CHAPTER - V

CONCLUSION AND SUGGESTION
In this chapter, summary & conclusion of the study are presented and based on these the future work is proposed.

**Conclusion**

With the liberalization of the economy, and the extra competition from overseas firms, considerable pressure on the personnel function of Indian domestic companies has been created to prepare and develop their employees. In response to such pressures, Indian firms have reacted positively. There is a clear change in the priority of the HRM function in Indian firms from routine kinds of HR activities towards a strategic approach to human resource development. The distillery industry of India, in particular of Uttar Pradesh has contributed immensely to the growth of Indian economy. Globalization is making its impact on the Indian distillery industry also, not just in terms of financial & marketing matters but also human resource management. In this competitive era, it becomes imperative for the distillery industry to change with time, therefore, the HRD practices being adopted by the distilleries are enabling them to develop their human resource to meet the challenges of the global world and work effectively. It is in this context that understanding the impact of globalization of the human resource management in the distillery industry needs to be studied. This study was planned with the objectives to study the relationship between perception of employees before the global expansion and after the global expansion; to study the perception of employees of global organizations and local organizations about HR practices; and to study the difference of perception between new and old employees in changing global scenario about HR policies in distillery industry of Uttar Pradesh.

The study was conducted in ten distilleries of Uttar Pradesh of which few had global business and rest others were local. A total of 316 respondents of executive level and above were randomly selected from the sample organizations. Respondents having more than ≥ 23 yrs. of experience were categorized as old employees while those having ≤ 22 yrs. were categorized as new employees. Of the total 316 respondents, 142 were old employees & 174 were new employees. The data was collected through a comprehensive self administered questionnaire. The questionnaire had statements on general human resource management prior to 1991 and post globalization i.e. after 1991; selected HR practices viz. HR planning, recruitment, selection and placement, training and development, performance appraisal, compensation / reward system, exit / separation,
and overall impact of globalization on HR practices. Statements on HR policies were also included in last section of the questionnaire. The respondents were asked to rate statements on a five point rating scale (Likert Scale) where 1 indicated “not at all true” & 5 indicated “always true”. This questionnaire was used to collect data from all the respondents. The data so obtained was tabulated and compiled through SPSS package. Statistical tests, chi-square analysis and t-test were performed for the analysis of collected data to prove various hypotheses. The perception of employees about HR management before globalization and post globalization was studied. The global unit respondents showed higher mean values as compared to local unit respondents. The results obtained show that employees of global, as well as local units do perceive, that globalization has made an impact on the general HR management in the distillery industry. Regarding the HR practices, significant differences were found in the perception between employees of global units and local units. The average scores obtained for the perception of global unit employees were higher for all the HR practices, when compared to average scores of local units. Similar trend was observed when comparison was made between global unit and local unit employees for their perception about the policies in their organization, as a significant difference was found in the perception of global unit employees vs local unit employees. The respondents were divided on the basis of service length into two categories i.e. ≤ 22 yrs. were categorized as ‘new employees’ and ≥ 23 yrs. were categorized as ‘old employees’. The same questionnaire was administered to new & old employees to understand the difference between their perceptions about general HR management prior to & after globalization, HR practices and HR policies in their distilleries. Significant differences were observed in the perception of new and old employees on all the aspects considered.

It can be concluded from the above results that globalization has made an impact on the HR management & practices in the distillery industry of Uttar Pradesh, as all the respondents could perceive it.

Suggestions
- Globalization is deeply impacting HR practices and policies, so local distilleries also focus their HR practices and policies up to standard.
- Local Distilleries should improve their HR systems, so that they can cope up with global environment.
To improve productivity distilleries should keep focus on their human resources because HR is investment not expenditure.

- Distilleries should careful about their employee welfare activities because happy workers are most productive workers.
- Local distilleries as well as global distilleries should be careful about health parameters of employees.

**Future work**

In this era of globalization, to keep pace with the rapid changes occurring in the industrial sector, organizations are changing, and that in turn leads to attitudinal changes in its members. Indian liquor industry with estimated market value of INR 340 bn is growing at 12-15% since 2007. There are 325 distilleries in India, with an installed capacity of about 3.58 billion liters of liquor. However, production rate is about 40% of total licensed capacity as total requirement of liquor stands at 1.3 billion liters. With the exception of Gujarat, Nagaland, Mizoram and Manipur, where liquor is officially prohibited, alcohol revenue takes the second, third or fourth place in terms of contributions to a State’s coffers. Distillery industry being a major contributor to the national GDP, has not received much attention in terms of reviewing the HR management and policies. Most of the studies have been done on waste water treatment of distilleries. As there is paucity of literature and research in areas of human resources management or human resources development of distillery industry, therefore the present study was planned.

Human resource systems are the delivery mechanism of the policies and practices in an organization. Human resource issues are the most important aspects of the business organizations if the organizations are seeking to create value and deliver results. In search for competitiveness in the areas of manufacturing, business strategy, marketing, customer service, financial management, technology, reengineering and quality, it is essential that organizations look at the people side of advantages. There is increased attention given to the organizational components of competitiveness. The people working in the organization provide this competitiveness. Organization's core competitiveness, organizational culture and knowledge or learning in the organization has become centre point for such competitiveness. Globalization, the value chain, growth, focus on competence, change, technology, intellectual capital and transformation
are the new challenges. It is still not accepted that human resources can be utilized to create value and deliver results. Whenever we talk about human resources and the way to create competitive advantage through people, organizations mostly look at the image of human resources as with policy making, policing and transacting. Even in the progressive organizations it is not easy to convince that human resources can play a strategic role.

As most of the studies conducted in the areas of human resources system and their impact on the organizations are in terms of either studying impact of certain human resources management policies, looking at the strategic roles or impact of human resources development on the organizations, it is essential that further research is undertaken in all the human resources systems. There are many areas in which further research is needed. It is essential that we study all the human resources systems and look at the systems as a tool to provide competitive advantages. Some of the areas in which we need to take further research can be recruitment, training, development, rewards, communications, organization design, and cultural change, leadership development, career progression and succession planning, change management as a result of merger or acquisitions: Talent retention is one of the most important challenges faced by the modern business organizations. If one can conduct study in these areas and comes up with real solutions, it will help the organizations immensely. Another area for research is assessment and measurement indicators metrics as human resources professional find it very difficult to show their contribution in the organizations and development of assessment and measurement model will help the organization in measuring human resources return on investment.

Another area of research can be to do culture assessment of the organization. Studies such as employee engagement can point out the areas which need improvement and help the organizations in achieving and delivering results. In recent times it has become very important to develop and retain talent and hence study of talent management system, can give areas to focus to have successful talent retention strategy for any particular organization. Other areas for further research are recognition, awards and incentives, and strategic human resources management. In coming days it is becoming essential to take the line managers along and partner with them to have effective human resources system.
One more area of further research is to study the HRM practices in the public sector and private sector Indian distilleries.

Ultimately all the human resources systems and initiatives will have to align with customer services initiatives. This is the most important challenge human resources professionals are going to face. It is up to the human resources professionals to take up these challenges as opportunities and contribute to the overall business goals of the organization.
ANNEXURE

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**WEBSITES:**

- [http://www.google.com](http://www.google.com)
APPENDICES
Appendix – I

Survey Questionnaire
Section I

Personal information about the respondent

Name: ...............................................................................................................................

Age : .............................................................................................................................

Sex :  1.Male  2.Female

Qualification : ................................................................................................................

Designation : ................................................................................................................

Department : ................................................................................................................

Organization : .............................................................................................................

Total experience (in year) : ........................................................................................

Phone Number : ........................................................................................................

Email : .........................................................................................................................
Section II

Global Expansion

A number of statements are given below describing the employees perception about global expansion in your organization which are influenced because of globalization and economic reforms after 1991. Please assess these statements by using 5-point rating scale.

5 indicates that the statement is always true.
4 indicates that the statement is mostly true.
3 indicates that the statement is sometimes true.
2 indicates that the statement is rarely true.
1 indicates that the statement is not at all true for your organization.

Part A: Pre Globalization (Before 1991)

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Statements</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>A full fledged HR department was existing in your organization.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>HR planning was important &amp; crucial function of top management of organization.</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Global Opportunities (MNCs Job, Training, Good infrastructure) were easily available.</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Innovative ideas of employee were appreciated and accepted, concept of employees participation was welcomed.</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>There was proper focus on employee welfare activity by your organization.</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Organization was concerned with employee training and development as per requirement of organization.</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Effective and regular performance appraisal system for promotions and incentives was existing.</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Labour laws were implemented and followed effectively.</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Trade unions were effective and powerful to protect rights of labour.</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Effective grievance handling mechanism was existing in your organization.</td>
<td></td>
</tr>
<tr>
<td>S.No.</td>
<td>Statements</td>
<td>Responses</td>
</tr>
<tr>
<td>------</td>
<td>----------------------------------------------------------------------------</td>
<td>-----------</td>
</tr>
<tr>
<td>1</td>
<td>Global expansions of your organization took place in front of you.</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Expansion of organization at global level provides many opportunities to you.</td>
<td>1</td>
</tr>
<tr>
<td>3</td>
<td>Employees got a hike in their salaries after expansion.</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>Globalization is affecting the HR practices and policies.</td>
<td>1</td>
</tr>
<tr>
<td>5</td>
<td>After expansion, Employees are getting some additional welfare facilities.</td>
<td>1</td>
</tr>
<tr>
<td>6</td>
<td>Employees are getting opportunity to go abroad after the expansion.</td>
<td>1</td>
</tr>
<tr>
<td>7</td>
<td>Employees feel a competitive environment in present scenario.</td>
<td>1</td>
</tr>
<tr>
<td>8</td>
<td>Living standards are changing with globalization.</td>
<td>1</td>
</tr>
<tr>
<td>9</td>
<td>A multidimensional job opportunity created in global expansion.</td>
<td>1</td>
</tr>
<tr>
<td>10</td>
<td>Job rotation got more importance in present time.</td>
<td>1</td>
</tr>
<tr>
<td>11</td>
<td>Improvement in technology has reduced the cost of transportation and communication.</td>
<td>1</td>
</tr>
<tr>
<td>12</td>
<td>Greater employee involvement exist in design and execution of work.</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>Knowledge and skills have become the most important determinants of investment, employment opportunities and productivity.</td>
<td>1</td>
</tr>
<tr>
<td>14</td>
<td>No of ‘Permanent’ jobs are decreasing and contract jobs are increasing.</td>
<td>1</td>
</tr>
<tr>
<td>15</td>
<td>Training is an essential requirement in case of global expansion.</td>
<td>1</td>
</tr>
<tr>
<td>16</td>
<td>Many challenges has taken place with global expansion.</td>
<td>1</td>
</tr>
<tr>
<td>17</td>
<td>Innovative HR practices are required to face the challenge.</td>
<td>1</td>
</tr>
<tr>
<td>18</td>
<td>Organization does not cultivate “hire and fire” image.</td>
<td>1</td>
</tr>
</tbody>
</table>
Section III

HRM Practices

A number of statements are given below describing the Human resource management practices in your organization which are influenced because of Globalization and economic reform after 1991.

(A) Human resource planning

<table>
<thead>
<tr>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 4 3 2 1</td>
</tr>
</tbody>
</table>

1 In your organization there is effective HR planning system.

2 Your organization carries out job analyses regularly in changing time.

3 Your organization use following methods in doing job analyses:
   (a) Observation method
   (b) Interview (group/individual) method
   (c) Structured questionnaire method
   (d) Technical conference method

4 There is close linkage between manpower planning and organization’s business strategies in global environment.

5 Your organization has effective succession plan.

(B) Recruitment

<table>
<thead>
<tr>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 4 3 2 1</td>
</tr>
</tbody>
</table>

1 In your organization there are laid down recruitment polices covering all levels of employees.

2 As a policy internal sources are fully reviewed before individual vacancies are filled from outside.

3 Major recruitment method of your organization are:
   (a) Direct applications such as walk-in, write-in, and talk-in
   (b) Placing ads in leading newspapers, magazines and journals
   (c) Putting notice in public areas
   (d) Recruitment through employment agencies
   (e) Recruitment through campus or school
   (f) Recruitment of temporary and casual workers

4 Overstaffing in order to deal with future attrition is not organization
policy in present changing environment.

5 Job description is treated as critical and always precedes the process of recruitment. ☐ ☐ ☐ ☐

6 There is close linkage between the manpower planning and company’s business plan in the global environment. ☐ ☐ ☐ ☐

(C) Selection & Replacement

1 The selection process is objective and ensure that only competent people are recruited for the global environment. ☐ ☐ ☐ ☐

2 Your organization use specific application forms for recruitment and selection. ☐ ☐ ☐ ☐

3 The capabilities and aptitudes of candidates are tested using various scientific techniques for global competitiveness. ☐ ☐ ☐ ☐

4 When the company gets the right fit for a job-it goes for any kind of salary negotiations with the perspective employee. ☐ ☐ ☐ ☐

5 Personnel department follows up the training needs identifies during selection for changing environment. ☐ ☐ ☐ ☐

6 Your organization conducts following employment tests in selection process:
   (a) Interview ☐ ☐ ☐ ☐
   (b) Written test ☐ ☐ ☐ ☐
   (c) Work sampling test ☐ ☐ ☐ ☐
   (d) Medical test ☐ ☐ ☐ ☐

7 New developments in the educational world are being followed and their significance to the organization identified. ☐ ☐ ☐ ☐

(D) Training and development

1 In the organization, Induction training is given more importance now than in the past. ☐ ☐ ☐ ☐

2 Your organization has its own training centre /department and training manager to give global exposure. ☐ ☐ ☐ ☐

3 Your organization conduct annual training and development ☐ ☐ ☐ ☐
programs for its employees systematically.

4 Your organization use following training methods:
   (a) On the job training
   (b) Off the job training
   (c) Oversea training

5 Training need assessment is carried out at:
   (a) individual level
   (b) group/organizational level
   (c) both level

6 Training programs for quality and global competition are the care of your organization’s curriculum.

7 Your organization train employees at:
   (a) Management level
   (b) Supervisory level
   (c) Operational level

8 A computerized training informing system exists wherein training details of each and every employee of the organization are maintained.

(E) Performance appraisal

1 There is a formal performance appraisal system in your organization.

2 Performance appraisal is carried out for the following function:
   (a) To make employment decisions after probation period
   (b) To make decisions regarding employees’ promotion/demotion, transfer, and pay increase/decrease
   (c) To identify training needs at both individual and group/department level
   (d) To monitor employees performance, motivate them to become competent worker

3 Your performance appraisal system assess:
   (a) Individual performance of each employee
   (b) Group/departmental/organizational performance

4 Performance appraisal system is done:
   (a) One a year
(b) Twice a year  
(c) Quarterly  
(d) Weekly/daily/occasionally  
5 Performance appraisal provide an opportunity for self review and reflection.  
6 The performance appraisal is based on all around feedback; that, it is a 360 degree assessment.  
7 Appraisers are well trained to carry out employee performance Appraisal in present scenario.  
8 Appraisers conduct performance appraisal:  
(a) Confidentially  
(b) By making friendly discussion with employees respectively  

(F) Compensation / Reward system  
1 Your organization has transparent pay structure and there is no pay secrecy among employees.  
2 Award are used as a technique for motivating both the employee and his or her family in the competitive environment.  
3 There are methods by which outstanding performances are being suitably rewarded.  
4 Your organization’s pay level in global era are:  
(a) Higher then prevailing market pay level  
(b) Same as prevailing market pay level  
(c) Lower then prevailing market pay level  
5 Organization closely ties compensation including salary and bonus to:  
(a) Individual contribution/performance  
(b) Seniority  
(c) Job title/Rank  
6 Counseling sessions are held for those employees who do not get the desired evaluations or promotions and feel dejected.
Rewards whether monetary or non monetary are always objectively determined.

(G) Exit / Separation practices

1. Frequent retrenchment exists in your organization in global era.
2. Frequent retrenchment is good practice for your organization.
3. Your organization conducts proper exit interviews.
4. The exit interview is well planned and conducted in a cordial manner.
5. All the statements pertaining to exit are handled gently.
6. The feedback from the employees during exit interviews is used to change the organization’s people management policies.

(H) Impact of globalization on overall HRM practices in distillery industry

1. Employee welfare activities are increasing in era of Globalization.
2. Vision of organization as well as employees is global and has deep impact because of globalization.
3. Infrastructure and other facilities are of good standard and comparable with MNCs.
4. Profitability is directly linked with quality and multi talented HR is need if global environment.
5. Global units of distilleries are following more standards strictly as compared to local distillery units.
6. Employees of Global units of distilleries have more opportunities than local units.
7. Insecurity and Instability in job also exists because of Globalization.
Section IV

HRM Policies

1. HRM policies are getting influence due to globalization and economic reform after 1990.
2. HRM policies in this organization facilitating employee development.
3. This organization ensures employee welfare to such an extent that employees can save a lot of their mental energy for work purposes.
4. A rapid change in information technology is influencing the HRM policies and human resource capabilities.
5. Employees in this organization are feeling the technology diffusion, substantially increased the introduction of new technology.
6. HRM polices are able to make employees satisfy with their jobs.
7. Development of subordinates is seen as an important part of their jobs by the managers/officers here.
8. Employees are encouraged to experiment with new methods and try out creative ideas.
9. When employees are sponsored for training they take it seriously and try to learn from the program they attended.
10. Employees are well aware about the different type of employment contracts and policy of ‘fire’ without any explanation.
11. Employees are feeling global competitive pressure.
12. The top management of this organization makes efforts to identify and utilize the potential of employees.
13. Employees are realizing faster growth, higher living standards and new opportunities.
14. The new government policies are influencing the employment environment and positively better working conditions.
15. Employees are not afraid to express or discuss their feelings with their superiors.
16. Employees are encouraged to take initiative and do things on their own without having to wait for instruction from superiors.
17. Delegation of authority to encourage juniors to develop handling higher
responsibilities is quite common in this organization.

18 Career opportunities and job rotation in this organization facilitates employee development.

19 The senior officers, executives in this organization take active interest in their juniors and help them learn about their jobs.

20 HRM department is viewed as an important department in the organization.

21 HRM practices support implementation of business strategy and contribute positively to organizational performance and productivity.

22 Employees emphasis on producing/offering customers with high quality products/services.

23 Knowledge sharing and team spirit are of high order in this organization.

24 When problems arise people discuss these problems openly and try to solve them rather then keep accusing each other behind the back.

25 Employees feel more opportunities in human resource profession in present global scenario.
A Brief Profile of the Sample Distilleries

1. Rampur Distillery, Rampur (A unit of Radico Khaitan)
Production & Distribution: Rampur Distillery is one of the largest and most efficiently-run distilleries in India manufacturing high grade Extra Neutral Spirit (ENA) from Molasses and Grain with a production capacity of 75 Million Litres p.a. of molasses ENA and 30 million p.a. of Grain Neutral Spirit, it has taken the capacity upto 105 million lit p.a which make it one of the largest distilleries in the country. The Unit is self-sufficient in meeting the fuel and power requirement by way of backward integration of utilizing its effluent for generating the bio-gas which, in turn, is utilized for generating the steam and power for its captive requirement. Rampur Distillery also manufactures various brands of IMFL and Country Liquor. Besides meeting the domestic requirement, various IMFL brands are being sold out of country.

Special features: It is the first distillery to obtain ISO 9001:2000 certification. It has achieved capacity utilization of over 100% in the alcohol plant. It is the first environment friendly distillery in the country.

2. Jubilant Life Sciences Ltd., Gajraula, J.P. Nagar (Moradabad)
Production & Distribution: Jubilant Life Sciences Limited, is an integrated global pharmaceutical and life sciences company engaged in manufacturing and supplying of APIs, Solid Dosage Formulations, Radiopharmaceuticals, Allergy Therapy Products and Life Science Ingredients. They also provide services in Contract Manufacturing of Sterile Injectables & Ointments, Creams & Liquids and Drug Discovery & Development. Over the years, Jubilant Life Sciences has extended its footprint beyond India in the USA, Canada, Europe, and other countries across the globe. They have also expanded the business by building capabilities internally, through strategic expansions and acquisitions This resulted in a network of 7 world class manufacturing facilities in India and 3 in North America and a team of over 6300 people across the globe with ~1400 in North America and ~1000 in R&D.

3. Mohan Breweries & Allied Industry, Ghaziabad
Production & Distribution: Edward Dyer established a Brewery at Kasauli in 1855. They have breweries/distilleries at various locations like Solan, Lucknow, Kasauli&
Ghaziabad. Total capacity is 5000 KL/ annum. The Company’s remarkable performance is not limited to liquor, its business interests are manifold. Turning foresight into reality is the Fruit juices, Breakfast Foods, Mineral Water and Glass Factory – a strategic diversification to further reinforce its business interests.

4. Simbhaoli Distillery Division, Simbhaoli, Ghaziabad

Production & Distribution: Simbhaoli Sugars has a seven-decade track record of producing quality ethanol, rectified spirits, extra neutral alcohol and potable liquor. Established in 1943, Simbhaoli was amongst the first distilleries to be set up in North India. They have three distilleries - Simbhaoli (western Uttar Pradesh), Chilwaria (eastern Uttar Pradesh) and Brijnathpur (western Uttar Pradesh) - with an aggregate capacity of 210 kilo litres per day (KLD). This includes the capacity to produce 180 KLD of ethanol, rectified spirits and extra neutral alcohol.

5. Daurala Sugar Works, Meerut

Production & Distribution: Daurala Sugar Works was established in the pre-independence era in the year 1932 at Daurala, a small unknown village near Meerut on New Delhi - Haridwar National highway no. 58. Today, after more than eight decades it continues to command respect as one of the most efficient and modern sugar factories of the country, being a familiar name not only in India but overseas as well. Over this period of time, diversification of activities were pioneered under the umbrella brand of "Daurala Sugar works" Daurala. These included manufacture of pharmaceutical grade sugar, sugarcane research farm, setting up of distillery, manufacture of IMFL, Bio-Methanation, manufacture of aromatic chemical, co-generation of power etc.

Special features: The first sugar complex in India to be accredited with ISO-9002 certification way back in 1996, for all its manufacturing facilities and recently accredited under the upgraded ISO 9001:2000 certification scheme by DET NORSKEY VERITAS, Norway.

6. Ajudhia Distillery, National Industrial Corporation Ltd (NICOL), Moradabad

Production & Distribution: Established in 1943, and formerly known as Ajudhia Distillery, National Industrial Corporation Ltd (NICOL) is one of the country’s oldest Spirit & Liquor manufacturers. Over the last 70 years, the original distillery (mother
plant) in Uttar Pradesh has been augmented by 5 bottling units spread across Goa, J&K, Punjab, West Bengal and Rajasthan.

7. Pilkhani Distillery & Chemical Works, Saharanpur
Production & Distribution: Pilkhani Distillery unit was installed at Pilkhani, Dist. Saharanpur (U.P.) in the year 1959 with an installed capacity of 10.00 lakhs gallons per annum for production of spirits. This distillery unit is well connected by road and train. It is about 8 kms. from Saharanpur, which is a big city. Subsequently, the capacity of this unit was increased to reach its present level of 24 lakhs gallons per annum. At present, the unit is producing Indian Made Foreign Liquor, Country Liquor, Malt, Rectified Spirit, Denatured Spirit, Anhydrous Alcohol & Extra Neutral Alcohol. This distillery unit has also been selling standard quality of Rectified Spirit & Extra Neutral Alcohol to various distilleries in Uttar Pradesh and other States for production of Indian Made Foreign Liquor & Country Liquor brands in the Country.

8. M/s. Mohan Meakin Ltd., (Lucknow Distillery), Lucknow
Production & Distribution: Leading manufacturer and supplier of Distillery, Brewery, Bottling Plant Machinery, Chemical Plant, Pharmaceutical, Pesticides and Food Processing Machinery for more than last 30 years. They have stabilized themselves as an outstanding name in the sphere of modern process technological equipment & plants through our workmanship, experience, committed attitude and transparent working.

9. Saraya Distillery, sardarnagar., Gorakhpur
Production & Distribution: Saraya Distillery is located in Sardar Nagar, Gorakhpur in the eastern part of Uttar Pradesh. Its installed capacity is 49500 KL per annum and has the latest technology to produce high quality potable spirits. Saraya Distillery is one of the leading suppliers of Cheap Branded Liquor in the state of Uttar Pradesh. Besides, it is one of the leading suppliers of Extra Neutral Alcohol / Rectified Spirit in the country today.

10. Modi Distillery, Modinagar, Ghaziabad
Production & distribution: Established in 1959, Modi Distillery is a modern alcohol-processing unit. Based in Modi Nagar, near Delhi, the unit is a molasses-based distillery
with a capacity of 26 KLPD. The distillery has kept pace with advances in technology and produces a range of high quality alcohols. In 1978, the company started producing potable liquor and bottled country liquor. It also produced IMFL rum for supply to the defence sector. Today it has achieved best operating standards with minor balancing. The distillery’s operating efficiencies are comparable with other best operating distilleries in India. There are plans to expand the plant’s capacity from 4842 to 10,000 KL per annum. SBEC Sugar, another company of the group, is setting up a world class 18000 KL per annum distillery to manufacture ethanol. Umesh Modi Group has 25 branch offices all over India, 7000 skilled and professionally qualified executives; 16 production units spread across India, Sri Lanka and Bangladesh, two R&D centres.
### Appendix –III

#### List of Distilleries

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Name</th>
<th>Place</th>
<th>District</th>
<th>Capacity (KL)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>National Industrial Corporation Ltd.</td>
<td>Raja KaSahaspur</td>
<td>Moradabad</td>
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<td>The Co-operative Co.Ltd.</td>
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<td>Saharanpur</td>
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<td>Central Distilleries &amp; Breweries Ltd.</td>
<td>Meerut Cant</td>
<td>Meerut</td>
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<td>Unnao Distillery &amp; Brewery Ltd. Unnao</td>
<td>Unnao</td>
<td>Unnao</td>
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<td>Sir ShadiLal Distillery &amp; Chemical Works</td>
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<td>Pilibhit</td>
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<td>Ghaziabad</td>
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