CHAPTER - IV

RESEARCH SETTING

Researcher has undertaken 15 Engineering organizations and 9 Chemical organizations of the Gujarat states, for the present research study. The Research Setting chapter deals with the profiles of various engineering and chemical organizations covered under study.

The chemicals organizations are as follows.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Name of the Company</th>
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<tbody>
<tr>
<td>2.</td>
<td>Deepak Nitrate Limited, Nandesari Baroda.</td>
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<tr>
<td>3.</td>
<td>Tata Chemicals Limited, Mithapur, Jamnagar.</td>
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<tr>
<td>5.</td>
<td>Alembic Limited, Vadodara.</td>
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1. **ATUL LTD.**

Atul Ltd is a member of the Lalbhai Group, of India’s premier corporate houses. The group has grown from the textile mill in 1908 to become an international business conglomerate today. The group has a strong presence in textiles, chemicals, engineering, finance, white goods and real estate, diverse businesses in which the group has consistently set high standards of performance.

The purpose of the group is to create wealth for its stakeholders and society at large. The group is committed to social welfare activities such as healthcare for the under privileged, education and culture.
Atul Ltd., a Lalbhai group company, is one of India’s leading chemical companies. The company manufactures the exports over 500 high quality products including agro chemicals, bulk drugs, bulk drug intermediates, cresols and cresol derivatives, dyes and dye intermediates, epoxy resins and epoxy hardeners, formaldehyde, specialty chemicals and wood adhesives.

Mission:
♦ Company is a chemical company committed to creating wealth for all its stakeholders. Company will strive for leadership in its chosen products and markets by providing high quality products and services to its customers. Company will seek profitable growth by innovative application of science and technology.
♦ Company will pursue excellence in all that undertaken and take steps to continuously improve.
♦ Company will take responsible care of the environment around them and improve the quality of life in the communities they operate in.

The company has unique HR practices with innovative personnel practices and strategic management. The company takes care of employees' welfare by taking care of housing colony, school, transport and other facilities.

2. DEEPAK NITRATE LTD.

Deepak Nitrate Ltd., (DNL) is a part of the Deepak group of Industries. It began with the manufacturer of an import substitute chemical. It is today a multi product company with a diverse product portfolio of 20 products and a gross work. The products manufactured by the company find a good demand from domestic as well as international customers spread overall five continents of the globe.

The company has been listed among the top 500 companies in India, for the year 1997-98, by Business standard. DNL's technological growth has been achieved by in house research as well as assistance from premier research institutes like the University department of chemical technology, Mumbai, National Chemical Laboratory, Pune, India Institute of Chemicals Technology, Hyderabad as well as Projects and Development India Ltd.
Employees Policy:
♦ People, in DNL make the company.
♦ Company’s commercial, technological and organizational growth is critically dependent on their people, their creativity, and cooperation.
♦ An important measure of performance of management at all levels and most significantly top management, will be related to Human Resources Development.
♦ DNL shall encourage people to think, actively participate and take ownership towards the company’s growth and prosperity.
♦ Company shall constantly seek and support rising standards of performance and foster employee potential at all levels.
♦ Company shall make working in organization a matter of pride and pleasure.

The DNL encourage people to think actively and responsible, to participate in the company’s growth and prosperity. DNL constantly seek and support rising standards of performance and nurture employee potential at all levels. DNL endeavour is to make working in organization a matter of pride and pleasure in pursuit of excellent.

3. TATA CHEMICALS LTD.

Tata Chemicals Ltd established in 1939. It is one of the India’s leading manufacturers of inorganic chemicals and fertilizers. The company owns and operates the largest and most integrated inorganic chemical complex in the country. It also runs a fertilizer project that has won awards for energy conservation, productivity and safety. The company fulfills its social responsibilities through The TATA Chemicals’ Society for Rural Development (TCSRD). It has initiated many development, welfare and relief activities.

Human Resources Policy:
[1]. Policy guidelines are intended to create a transparent HR environment and to align the growth of human resources in the company to its business objectives. These policies are commensurate with the Tata group’s HR initiatives and are aimed at
driving excellence in the organization through a focus on Human Resources Development.

[2]. HR guidelines are an extension of the company's 'HR decision matrix', which broadly specifies the types of HR decisions that could be taken at the plant level and those which could require the approval of the corporate office.

[3]. Manpower planning is a corporate function driven by the logic that manpower rationalization and optimization are most vital for business growth. Input for manpower planning shall be provided by the Coos, Works and the functional heads to the corporate office.

[4]. The corporate head, HRD, shall prepare a manpower plan for the next three years in consultation with Coos and functional heads.

[5]. Compensation and benefits for employees will be decided properly. There will be planning for skill development programmes regularly which can help each individual employee to get more compensation and benefits.

4. RELIANCE INDUSTRIES LTD.

Reliance Industries Limited is India's largest business house. The Group's activities span petrochemicals, synthetic fibres, fibre intermediates, textiles, oil and gas, refining and marketing, power, telecom and infocom initiatives, financial services and insurance.

Reliance's leadership position in India, is reflected in its all round contribution to the national economy. 3% of India's GDP, 5% of India's total exports, 9% of Indian Government's indirect tax revenues. Out of every 4 investors in India is a Reliance shareholder.

Reliance believes that any business conduct can be ethical only when it rests on the nine core values of honesty, integrity, respect, fairness, purposefulness, trust, responsibility, citizenship and caring.
Reliance Industries Limited committed to an ethical treatment of all their stockholders, their employees, customers, shareholders, leaders and investors, suppliers and the Government. A firm belief that every Reliance team member holds is that the other person's interest count as much as their own. The essence of their commitments is that each employee conducts the company's business with integrity. In compliance with applicable law, and in a manner that excludes considerations of personal advantage. Reliance does not lose sight of there values under any circumstances, regarding of the goals they have achieved to them the means is important as the ends.

Reliance Industries Limited is a young company, with an average age of 37 years for its 12,864 employees (as on 31/03/2002).

Reliance offers world of opportunities employees by giving them more freedom and responsibility to chart their own course within the company. The company offers comprehensive world class training and development resources. Net working, coaching and mentoring provide additional opportunities for people to grow personally and professionally throughout their career.

The company has a unique system that offers a wide spectrum of career options for employees to choose from and the necessary learning courses. The ones of learning is one the employees who are duly supported by excellent systems for assessments, career mapping, aptitude tests and other training needs.

In association with Indian Institute of Management (IIM), Bangalore, Reliance has created a unique and customized management course for its engineers. The employees, who were prepared for accelerated growth careers in the company, today occupy positions with important sectional responsibilities. Reliance appraisal and reward system is aimed at increasing employee involvement in the goal, objectives of the organization, and encouraging individuals to go beyond their scope of work, undertake voluntary projects that enable them to learn, and contribute innovative ideas in meeting the targets of the company.

The company has moved to a key result area oriented performance appraisal system and will soon move to performance linked incentive scheme, wherein the employees will share the risk and the rewards of company's performance, Business performance, Team performance and their individual performance.
5. **ALEMBIC LTD.**

Alembic Ltd., which was earlier known as Alembic Chemicals Limited. It is one of the largest Pharma companies in India, which was started over nine decades ago. Alembic's philosophy of developing products from the basic stage made it the first company in the private sector to start penicillin fermentation.

The synthetic bulk product chemical (BPC) business is supported with an independent facility. This facility has its own independent quality control and analytical development facility. An environmental friendly, state of the art Effluent Treatment plant demonstrates their concern for environment and society at large.

**Human Resources:**

Alembic share collaborative and symbiotic relationships with preferred business partners, their employees, all of whom reflect their business ethics, trust and transparency and quality standards.

Company focus on developing human values and potential through various learning and developmental activities which has groomed and retained talent internally by offering promising career opportunities. Relations at Alembic, be it hierarchical or lateral are essentially formally informal. They are collaborative rather than being competitive. The basis of their relationship is trust. The environment at Alembic can be defined as: positive, informal and not protocol oriented, built on mutual strengths, where every achievement big or small is appreciated and celebrated. Alembic believes in being simple, humble and honest. They believe in value to human dignity.

Company value openness and team work in their interpersonal dealings. They respect and reflect a mind set that is pro change. That is the basis of their historical existence and sustained progress.

The Human Resource function at Alembic focuses on spotting and grooming talents and competencies required achieving present and future business goals.

Training and Development function focuses on business reality orientation, accelerating and integrating organization change initiatives, establishing linkage between organizational and individual development needs. Skill up-gradation and competency building are on top of the organization’s agenda in order to meet the business challenges of the coming decade. Training and development the rejuvenating and
learning enhancement functionally at Alembic is a consensus based priority, reflecting line and staff ownership and commitment of resources and time for the change of Alembic.

6. TRANSPEK – SILOX LTD.

January 2001 saw the formalization of strategic partnership take place between two leading manufacturers of chemicals, at a harmonious co-existence with the global environment. Two pioneers, Transpek and Silox converged into a joint venture to leverage the "Spirit of Synergy" arising out of specialization in zinc and sulphar based chemicals, similar value system, identical orientation towards customer centric products, environment consciousness and human empowerment across all spheres of activities.

Transpek-Silox derives strength from an established past, existing brand qualities and a strong goodwill as it continues to harmonize with the emerging trends and changing customer requirements of today. The venture aims at consolidating the global presence through complimentary individual strengths to attain their mutual vision of growth through dedicated service to all stock holders and society as a whole.

Vision is to have a global name, customer delight and human service as their aim. In all activities company seek professional excellence ethical means justify their noble ends.

Company shall strive to be a value-based organization seeking professional excellence in all its products, processes and services and creating wealth to serve the society at large.

Transpek-Silox family commit themselves to revere environment, health and safety principles, uphold the dignity of human beings, nurture, team spirit and foster leadership through empowerment.

Human Resources:

The company derives its strengths from its main asset. Its people, they recognize the indefatigable spirit of human kind for it is the people who hold the power to harness technology. They endeavour to nurture timeless spirit and take immense pride in this invaluable resources. An environment conducive to participative management had comradeship enthuses the all pervasive feeling of an extended family. The in-house
training centre, facilitates skill enhancement through well defined training programmes in various fields based on an extensive survey of the training needs of the employees.

The company has effective practice of manpower planning, recruitment, employees induction, rewards and incentive system. Company has good Human Resources System. Potential appraisal, job evaluation, career advancement, performance appraisal, feedback and counselling.

7. TRANSPEK LTD. EKLBARA, PADRA

Transpek Ltd., was set up in 1965. There lies the origin of the word 'Transpek', since then the company has grown to become one of the leading manufacturers and exporters of a range of chemicals servicing the requirements of customers from a diverse range of industries – Textiles, Pharmaceuticals, Agrochemical, Paper and Pulp, Tyre, Ceramics, Rubber, Polymers etc. Since inception Transpek has evolved with the products manufactured ‘first time’ in India and also pioneered to ‘develop’ market for the same.

Transpek is one of the leading business centres in Western part of India having a large presence of several chemical industries. Over a decade of presence of in the international market. Transpek has earned for it a name for being a quality supplier in the international trade.

Transpek believes in ‘Manage the ideas and rest will manage itself. Transpek strength lies in its team of dedicated professionals who efficiently manage the day to day matters. Over 150 dedicated professionals including, Doctors, Post graduates, Engineers, Graduates and Technically trained persons run the show of 'The Family'. Love and order is the norm rather than Law and order. Harmonious industrial relations assume much more importance in the Indian context and Transpek has not lost a single man-day since its inception.

The Transpek Ltd., has unique Human resources, practices, to continuously improve the working condition and to provide best environment to it employees. The company has practice of manpower planning, Human resources information system, employees induction, career guidance, potential appraisal, job evaluation, career advancement, training and development, performance appraisal, reward system and feedback. The company fulfills its social responsibility by running consumer stores, Renu
Health Clinic, Rural Development projects and also special training programme for the children of the employees.

8. JUBLIANT ORGANOSIS LTD.

Jublant organosis is India's leading speciality chemicals company and ranks amongst global leaders in pyridine and pyridine derivatives. Science active focus on research based knowledge industries coupled with their inherent manufacturing strength has resulted in three strategic and core business, viz, organic intermediates, speciality and fine chemicals, performance chemicals and plant Health and Animal Nutrition.

The company's focus on customer service shapes their Research and Development effort. The application laboratories work under stringent quality guidelines to develop customized product for diverse application.

HR Values:

Company carefully select, train and develop their people to be creative and empower them to take decisions, so that they respond to all customers with ability, confidence and teamwork.

Company stretch itself to be cost effective and efficient in all aspects of their operations and focus on flawless delivery to create and provide the best value to their customers.

By sharing their knowledge and learning from each other and from the markets, they serve, and they will continue to surprise their customers with innovatives solutions.

With utmost care for the environment and safety, company will always strive to excel in the quality of their processes, their product and their services.

The company has unique HR practices, through which, it helps to employees for further growth. The company has practice of manpower planning, Human resources information system, Recruitment, employees induction, career advancement, and performance appraisal system. The company is committed to welfare of employees, through providing welfare facilities, transportation etc.
9. UNITED PHOSPHEROUS LTD.

It was founded in 1969. It produces vast range of industrial chemicals, pharmaceutical and intermediates. In 1980 UPL was awarded the prestigious gold shield by the Government of India. All UPL manufacturing facilities ensure that new material and energy are used as sufficient as possible. Constant improvements in process and equipment are made. The company has trained people and turned the manufacturing process on ISO 9000 guidelines in the pursuit of excellence. UPL has initiative the building and running of a hospital for the people at Vapi which offers extensive medical facilities. Also promoted school where students can avail education from kindergarten to higher secondary levels. UPL has started Gymkhana, Nursery, Jawaher bag and plantation in 'Shantidam' green belts at Ankleshwar sites.

UPL HR vision is 'all HR personnel are committed to provide better service and solutions to their employees with care and respect. Also committed to provide continuous training and cultivate a learning culture with a belief that individual growth is proportionate to the organizational growth to keep pace with the global change.

UPL maintains its all employee record under the computerized system. Records of all the employees are maintained properly. The company has personnel practices such as succession planning, identifying training needs, designing training programme, personnel audit, manpower planning, job description, recruitment, selection induction, training and development, performance appraisal, employees benefit, plus other facilities like, canteen facility, financial services, housing facility, entertainment, health services etc are provided.
The Engineering organizations covered under the present study.

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<tr>
<th>Sr.No.</th>
<th>Name of the organizations</th>
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<tbody>
<tr>
<td>1.</td>
<td>Larson and Tubro Limited, Surat, Vadodara and Amreli.</td>
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<tr>
<td>3.</td>
<td>Aistom Power India Limited, Vadodara.</td>
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<tr>
<td>5.</td>
<td>Antifriction Bearing Company (ABC) Limited, Bharuch.</td>
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<td>8.</td>
<td>Banco Products (India) Ltd, Vadodara.</td>
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<tr>
<td>10.</td>
<td>FAG Bearing India Ltd., Vadodara.</td>
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10. LARSON & TUBRO LTD.

Larsen & Tubro Ltd., was founded in the year 1938 by two Danish engineers; Mr. Henning Holck Larsen and Mr. Soren Kristian Toubro a partnership firm that undertook repair job on imported dairy equipment.

The company started manufacturing dairy equipment and started an engineering construction company in 1944. In the early 1950’s L&T became a public limited company.

At present, Larson & Tubro Ltd is the largest engineering firm in South Asia. A technology driven company with leading edge capabilities in the fields of infrastructure and basic industries. L&T ranks among the top ten in India’s private sector.
L&T engaged in four principal business segments and enjoys market dominance in all of them.

♦ Engineering and construction.
♦ Cement.
♦ Electrical & Electronics.
♦ Construction Equipment.

**Vision Statement of L&T:**

L&T shall be a professionally managed Indian multinational, committed to total customer satisfaction and enhancing shareholder value.

L&T ties shall be an innovative, entrepreneurial and empowered team constantly creating value and attaining global benchmarks.

**11. ASIA BROWN BOWARY LTD.**

The history of ABB goes back to the late nineteenth century, and is a long and illustrious record of innovation and technological leadership in many industries. Having helped countries all over the world to build, develop and maintain their infrastructures. ABB has in recent years goal over from large-scale solutions to alternative energy and the advanced products and technologies in power and automotive that constitute its industrial IT offering.

ABB vision and mission is to create value for its customers and stockholders and the communities and societies in which it operates.

To achieve their vision and mission, they have drawn up a charter of values, a set of guidelines that they strive to follow at all times.

Integral to their mission and values are their sustainability and business ethics programmes. They enable them to expand their high level of environmental awareness and to bring social and economic performance into balance throughout the group. They also ensure that they maintain high ethical standards by fulfilling their commitments and acting with integrity in accordance with sound business principles.
ANN Creates Values:

By making their customers more competitive in a networked world, they strive to help their customers gain competitive advantage from technology advances and development in their markets. They do this by creating comprehensive industries IT offering that combine world class products and service with superior domain know-how and collaborative commerce.

By offering their employees opportunities to learn, grow and share in the value created by their efforts. They reward creativity, flexibility and result oriented actions that help make their customers successful. Though adoption of common business processes, they release energies and creativity to focus on serving their customers.

By achieving returns that meet or exceed the expectations of their share holders they generate the growth that creates investor confidence by managing for value. The power of being close to the market and understanding how they can create more value for their customers will generate the financial strength needed in fast changing capital market.

By living their commitment to sustainability. Every ABB companies and all ABB employees must confirm to their business ethics standards. All managers should take an active role in their implementation and ensure that they are communicated and kept alive.

Apart from this, ABB has very innovative and employees relevant HR practices. First time in Gujarat ABB has introduced flexitime concept; to help their employees. ABB has regular training activities, performance appraisal and need assessment. ABB has practiced of manpower planning, Human Resources information system, employees induction and career guidance. ABB take care of employees as well as employees family members too, by organizing various training programme at employees residence areas. ABB also organizes guidance programme for the school going children of the employees and make them aware about how to appear in the examinations at various levels. Employees women are made aware about economic and income supplementation activities.
12. **ALSTOM LTD.**

Alstom Ltd is the global specialist in energy and transport infrastructure. It serves the energy market through its activities in power generation and power phase mission and distribution, and transport through its activities in rail and marine.

Company design, supply and service a complete range of technologically advanced products and systems for their customers, and possess a unique expertise in systems integration and through life maintenance and service.

The company being multi-national has many HR concepts which are unique and supportive to employees career development.

Alstom has regular manpower planning and keep all required information about employees as a practice of Human resources information system. The beliefs of the company is to the new person proper induction should be given so that he can properly socialized in the organization. The company has regular practice of potential appraisal, performance appraisal and job evaluations of employees with the induction of various methods and incentives. The company gives proper rewards and incentives to its employees to motivate them for high productivity and efficiency.

The company has a mission to improve conditions for millions of people and work towards a cleaner and better environment.

The Alstom’s has commitment:

- Constantly innovate and develop new products, which provide better performance and cost effective solutions.
- Reduce polluting emissions and strive towards environmental protection.

13. **LAKHANPAL BATTERIES LTD.**

The Lakhanpal Battery Ltd., was started in the year 1972 at Vadodara. The product is metal jacketed cell in Hyper Grade in UM-1 and UM-2 segments.

**Aims of the company**: 

"Aim is to supply portable source of energy and its related products, thus contributing to the betterment of society, not only in India but throughout the world".
The company has cherished high work value. The employees do understand Japanese management concept and work within same framework. The company has different Human resources practices. To day one can see that all employees attend 'morning assembly' prior to begin their work. The employees are allowed to participate and share their views in the morning assembly.

The company has very good house-keeping policy. All employees understand their role and work accordingly. All employees can present their problems easily since company has open door policy, in fact no door to the cubics of the managers.

The company has practice of Training assessment regularly, and all training programmes are conducted based on training need assessment. Apart from these, healthy performance review, job evaluation and career guidance are also practiced. The company does take care of employees welfare and provide them various incentives and rewards.

14. ANTIFICATION BEARING COMPANY LTD.
(ABC Ltd.)

Antification Bearing company Ltd (ABC Ltd.) was started in 1961 with a manufacturing of only Ball Thrust Bearing.

ABC has grown to manufacture a variety of bearings, such as Tapered roller, cylindrical roller, and thrust Bearing focusing its efforts on the commercial vehicle and tractor industry. Today, every company in India, which uses Tapered roller and cylindrical rollers Bearings was ABC Bearings.

The company has three divisions in same locality. The higher authority as and when it required support the employees. The organization has policy of employees participation and employees are allowed to participate. The company also organizes in service training programme for its employees and prepares them for the future challenges, and demands of the business. The company does give rewards and incentives to deserving employees of the organization. The regular welfare facilities do take place in the organization, which motivate employees to work and contribute for growth of the company. The company has practice of manpower planning, performance appraisal, potential appraisal and feedback practices.
15. BIRLA COPPER LTD.

Indo-Gulf through Birla Copper has set up a mega Greenfield copper something and refining complex at Dahej in Bharuch district. The plant produces world class copper cathodes, continuous cast copper roads and precious metals. Apart from copper products, sulphuric acid, phosphoric acid, Di-Ammonium phosphate, other phosphatic fertilizers and phosphor Gypsum are also produced at plant. The plant has its own power plant, jetty and water system to meet its infrastructure requirement.

The Aditya Birla group has been committed to the future of India. Its quality products and commodities reach act to the core sector in industries.

The company has very good Human resources practices. The company takes care of its employees and provides proper work environment and learning. The company has regular training, training programmes for managerial and shop level employees. The company believes in employees welfare as well as community welfare, for which it has initiated employees welfare in the organization and community welfare programmes at the communities of employees in surrounding villages. The company runs mobile health facilities and women empowerment activities through formation of self help groups.

The company has practice of performance appraisal, potential appraisal and job evaluation with variety of techniques and use the same information for growth and career advancement of the employees. The company has manpower planning and Human Resources Information System. The company has homely, open and participative work culture, which help for better productivity and high efficiency. The company has system of giving rewards as well as incentives to desiring employees. Employees are given opportunities for future career development.

16. AMTREX – HITACHI APPLIANCES LTD.

Amtrex – Hitachi Appliances Ltd., (Ahmedabad and Mehsana) is a joint venture between Hitachi, Ltd Japan and the Lalbhai group since 1999. The company is among the seen Hitachi room air conditioner facilities worldwide. The Indian plant also exports Hitachi air conditioner to the SAARC and other tropical countries in addition to catering to the Indian market.
This organization is one of the world's leading global electronics companies Ltd. The company manufactures and markets a wide range of products, including computers, semi conductors, consumer products, power and industrial equipments.

The mission is to be a catalyst for the organization to achieve its goals by nurturing the personal and professional growth of the employees and optimum utilization of the Human resources.

The company has practice of man-power planning, human resources, information system and proper induction to newly recruited employees in the organization. Company believes in professional growth of the employees therefore importance has been given to training and development component. There is regular in service and out station training programme for employees and executive. Particularly for training programme proper assessment of individual is made and training programmes are regularly conducted to achieve organizational effectiveness. Company has policy to design career plan based on the potential appraisal for identified employees and communicating the same to the employees.

The company has standardization of the basic infrastructure facilities for every employee with constant emphasis on cost reduction, and close monitoring of the assets by periodical audit. The company has created harmonious climate and fulfillment of the statutory compliance to improve better working conditions and industrial relations.

The company does believe in job rotation and multi skilling of the employees. It has got role clarity, formulation of KRA/Goals with objectives measurement. There is effective implementation of performance pay and non-monitory rewards.

The company has online payment of performance pay through software, automatic statutory compliance and help desk for employees in the organization. The company does care for the employees and organizes one picnic per year, online help desk for solving individual issues for time frame solution, and medical check up for all employees once in a year.

17. BANCO PRODUCTS (INDIA) LTD.

The company was started in 1962 with the goal of supplying quality products and services for maximum client satisfaction, to clients throughout the world. The company has four modern manufacturing plants based at Baroda. The company has
dedicated and professional team working on innovative programs using advanced
technology to meet though challenges.

The company’s consistent success has been due to the philosophy of nurturing
the main assets of the company, i.e. people, company seek people of exceptional skills
and motivation and provide them with the correct ambience, Training tools and systems
and expect the best from them.

The company believes in employee’s welfare and development. Company
provides various welfare facilities to its employees and regularly organizes training
programme to add the knowledge of the employees. The company does have practice of
manpower planning, human resources information system. The company has effective
job evaluation system, which is use to develop employees effectiveness and using their
strength and capacities at the optimum levels. The company has performance appraisal
system along with rewards and incentive based on individual performance in the
organizations. Company has proper induction training to its newly recruited employees.
Company believes that induction will help for better socialization of employees in the
organization. The company has initial guidance to individual employees.

18. WELSPUN GUJARAT STABLE ROHREN LTD.

Welspun Gujarat Stable Rohren Ltd. was established in 1995 as Indo-German
venture. The company produces, M. S. spirally submerged are Welded pipes and M.S.
Longitudinal submerged are Welded pipes. The Welspun Group promotes the company
with technical backup and equity participation by M. S. intertee GmbH; Germany and
equity participation by Gujarat industrial investment corporation.

Company endeavours to reach the leadership position in each segment/sector of
their product/service. Company committed to satisfy its customers by providing good
quality product and services, which gives highest value of money.

Company believes that employees are their most important assets through which
they can reach to top in each category of their products. Therefore, they will emphasize
on their continuous improvement through up-gradation of relevant knowledge and
training. Company committed itself to continuous growth, so as to fulfill the aspirations
of their customer, employees and shareholders.
The company has practice of HR functions to take care of its employees. It has practice of manpower planning effectively. Human resources information system is also effectively maintained. Company keeps all necessary information of its employees, which can be used during any critical or promotional avenues. The company believes in proper socialization of employees so that they can work properly with understanding. Company has practice of career guidance and potential appraisal, which are important for employees motivation. Company does care its employees by providing welfare facilities, rewards and incentives to the employees. Company believes in continuous growth of employees, therefore there is regular training to the employees. Job evaluation and feedback practice for the same.

19. FAG BEARINGS INDIA LTD.

Fag Bearing India Ltd. was started in 1964. It is subsidiary company of FAG Germany, which produces Ball and roller Bearings.

The company vision is the continued development of FAG into a high tech company in precision and rolling bearings technology, with an international orientation and with convening innovative capacity and earning power.

The company has Human resources policy. Company’s staff’s qualifications, commitment, creativity and achievements represent a core competence of the company and are its potentials for success. Company permanently promoting staffs professional, personal and social capabilities as well as their flexibility. Worldwide mobility is a constituent part of the personnel policy of their international group. FAG support both equal opportunities and the free development of personality.

FAG offers fair pay and incentives taking into consideration the type of tasks, experience, performance and success of employees. The each and every member of staff has the task of effectively playing his or her role in increasing customer satisfaction, productivity and corporate value. Company encourages the employees to act on their own initiative, bear responsibility and provide their own ideas. It develops specific competences by furthering capabilities, providing assessment, incentive and pay systems as well as systematic and individual training and continuous training careers.

Human resources development is the task of all executives and employees alike. Personnel productivity and staff qualification are oriented towards the best standards
internationally. Performance, conduct and success can be measured and form the basis for cooperation. An individual encouragement and support, mutual respect, trust and efficient communication are examples of practices. Top executives and employees work together in a constant effort to improve procedures, products and services.

The employees are advised on time and in full of news concerning relevant events and facts, the development of the company and the division as well as the expectations being placed on time. Company encourages active team and group work as well as cooperation oriented towards processes and goals in a corporate culture characterized by performance, own responsibility communication and trust.

The company has practice of excellent Human resources activities. They have performance appraisal, performance review discussion, proper feedback as well as potential appraisal of their employees. The company does have practice of six sigma, five S and total quality management. The young, enthusiastic employees are given opportunities to grow effectively. The company provides welfare facilities and incentives to its employees regularly.

20. STEELCO GUJARAT LTD.

Steelco Gujarat Ltd., is a part of international comer aft group, which is an international business group promoted by chanderias comer aft group, with about 200 units in around 30 countries across the globe.

The company is the one its kind engineering industries in Gujarat. The company believed in steel with quality; and the mission is, improving product efficiency by cost control; usage of yield optimization techniques, promoting employee participation and awareness, establishing, maintaining and continuously improving quality management system. Maintaining effective, safe and healthy environmental conditions; improving upon delivery system and promoting team work.

The company has practice of Human Resources functions. It has got concept of manpower planning and Human Resources information system. The company believes in continuous development of its employees, therefore there is ongoing training programme for the employees. The company has got proper evaluation of jobs and potentialities of an individual employee, therefore regular job evaluation and potentials appraisal take place regularly. The company does take care of advancement of its own
employees and provide career guidance as well as career development opportunities to its own employees. The company also provides incentives and rewards to the deserving employees of the organization. The company has practice of HR improvement and development policy at all levels.

21. MIRINDA TOOLS LTD.

Mirinda tools Ltd., is an engineering cutting tools industry engaged in manufacturing and sale of cutting tools. The company has produce of Drills, Endmills, Hangers and Toolbits.

A Mirinda tools is a part of engineering division of Piramal Enterprise Ltd. The company is one of the leading manufacturers of cutting tools in the country. The company S.S. Miranda Ltd. started manufacturing cutting tools in 1956 and was taken over by the piramal group in 1978.

Mirinda tools quality policy is 'to provide quality products and support that consistently satisfy customers' requirements and achieves a performed status in the market through continuous improvement and innovation.

Mirinda tools Ltd. has best HR practices for continuous improvement in work culture and organizational growth, areas. It has got best system for human resources planning, recruitment, placement, induction and continuous organizations of in services training programme. Employees are promoted for better career advancement and future opportunities.

The company provides all the welfare facilities and perks to employees. To reduce industrial unrest and dispute. Company has a system, where employees are allow to present their problems and to get solutions. The working conditions are such where employees are able to feel encourage contributing their maximum for the Mirinda Tools development.

22. JAYSHREE INSULATORS LTD.

Jayshree Insulators is a group company of Indian Rayon and Industries Ltd. Jayashree has extensive network in international market and exports its products to 74 different countries around the globe.
Mission is to produce and give delivery and goods of and best quality through technical excellence and innovation; to become cost effective in all operations, to meet all customer’s needs to their delight through quality product and services; to develop trust worthy and mutually and beneficial relationships with vendors; to develop each employee to the fullest potential for organizational and personal growth; to strive to enhance quality of life with clean, safe and eco-friendly environment, to extend support in upliftment of the society in areas of educational, health and rural development.

Vision is a globally leading manufacturer in chosen product to range through innovation, excellence, and perfection in all spheres of management contributing to India’s economical and social development.

HR policy is, to remain at the cutting edge, and to strive to beat the best, their focus has not only to be on operational and business strategies, but more importantly also on people power. Creating highly motivated and competent teams in every profit centres; Creating an entry level cadre of bright, young, enthusiastic people with good academic credentials and caliber; spotting and tracing high potential through a common performance appraisal system, a reward system that encourages people to focus on results consistent with the larger business goals; continuously building, developing and enhancing people competencies through meaningful training programme. Greeting an environment of helping, caring approach and providing strong social security coverage.

The company has very good HR practice, which includes career guidance, feedback, management information system and incentives for better work.

23. BLUE STAR LTD.

Blue Star Ltd. was funded in 1943 by Late Mohan T. Advani an entrepreneur of exemplary vision and drive. It started as a modest three-man operation, which was engaged in reconditioning of refrigerators and air-conditioners. Today Blue Star is India’s largest air-conditioning company with an annual turn over of 510 crores, a net work of 29 offices, three modern manufacturing facilities and around 1800 employees.

Blue Star Ltd. manufacturers and market a wide range of air-conditioning and commercial refrigeration system and products. These include large central air-conditioning plants, packaged air-conditioning systems, split and window air-
conditioners, water coolers, bottleanter dispensers, ice-cube machines, deep freezers, cold storages and commercial kitchen and laundry equipment.

Blue Star corporate vision is 'To deliver a world class customer experience. The organization is able to take care of its employees by providing necessary work culture, satisfaction and facilities. The organization has unique HR practice, such as Human resources information system, employees awards, potential appraisal, career guidance and training and development. It has organized number of training programme to help its employees to achieve goal of the organization.

The employees are given service awards, benevolent fund, and other facilities. The company has started Blue star education trust, under which it finance to children of blue star employees for further learning. Trust provides scholarship to employees to pursue job oriented education. The company provides, telephone facility, health facilities and incentives to employees for better work in the organization.

24. MUNJAL AUTO INDUSTRIES LTD.  
(Formerly Gujarat Cycles Limited)

Munjal Auto Industries Limited started as a joint venture company co-promoted by Gujarat Investment Corporation and Hero Cycles Ltd. The company commenced its operations in November 1998. the company was the first and pioneer plant in Gujarat to manufacture bicycles of various sizes and models as per requirements of domestic and export market. After 97-98, the company shifted the focus of business from bicycle manufacturing to the manufacture of auto components such as rims, mufflers and cold forged components for motorcycles. However, some of the associated components and sub assemblies of bicycle such as chain continue to be manufactured by MUNJAL AUTO.

Quality policy of the company is Strive for total customer satisfaction by producing, products with customer's need in focus by involving committed professionals working as a team.

Human Resources Management is the most important asset for a company. Therefore, all importance is given to systematic training and development for each employee of the company at all levels. In this regard, the employees are encouraged and supported in preparing a personal training and development plan, which is assessed
and reviewed throughout the year. Systematic survey is conducted to identify the areas for improvement and action thereon for each employee.

An Appraisal Committee has been formed to appraise the performance of each employee of the company and to recommend the necessary reward/promotion/special increment based on the performance of the employee. The company has very good practice of career guidance and career counseling for individual employees. Employees are given incentives, perks and other facilities regularly.