backed by more than 25 dedicated ancillary units. Mirza is engaged in manufacturing and marketing leather footwear and accessories in the domestic and the international market. The Company clocked revenues of Rs. 556.85 crores as on 31st March, 2012 of which 80 per cent came from its principal revenue channel— the footwear business. The Company's brands Red Tape and Oaktrak, have received international recognition for quality, styling, durability and pricing. In addition to branded footwear, Mirza International Ltd. also meets the outsourcing requirements of global retailers and approximately 80 per cent of its total revenues are derived from exports. Mirza has a completely integrated structure and controls every aspect from manufacturing
to design. An ISO 9001:2000, 9002, 14001 certified Company, Mirza's current manufacturing capacity stands at 5 million pairs spread over three separate locations.

The Company has also invested in creating two dedicated vendor sources, allowing it to meet the rising demand. Mirza has its own tannery & shoes manufacturing units at Unnao & Greater Noida which meets its captive demand for shoes. To cater to the quality conscious customers of the West, the Company sources cow hides from Europe and offers international quality leather, meeting the stringent requirements of the West.

**Vision**

To provide lifestyle fashion solutions for the entire family, across the world.

**Mission**

Winning Global Customers through innovative design and quality.

**Board of Directors**

The company is managed by professionally qualified personnel with extensive experience in their respective fields. The company offers freedom of operation to its people. As a result, the company has been able to develop a truly dynamic set of senior level leaders and functional heads. The board of directors comprise of a chairman, managing director, four whole time directors and five independent directors.
Kanpur Electricity Supply Company Limited (KESCO)

Kanpur Electricity Supply Company Ltd. is a company incorporated under Companies Act, 1956 and having its registered office at Kanpur. It was formed on 14 January 2000 under U.P. Electricity reform act 1999. This company is registered for distribution of electricity in the area under Kanpur City (Urban) by U.P. Government. According to geographic condition the complete region of Kanpur Nagar Nigam is decided as the work area of KESCO. Boundaries of above KESCO region are up to river Ganga in North, up to river Pandu in South, up to I.I.T. campus in West and up to villages of Chakari in East. The total area supplied electricity by KESCO is around 500 Square K.M., which comes in jurisdiction of Kanpur Nagar Nigam.

Kanpur is the main hub of industries in North India. The big industries in the KESCO region are M/s Lohia Machines Ltd., M/s H.A.L., Ordinance Factory, Small Arms Factory, Field Gun Factory, Tanneries and Ganga pollution institute etc. KESCO is serving around 700 bulk consumers and 4,35,000 other consumers of domestic, commercial and power categories. KESCO has installed total 146 power transformers (capacity 935 MVA) and 3215 distribution transformers in its distribution network.

Through another Transfer Scheme dated 15th January, 2000, assets, liabilities and personnel of Kanpur Electricity Supply Authority (KESA) under UPSEB were transferred to Kanpur Electricity Supply Company (KESCO), a company registered under the Companies Act, 1956.
Vision and Mission of KESCO

➢ To build KESCO an economically sound company which is willing to serve its customers

➢ To provide good quality electricity supply to the Kanpur city and contribute to its industrial growth

➢ To prohibit theft of electricity and take strict action against such incidences

➢ To encourage conservation of electricity and promote better management of electricity in the city of Kanpur.

Board of Directors

The board of directors of KESCO comprise of a chairman, a managing director and three members.

Organisational Structure

The organization chart of the Company indicating the Responsibility, Authority and inter-relation of all personnel's, who manage, perform and verify work affecting Quality is shown in Organization Chart on the next page –
U.P. Electronics Corporation Limited

U.P. Electronics Corporation Limited a Company Registered under the Companies Act, 1956 and was incorporated on the 30.03.1974 and is registered with the Registrar of Companies Uttar Pradesh, Kanpur. This Corporation is wholly owned undertaking of the Uttar Pradesh Government, wherein all the shares are held by his Excellency Governor of Uttar Pradesh and his nominees.

Main Objectives:

- To promote and develop Information Technology and Electronics industries in the state of Uttar Pradesh.
- To implement and operate the Projects relating to the development of IT and Electronics Industries in Uttar Pradesh as per instructions of the State Government and to establish electronic industrial enterprises etc.
  To undertake setting up of new electronic industrial units and expansion of existing units in part or in full.
- To promote research and development.
- To provide support to the entrepreneurs, desirous to set up Information Technology & Electronics industries and to act as an Industrial Management and Financial Consultant for them.
- To prepare Market Survey Report, Project Profiles, Project Study related to electronic products etc. to support electronic industries in different fields.
- To provide facilities of Testing, Calibration and Standardization.
- Development and Training to entrepreneurs and Technical Man power.
Main Activities:

- Business work in the field of Information Technology and its allied services, such as Value Added Information Technology Services, Software Product, e-Business etc.
- e-Governance to meet out the target of 'Smart State' of the State Government.
- To provide I.T. consultancy for successful execution of IT related Projects of different Government Departments.
- Nodal Agency for e-Procurement.
- To provide Computer Training to the officers and employees of different Government Departments.

Board of Directors

The board of directors of U.P. Electronics Corporation Limited comprises of a chairman cum MD and seven full time directors.
Scooters India Limited

Incorporated in 1972, Scooters India Limited is an ISO 9001:2000 and ISO 14001 company, South-west of Lucknow, the capital of Uttar Pradesh. It is well connected by road, rail and air. It is a totally integrated automobile plant, engaged in designing, developing, manufacturing and marketing a broad spectrum of conventional and non-conventional fuel driven 3-wheelers. The company has its own marketing network of Regional Sales Offices all over India, catering to customer's requirements in the areas of sales and services.

Scooters India Limited makes various & versatile types of three wheelers: Vikram 450D, Vikram 410G, Vikram 600G, Vikram 750D, Vikram 750D(WC) and Vikram EV. The products have a high payload capacity and efficiency. These are specially designed and developed for local transportation. The companies' product is very demanding in various countries all over the world. Germany, Italy, Sudan, Nigeria, Nepal, Bangladesh are few of the countries.

Mission

To fulfil customer's needs for economic and safe mode of road transport and quality engineering products through contemporary technologies.

Vision

To grow into an environment friendly and globally competitive company constantly striving to meet the changing needs of customer through
constantly improving existing products, adding new products and expanding customer base.

Objectives

- Providing economical and safe means of transportation with contemporary technology for movement of cargo and people.
- Providing eco-friendly, flawless and reliable products to fulfil customer needs.
- Achieving customer satisfaction by providing products at right price and at right time.

Board of Directors

The Board of Directors of the Company comprises of four directors—two functional & two non-functional. Functional Directors include Chairman & Managing Director and Director (Technical). Non-Functional Directors include one part time official Director and one part time non-official Director, nominated by the Government of India.

The organisation has various departments to perform different activities competently. Personnel & administration department looks after the employee’s welfare, medical benefits, conveyance facilities, maintains their personal records and controls their regularity. It also takes care of the security for the organisation. Marketing & services department looks after the
marketing of the products, provide services to the customer and regulates the activities in its various regional offices.

Materials’ department controls the purchasing of the raw material, keep an eye on the cost of the material in the market, store the different materials and products and establishes a company-vendor relationship. Workshop manufactures different products in steps in different lines. Design & development is the prime creative unit for the organisation. It brings out some brilliant design with modern technologies. Finance & accounts section keeps track on the financial growth and the maintenance of various types of accounts.
Bharat Immunologicals and Biologicals Corporation Limited - BIBCOL

BIBCOL is a leading biotechnology company based in Uttar Pradesh, India. The company is a Government of India Undertaking and has its Oral Polio Vaccine plant situated in village Chola, Bulandshaher, Uttar Pradesh, India. The company currently manufactures and produces a range of pharmaceuticals products such as Oral Polio Vaccines, Zinc Tablet & Diarrhoea Management Kit etc. Bharat Immunologicals and Biologicals Corporation Limited (BIBCOL) is a Central Public Sector Unit, under the Department of Biotechnology, Ministry of Science & Technology, Government of India. BIBCOL was established as a Public Sector Unit in 1989, with the aim to achieve self-sufficiency for the nation with respect to production and supply of high quality polio vaccine, a dream project of the Former Prime Minister Late Shri Rajiv Gandhi.

Mission

➤ BIBCOL's principal mission is to save millions of children from avoidable disability through polio vaccination. Since its inception, BIBCOL has contributed significantly to the eradication of poliomyelitis in the country through the National Immunization Program.

➤ In addition, BIBCOL also has ambitious plans to take up the production and supply of DPT, BCG, Measles and Hepatitis-B vaccines for protection of people against dreadful diseases. BIBCOL also plans to manufacture various biological, which are helpful in the treatment of various health disorders and deficiencies of the mankind.
Goal

➢ BIBCOL formulated 100 million doses of OPV and supply to the National Immunization Program during the year 2005-2006.

➢ Contribution for total elimination of polio from the country through continuous support to the National Immunization Program.

➢ Expansion of Product Portfolio such as production of DPT, Measles, IPV and Hepatitis B Vaccines.

➢ Manufacture of various nutraceuticals and biologicals for the treatment of health deficiencies and disorders.

Board of Directors

The board of directors of BIBCOL comprise of chairman, managing director and two directors. The organization chart of the Company indicating the Responsibility, Authority and inter-relation of all personnel’s, who manage, perform and verify work affecting Quality is shown in Organization Chart on the next page:
Organizational Structure

Board of Directors
- Chairman
  - Managing Director

Finance & Accounts
- DCGM
- P.P.S
- C.S
- DGM
- AGM
- Manager
- O.A

Utility Department
- DCGM
- GM
- AGM
- Manager
- Technicians

Operation & Technical Department
- DCGM

Personnel & Administration
- GM
- DGM
- Manager
- O.A

Central Store
- Purchase & Marketing
- GM
- DGM
- AGM
- Manager
- O.A

Manufacturing
- GM
- AGM
- Manager
- T.A

Quality Control
- GM
- AGM
- Managers
- Technicians
- Lab Attendants
- Helpers

Quality Assurance & Training
- GM
- Manager
- O.A

Purchase
- DGM
- AGM
- Manager
- O.A

R&D & Project Development
- DCGM
- GM
- AGM
- Managers
- Technicians
- Lab Attendants
Artificial Limbs Manufacturing Corporation of India (ALIMCO)

Artificial Limbs Manufacturing Corporation of India (ALIMCO) is a non-profit making organization, working under the aegis of Government of India, under the ministry of Social Justice & Empowerment. It was incorporated in 1972 to take-up the manufacture and supply of artificial limb components and rehabilitation aids for the benefit of the physically handicapped and started production in 1976. The company is headquartered in Kanpur, Uttar Pradesh.

Objectives:

The main objectives of the Corporation are –

1. To maintain the status of largest manufacturer and supplier of rehabilitation aids in India.

2. To maintain the status of largest ADIP implementing agency through camp activity, headquarters activity, ADIP – SSA activity, special camp activity and limb fitting centres activity.

3. To ensure all aids & appliances supplied under ADIP scheme must bear ISI mark and must be durable, modern, sophisticated and scientifically manufactured.

4. To enhance export of quality rehabilitation aids to help disabled persons, abroad, achieve self-dependence.

5. To carry out continuous research & development work to improve design of existing aids and develop new assistive aids at affordable prices.
Research & Development:

The Corporation is equipped with sophisticated machines and is backed by its own Research & Development. The design of products is constantly updated to maintain optimum efficiency level and to ensure high level of customer satisfaction. The products are manufactured under rigorous quality control so as to conform to international quality standard.

Mission

Restoration of the dignity of man.

Future Plans:

The Corporation has ambitious future plans for –

- Upgradation of present facilities with State-of-the Art technology.
- Expansion of existing manufacturing base through setting up of additional production centres.
- Widening of present product range.
- Training and Research & Development through collaboration with institutions at

Workers’ Participation In Management

With a view to have active participation of workmen in management, two Shop Level Committees and three Plan Level Committees with equal representation of workers and management are functioning in the Corporation. These Committees function as per the guidelines given by the Government’s directives on the subject.
Board of Directors

The board of directors of ALIMCO comprise of a chairman cum managing director and four directors. The executives of ALIMCO include a general manager, general manager (Production), deputy general manager (Marketing), senior manager (P&A), senior manager (Finance), senior manager (Materials Management), senior manager (Marketing), senior manager (Production), senior manager (Quality control), senior manager (SP&C), senior manager (CSR) and an additional senior manager.

References

1) Annual reports of the selected group of companies.


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4) John B Miner: Theories of Organizational Structure and Proc