CHAPTER – 4
EMPLOYEE COMPENSATION
AND
EMPLOYEE MOTIVATION
PRACTICES
IN SWISS GLASSCOAT
EQUIPMENTS LIMITED
AND
GUJARAT MACHINERY
MANUFACTURING PFAUDLER
LIMITED

4.1 General Information of Swiss Glasscoat Ltd
4.2 General Information of GMM Pfaudler Ltd
4.1 General Information of Swiss Glasscoat Ltd

History of Swiss Glasscoat

The history of fortifying storage or process equipment with one thing or the other for different usages is more than 100 years old. Glass lining is one of the best ways that aptly serves the purpose due to its insuperable.

To create sustain and enhance a powerful platform with a total qualitative approach to break the monopolistic market of Glass lined Equipments and to provide a complete range of Swiss Glasscoat Products under one roof. Swiss Glasscoat was established with technological advancement.

Swiss Glasscoat Equipments Limited was incorporated on 26th August 1991. It was received on 5th March 1992 and the actual commercial production started from September 1994.

In the beginning the name of the company was Shri Glass Steel Equipments Limited but the company having the same name was already in existence and so it was changed to Swiss Glasscoat Equipments Limited on 3rd March, 1992.

The company has been set up in total land area of 4,20,000 sq.ft. and the area under construction is 75000 sq. ft. It has the most modern workshop premises in this part of the word. The workshop area is encompassed within a large building, which is fully equipped with the latest engineering facilities. The company also has advanced testing laboratory in the workshop.
Development

The location of the units plays very important role in the development of the unit Swiss Glasscoat Equipment Ltd. The advantage of location is first of all it is situated in G.I.D.C, Vithal Udyognagar. The company has transport facilities as it is nearly 1 km away from the railway station of Vallabh Vidyanagar.

Moreover, it is just 7 kms away from national high way No. 8. Adequate and skilled labours are easily available.

The company successfully launched two 6300 liters reactors with all the necessary features in the very first year. Swiss Glasscoat changed the face of domestic glass lining industries by introducing axial propellers agitation in India. The company is now capable to offer reactors up to 50,000 liters with flexibility in design. Glasscoat product also matches with its corporate goals today. Swiss Glasscoat becomes frontrunner of domestic glass lining. It holds more than 30% market shares in spite of cut throat competition by the market leader G.M.M.

In the constantly changing world of technology, company remains a head to update themselves and wins the confidence of buyers.

Form of the organization

There are different forms of the organisations like sole traders, partnership, co-operative society, company can be public or private limited.

Public company is indirectly defined in the ACT Sec. 3. states public company means a company which is not a private company. Public company must add the word limited at the end of its name. Swiss Glasscoat is Public Limited Company.
INTRODUCTION

Swiss Glasscoat Equipment Ltd. (S.G.E.L) is located at G.I.D.C., Vithal Udyognagar, Near Anand. S.G.E.L was established in the year 1992. The technical knowledge for glass has been obtained from CSIR / CGCRI Calcutta for the entire product range of the company comprising of glass lined items through a licence under the memorandum of an agreement on 11th November 1993. Production activity commenced in Dec. 1994.

Quality management system adopted by Glasscoat meets ISO 9001: 2000 requirements. Quality management system is periodically reviewed to improve the effectiveness for our commitment to constant innovations and sound business practices.

RANGE OF PRODUCTS / SERVICES

The product range of the company includes glasslined processing equipment such as reactors, storage tanks, distillations columns, agitators, pipes and pipe fittings etc., for chemical, pharmaceutical, pesticides and food processing industries. These equipment are manufactured under approval Q.A. plan of S.G.E.L. However, any specific requirement from client for Q.A can be incorporated in existing Q.A. plan of S.G.E.L as and when needed.

Procured of raw materials, welding consumables and other bought out components, that are used as input to manufacture equipment and accessories, is done as per the approved specification and approved Q.A. plan with latest revision.

Scope of Quality Management System (QMS) includes design, manufacture, commissioning and servicing of the S.G.E.L. Products.
QUALITY OBJECTIVES

Glasscoat’s Quality Policy is implemented by adopting following Quality Objectives:

1. Offering prompt delivery and services exceeding customer expectations.
2. Meeting accelerated growth to become a market leader.
3. Adopting innovative manufacturing processes.
4. Imparting training to every employee and sub vendor of the organisation to do the job ‘first time the right way’.
5. Enhancing established quality standards through benchmarking.

QUALITY POLICY

The following are the quality policy of S.G.

1. To manufacture and promote “Glasslined Process Equipment” for chemical, pharmaceutical, pesticides and food processing industries.
2. To provide our customers with products and services that exceeds their expectation.
3. To establish, implement and review quality management system for continual improvement to manufacture world class quality Glass lined Equipment.
4. To ensure that the profits are shared by all those contributing to the growth of the organization.
5. To provide healthy working environment to employees and vendors.

The implementation of QMS will be reviewed periodically to improve the effectiveness of our commitment to constant innovation and sound business practices.
The implementation of QMS will be reviewed periodically to improve the effectiveness of our commitment to constant innovation and sound business practices.

THE COMPANY

The following are the information about the company in detail:

Name of company: SWISS GLASSCOAT EQUIPMENTS LIMITED
Telephone No.s: +91 - 2692 - 236842 - 43-4445
Fax No.: +91 - 2692 - 236841 - 50
E-Mail: Marketing@glasscoat.com
Website: www.glascoat.com
Marketing Office: Ahmedabad, Bangalore, Baroda, Chennai, Hyderabad, Mumbai, Faridabad, Surat
Type of organization: Public Ltd.
Year of incorporation: 1992
Year of commencement of production: 1994
Director:
1. Mr. Kanubhai Patel (Chairman)
2. Mr. Sudarshan Amin (Managing Director)
3. Mr. Ambalal Patel (Technical Director)
4. Mr. Shashikant Patel (Director)
5. Mr. Paresh Shah (Director)
Key Personnel:
Mr. Sriraman Raghupathi (G.M.Marketing)
Mr. Sharad G. Natu (G.M.Works)
Ms. Mitu Sinha, Manager (Finance)
Mr. Sudesh Banik (Glass Technologist)
Mr. P.M.Vaidyas, (Head Q.A)
Mr. Praful Kanderia (Design Head)
Mr. Ayush Amin (Purchase Manager)
SCOPE OF MANUFACTURING

A wide range of process equipment in glasslined construction are manufactured for evaporation, crystallization, sulfonation, distillation, condensation, filtration, nitration and other processes involving corrosive chemicals.

1. M.S. Glasslined reaction vessels  
   160 ltr to 40000 ltrs

2. Distillation columns and towers  
   Column dia 200 - 2500 mm  
   Column length upto 6000 mm

3. M.S. Glasslined storage tanks  
   250 ltr to 10000 ltrs

4. M.S. Glasslined filtration vessels  
   10 ltr to 1000 ltrs

5. M.S. Glasslined heat exchangers  
   a. Shell in shell type  
   b. Plate type  
   1 to 40 m²

6. M.S Glasslined driers and blenders  
   250 ltrs to 4000 ltrs

7. M.S glasslined agitating systems  
   Turbine, anchor, pitched blade, axial propeller etc.

8. M.S. Glasslined valves  
   Diaphragm valves and flush bottom outlet valves with or without pneumatic actuator

9. M.S. Glasslined pipes and fittings

10. M.S. Re glasslining / reconditioning of  
    Full range
    old and used vessel

CODES AND STANDARDS

Glasslined equipments are manufactured to the highest quality standards of workmanship and material. The reactors are generally as per DIN Standards 28136 and manufactured in accordance with ASME code for unfired pressure vessels, section VIII division I, all clamps and flanges comply with ANSI / DIN standard. Equipments are also specially designed and constructed to the clients own specifications.
Manufacturing Facilities

Swiss Glasscoat is having different manufacturing facilities and they are as under:

Shop Setup

<table>
<thead>
<tr>
<th>Specification</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total land area</td>
<td>42000 sq. M</td>
</tr>
<tr>
<td>Shop floor under crane</td>
<td>7500 sq. M</td>
</tr>
<tr>
<td>Manufacturing capacity</td>
<td>1250 kva diesel Gen set</td>
</tr>
<tr>
<td>Material handling facility</td>
<td>750000 litr / annum</td>
</tr>
</tbody>
</table>

Material handling facility

<table>
<thead>
<tr>
<th>Machine Type</th>
<th>Capacity / Clearance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overhead cranes</td>
<td>30 MT clearance – 7m (2nos)</td>
</tr>
<tr>
<td>Jib cranes</td>
<td>7.5 MT clearance – 7m (2nos)</td>
</tr>
<tr>
<td>Manipulator</td>
<td>10 MT clearance – 7m (5nos)</td>
</tr>
<tr>
<td>Gullieth Cranes</td>
<td>1.0 MT clearance – 7m (5nos)</td>
</tr>
<tr>
<td>Fork lift</td>
<td>5 MT (01 No)</td>
</tr>
</tbody>
</table>

Cutting facilities

<table>
<thead>
<tr>
<th>Cutting Method</th>
<th>Thickness</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gas cutting</td>
<td>50 mm</td>
</tr>
<tr>
<td>Profile cutting</td>
<td>50 mm</td>
</tr>
<tr>
<td>Power Hax-saw</td>
<td>200 mm dia</td>
</tr>
<tr>
<td>Plasma Arc Cutting Machine</td>
<td>30 mm</td>
</tr>
</tbody>
</table>

Forming facilities

<table>
<thead>
<tr>
<th>Forming Machine</th>
<th>Capacity / Material Strength</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hydraullic press</td>
<td>250 MT</td>
</tr>
<tr>
<td>Plate bending machine</td>
<td>25mm x 2500 mm at 500 M pa</td>
</tr>
<tr>
<td>Flange bending machine</td>
<td>85 mm x 85 mm (Square Bar)</td>
</tr>
</tbody>
</table>
Testing Facility
Ultrasonic flow detectors
L.P. Testing
Dark room for radiograph processing
Viewer for radiograph evaluation
Dead weight for calibration pressure gauge
Coating thickness gauges
Spark testers
Hydrostatic pressure pump
Vacuum pump
Chemical lab
Loop calibrator
Calibration through accredited agencies

Welding facilities
Welding process SMAW, GTAW, SAW, MIG
Materials Handled EL 70 S2, E-7018
Welding Electrodes (Automelt Grade A Wire and Flux)

Utilities
Air compressors A. 120 HP
Air Compressor B 30 HP
Air Compressor C. 15 HP

Welding Equipment
Welding rotator 10T
Welding positioner 10T (01 No)
<table>
<thead>
<tr>
<th>Equipment Type</th>
<th>Quantity/Specification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welding positioner</td>
<td>10T (01 Nos.)</td>
</tr>
<tr>
<td></td>
<td>5T (05 Nos.)</td>
</tr>
<tr>
<td>Welding Rectifier</td>
<td>400 AMP (10 Nos.)</td>
</tr>
<tr>
<td></td>
<td>600 AMP (02 Nos.)</td>
</tr>
<tr>
<td>Welding Transformers</td>
<td>(03 Nos.)</td>
</tr>
<tr>
<td>Tig welding set</td>
<td>(03 Nos.)</td>
</tr>
<tr>
<td>Submerged arc welding machines</td>
<td>1200 AMP (02 Nos.)</td>
</tr>
<tr>
<td>Column and boom saw at</td>
<td>4m x 2m (02 nos.)</td>
</tr>
<tr>
<td>Qualified welders</td>
<td>13 Nos. 1 G position</td>
</tr>
<tr>
<td></td>
<td>02 Nos 2G Position</td>
</tr>
<tr>
<td></td>
<td>01 Nos 6G Position</td>
</tr>
<tr>
<td>Saw Operators</td>
<td>02 Nos</td>
</tr>
<tr>
<td><strong>Surface Preparation Facilities</strong></td>
<td></td>
</tr>
<tr>
<td>Shot blasting unit</td>
<td>3 Nos</td>
</tr>
<tr>
<td>Grinding machines</td>
<td>10 Nos</td>
</tr>
<tr>
<td>Col. And boom type auto surface</td>
<td></td>
</tr>
<tr>
<td>Grinding unit</td>
<td>1 No</td>
</tr>
<tr>
<td><strong>Heat treatment facilities</strong></td>
<td></td>
</tr>
<tr>
<td>Auto control electric</td>
<td></td>
</tr>
<tr>
<td></td>
<td>A. Capacity – 1200 KW</td>
</tr>
<tr>
<td></td>
<td>Dimensions (LxBxH) – 3.6 x 5.6 x 3.5 meters</td>
</tr>
<tr>
<td></td>
<td>B. Capacity 800 KW</td>
</tr>
<tr>
<td></td>
<td>Dimensions (LxBxH) – 3.5x3.5x4.5 (miters)</td>
</tr>
<tr>
<td></td>
<td>A. Capacity – 30 KW</td>
</tr>
<tr>
<td></td>
<td>Dimensions (LxBxH) – 1.5 x 1.5x1 (meters)</td>
</tr>
<tr>
<td></td>
<td>B. Capacity – 15 KW</td>
</tr>
<tr>
<td></td>
<td>Dimensions (LxBxH) 1 x 1 x 1.5 (meters)</td>
</tr>
</tbody>
</table>
**Machining Facilities**

- Heavy duty lathes
- Frit manufacturing facilities
- Oil fired rotary smelter
- Ball Mill

**Material subcontracted**

- Dishing
- Forging
- Casting
- Machining
- Teflon moulding

**MATERIALS & GRADES**

Swiss Glasscoat is having following materials and they have been assigned the following grades:

<table>
<thead>
<tr>
<th>No</th>
<th>Part</th>
<th>Specification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Shell</td>
<td>DIN 17155 H1 / PH 235 (Enable quality low carbon steel)</td>
</tr>
<tr>
<td>2</td>
<td>Bottom Dish</td>
<td>DIN 17155 H1/PH 235 (Enable quality low carbon steel)</td>
</tr>
<tr>
<td>3</td>
<td>Jacket shell</td>
<td>SA516 GR60/70 (Boiler quality carbon steel)</td>
</tr>
<tr>
<td>4</td>
<td>Jacket bottom dish</td>
<td>SA516 GR60/70 (Boiler quality Low Carbon Steel)</td>
</tr>
<tr>
<td>5</td>
<td>Pan body flange</td>
<td>SA 836 / Low – C – Mn – Ti (Enamel quality alloy steel forging)</td>
</tr>
<tr>
<td>6</td>
<td>Cover body</td>
<td>SA836 / Low – C – Mn – Ti (Enamel quality alloy steel forging)</td>
</tr>
<tr>
<td>7</td>
<td>Central opening cover flanges</td>
<td>SA 836 / Low – C Mn Ti (Enamel quality alloy steel forging)</td>
</tr>
<tr>
<td>8</td>
<td>Manway cover</td>
<td>DIN 17155 H1 / 235 (Enamel quality alloy steel forging)</td>
</tr>
<tr>
<td></td>
<td>Component</td>
<td>Material/Specifications</td>
</tr>
<tr>
<td>---</td>
<td>----------------------------</td>
<td>-------------------------------------------------------------</td>
</tr>
<tr>
<td>9</td>
<td>Agitator pipe</td>
<td>SA 106 GR.B (Enamel quality seamless pipe)</td>
</tr>
<tr>
<td>10</td>
<td>Baffle pipe</td>
<td>SA 106 GR.B (Enamel quality seamless pipe)</td>
</tr>
<tr>
<td>11</td>
<td>Valve body</td>
<td>IS 210 GR. 105 (Enamel Quality Testing)</td>
</tr>
<tr>
<td>12</td>
<td>Spindle</td>
<td>SA 106 GR.B/SA836</td>
</tr>
<tr>
<td>13</td>
<td>Main nozzle</td>
<td>SA 836 / Low C Mn Ti</td>
</tr>
<tr>
<td>14</td>
<td>Jacket Nozzle</td>
<td>SORF / 150 Lbs, SA 106 GR.B</td>
</tr>
<tr>
<td>15</td>
<td>Pad plate</td>
<td>IS2 210 GR 150, SA 105 (Enamel Quality Casting, Forging)</td>
</tr>
<tr>
<td>16</td>
<td>Blind Flange</td>
<td>DIN 17155 H1 / PH 235</td>
</tr>
<tr>
<td>17</td>
<td>“C” Clamp bolt</td>
<td>SA 105 (Forged)</td>
</tr>
<tr>
<td>18</td>
<td>Clamp Housing</td>
<td>SA 105 (Forged)</td>
</tr>
<tr>
<td>19</td>
<td>Split Flange</td>
<td>IS 1030 GRI / IS 2062 GRA / SA 216 GR. WCB.</td>
</tr>
<tr>
<td>20</td>
<td>Pipe &amp; Fittings</td>
<td>SA 106 GRB. / IS 210 GR 150 / SA 234 GR WPB</td>
</tr>
<tr>
<td>21</td>
<td>Belts</td>
<td>V. belts ‘Fenner’ make / Equivalents</td>
</tr>
<tr>
<td>22</td>
<td>Gland Packing</td>
<td>Non asbestos PTFE / Graphite packing</td>
</tr>
<tr>
<td>23</td>
<td>Gaskets</td>
<td>PTFE envelop with S.S. corrugated &amp; Caf inserts</td>
</tr>
<tr>
<td>24</td>
<td>Teflon bushes</td>
<td>PTFE</td>
</tr>
<tr>
<td>25</td>
<td>Drive motor</td>
<td>1440 rpm, TFEL 415 V 50Hz flame proof</td>
</tr>
<tr>
<td>26</td>
<td>Drive gear</td>
<td>Heavy Duty Worm Reduction with custom built step mounted base</td>
</tr>
<tr>
<td>27</td>
<td>Stuffing box</td>
<td>IS210 GR.20</td>
</tr>
<tr>
<td>28</td>
<td>Mechanical seal</td>
<td>Seal face available in various configuration different make to suit process condition.</td>
</tr>
</tbody>
</table>
TESTING AND QUALITY CONTROL

Our quality assurance department ensures inspection and testing as per specification and codes for every raw material / consumable and at every stage of manufacturing. Our quality assurance plan elaborates methods of inspection, criteria for acceptance etc. documented manufacturing procedures ensure traceability of every job.

Glass lining test
Glass frit raw material test
Alkali resistance test for glass as per DIN standard
Acid resistance test for glass as per DIN standard
Thermal shock resistance test for glass lining
Spark test to check glasslining continuity

Welding test
Dye penetration test for detecting superficial defects on the metal surface
Radiography examination to detect welding defects (sub contracted)
Ultrasonic test for detecting welding defects

Base Metal Test
Chemical:
Carbon sulphur test to ascertain composition of metal
Testing to determine manganese and silicon component in the metal
Physical:

Tensile, Bend & Impact tests are done at accredited laboratory
Consistent with the policy of continual improvement GLASCOAT reserves the right to change / upgrade the specifications of raw material at any time without notice.

SHOP ACCREDITATION

Our work is accredited for quality system management by Lloyd’s Register of Quality Assurance (LRQA) since January, 2000 and has been renewed as per ISO 9001-2000 in March 2003

Our manufacturing facilities have also been approved by Uhde India Ltd. Various orders have been executed under third party inspection agencies viz.

1. Lloyd’s Register
2. ICB Technimont
3. TATA Projects Ltd.
4. Dalal Consultants / Dalal Mott McDonald
5. Chempro Inspection Pvt. Ltd.
6. UHDE Consultancy Service
7. SGS, India
8. Rupak Consultants
9. Project technologists pvt. Ltd.
10. Lele and Associates
11. Stoomwezen (Dutch)
12. S.S. Services).

Chart 4.1 shows the organisation chart of Swiss Glasscoat. The chart shows all the designations at S.G. starting from the top level to the lower level.
RESEARCH & DEVELOPMENT

The in-house R&D department, in close association with Central Glass and Ceramic Research Institute, Calcutta, is constantly making improvements in the formulations of glass to increase its resistance to corrosive chemicals, thermal shock and abrasion.

A new version of fluorine resistance glass has also been developed. With more and more process being performed under unusual conditions, newer formulation of glass has been developed to accommodate these processes. The recently developed NUCLEA GEL – 4000 exhibits exceptionally good resistance at elevated temperature conditions. Another significant part of a reactor is the mixture drive, the excellent design and consistent accuracy of drive component offers true running of shaft for many years. Each and every component of the drive is step mounted having machined matching faces. This facilitates quick and easy assembly / disassembly without disturbing the alignment. They are in true sense user friendly convenient to install, use and maintain.

Glascoat is the pioneer in introducing axial propeller agitators in India. These agitators provide true axial flow for better top to bottom mixing. These outperform old style retreat curve impellers which have a lot of swid but little mass transfer. The advance drive and more efficient agitator together results in lower energy consumption and reduced process time, a recent introduction has been flange mounted Beaver Tall Baffle these can be conveniently installed thorugh a nozzle from the top, without entering into the vessel or removing the contents. Flange mounting eliminates the need of
stuffing box and glands. Hence, the possibility of leakage through gasket or packing is eliminated. Such baffles provide another advantage in terms of lower minimum sensing volume. With constant innovation, GLASCOAT is creating its own benchmarks. Besides standard reactors, Glascoat also manufactures equipment to suit specific service conditions and to enable hassle free maintenance as per own design.
SOME OF THEIR ESTEEMED CUSTOMERS

The following is the list of S.G.'s eighty three esteemed customers very well known and reputed companies situated in different parts of India.

- Aarti Drugs Ltd.
- Alembic chemicals works co. ltd.
- Alpha Drug India Ltd.
- Anil Pesticides Ltd.
- Atul Ltd. (Aromatic Division)
- Aurobindo Pharma Ltd.
- Bayer (India) Ltd.
- Bayir Chemicals Ltd.
- Bilt Chemicals Ltd.
- Bharat Rasayan Ltd.
- Cadila Healthcare Ltd. (Zydus Group)
- Cardkem Pharma Pvt. Ltd.
- Cambay Organics P. Ltd.
- Cheminova India Ltd.
- Chloritech Industries
- Ciba Speciality Chemicals (I) Ltd.
- Cipla Ltd.
- Daurala Group
- Delta Finochem
- Desai Specialities
- Charmasi Morarji Chemicals Ltd.
- Dishman Pharmaceuticals & Chem. Ltd.
- Dr. Reddy's Laboratories Ltd.
- Deedy Chemicals Ltd.
- Excel Industries Ltd.
- Gharda Chemicals Ltd
- GSK Ltd.
- Glenmark Pharmaceuticals Ltd.
- G.N.V.F. Co. Ltd
- Godavari Drugs Ltd.
- Grasim Industries Limited
- Gujarat Microwax Ltd.
- Gulbrandsen ltd.
- Harman Finochem Ltd.
- Hetero Drugs Ltd.
- High polymers Lab. Ltd.
- Hikal Ltd.
- Hindustan Insecticides Ltd.
- Hindustan Lever Ltd.
- I.P.C.L.
• Dept. of Atomic Energy (Bhabha Atomic Research Centre)
• Ishan Dyes & Chemicals Ltd
• Jubiliant Organosys Ltd.
• Kekule Chemicals Ltd.
• kumar Organics Products Pvt. Ltd.
• Link Pharma Ltd.
• Lupin Laboratories Ltd.
• Max India Ltd.
• Meghmani Group
• Metrochem Industries Ltd.
• Mitsu Industries Ltd
• Morepen Laboratories Ltd.
• Nokoda Chemicals Ltd.
• Narayan Organics Ltd.
• Narmada Chematur Petrochemicals Ltd.
• NATCO
• Navdeep Chemicals Pvt. Ltd.
• Novartis India Ltd.
• Nestle India Ltd.
• ordinance Factory, Itarasi
• Pandesara Industrial Ltd.
• PABBA Organics Ltd.
• Punjab Chemicals & Pharmaceuticals Ltd.
• Rakshit Drugs Ltd.
• Ranbaxy Laboratories Ltd.
• Regent Drugs Ltd.
• Rubamin Pharma
• RPG Life Science Limited
• Rashtriya Chemicals & Fertilizers Ltd.
• Sabero Organics Gujarat Limited
• Sajjan India Ltd.
• Shasun Drugs & Chemicals Ltd.
• Siris Crop Sciences Ltd.
• Sky Lead Chemicals Ltd.
• Sun Pharmaceuticals Industries Ltd.
• Surya Medicare Ltd.
• Syngenta (India) Ltd.
• Tagros Chemicals India Ltd.
• Transmental LTD.
• Transpek Industries Limited
• Unimark Remedies Ltd.
• Wockhardt Ltd.
• Zandu Chemicals Ltd.
MARKETING & SERVICE NETWORK

The following are the marketing and service are of S.G. situated at different parts of the India.

Ahmedabad
302, Aabhushan Complex, Sardar Patel Colony Road, Nr. Golden Triangle, Navjivan, Ahmedabad, 380014
Phone No. 079 – 26560275, 26560285
E-mail: raag_eng@icenet.net

Baroda
3, Nilgiri Terrace, Gotri Road, Baroda – 390 015
Phone : 0265-2335269, 2343283 Fax : 2332883
E-mail : aurochem@satyam.net.in

Surat
5, Aksharvatosa Complex, Opp. Nanpura Library
Nanpura, Surat – 395 001
Phone 0261 – 2463998 Telefax: 2476326
E-mail: ravitumakiya@hotmail.com

Mumbai
Kohil House, 6 – Santaram Narayan Lane,
Wakeshwr, Mumbai – 400 006
Phone: 022 – 23684568, 23679754 Fax: 23680568
E-mail: md@vasnl.com

New Delhi
No. 113, Sector 46, Faridabad – 121 001
Teletax : + 91 129 2439792 Ph. 2439/90
Mobile : + 91 9868146840
E-mail : ashishjoon@vasnl.net

Hyderabad
4-1-100/8, 2nd Floor, Amidalaya Building
Boggulakunta, Hyderabad – 500 001
Phone No. 040-247580256, 24757702
Fax: 24757808

Bangalore
No.250, 1st Main, 5th Block, Banashankari 3rd stage,
Bh. Central Bank of India, Post Bangalore – 560 085
Phone : 080-26794417 Fax: 26794417 / 265 11053
E-mail: Nulularni@vasnl.net

Chennai
No.15-A, GJP CREST, Velacherry Road,
Little Mount, Saidapat, Chennai – 600 015
Phone No. 044-22300055 Telefax : 22354495
E-mail

\(\Delta_{\text{H2O}} + 4.2\) shows the growth factor of Swiss Glasscoat. The growth factor indicates that year after year there was an increased growth. Following are the details about the growth factor.

1998 – 99 – 2,82,800
1999 – 00 – 3,38,480
2000 – 01 – 5,71,900
2001 – 02 – 5,71,900
2002 – 03 – 7,34,250
THE GROWTH FACTOR

THE GROWTH FACTOR

CHART 4.2

CAPACITY AS PER DIN (IN LITRES):

- 7,34,250
- 5,71,900
- 3,38,480
- 2,82,800

4.1 General Information of GMM Pfaudler Ltd

Introduction

GMM Ltd. is the number one in the field of Glass Lined Equipment which was established by Late Shri Jethabhai Patel as a private firm. The unit was incorporated at Karamsad because it was Jethabhai’s native place and he wanted to offer something socially and economically to his native place.

GMM went for public in 1963. It manufactures special glass lined equipment for chemical and allied processing. First collaboration with Nikex Hingarianm Trading Company LAMPART for the manufacturer of glass lined equipment in 1969. In 1988, GMM formed joint venture with the Pfaudler Company in USA with 40% of the total issue share capital of GMM. This is a great advantage to GMM as Pfaudler is number one glass lined manufacturing unit in USA and has global market.

The company has obtained ISO 9000 certificate, which has boosted the companies activity to the global market. The company meets the requirements of the equipments, the chemical drug and pharmaceutical and fertilizers industry.

GMM Pfaudler set itself a goal of introducing a range of specialized glass lined equipments and ensure that they are based on leading technologies available globally confirming to international Pfaudler standards.

Brief History and Development

GMM was established in 1960. At that time GMM director Mr. Jethabhai V. Patel thought that GMM should make glass lined vessels
because this is very profitable product in all India level & a monopoly business in Asia. He saw nobody made this product at that time. He also thought that its demand would stay very long time in the market. This equipment are required by the chemical petrochemical, fertilizers, pharmaceuticals, synthetics, fibres powder, steel and allied industries. So Mr. J.V.Patel started this plant at Karamsad near Vallabh Vidyanagar.

GMM is chiefly built of chemical plant like glasslined equipment called reactor valves, storage vessels and alloys equipment called petrochemical machinery, heat exchangers etc. GMM manufactures two types of reactors (1) Mono block type (2) Flange Type Vessels.

The size of the vessels ranged from as low as 10 ltrs to a high as 32000 ltrs capacity. GMM used its own technology but decided to develop their technology and started a first technical collaboration with NIKEX Hungarian Trading Company “LAMPART” for the manufacture of glass lined equipment in 1974, France company requested GMM to join with them.

GMM thought that the France company was No.2 and Pfaudler company was No. 1. So it is advisable to join hand with No. 1 instead of No.2 to develop technology and better quality product. Pfaudler company’s main office was located in USA. Mr Ashok Patel (MD) signed this collaboration in 1989, with the permission of Pfaudler over 12 years of association with Pfaudler “GMM Pfaudler” has recognized brand among the users in India. It reflects state of cost technology, reliability and quality. Pfaudler owns 51 percent of the total share capital of the company. Pfaudler is a leading worldwide manufacturer of corrosion resistant equipment for the chemical processing and pharmaceutical industries. GMM has also established pilot plant facility for research and development at Karamsad.
Today GMM offers world-class products and values for money to its customers.

MISSION

The mission of GMM is to provide supplier quality equipment and services to the society and challenges it faces which increases productivity, support, from employer and recent manufacturing process.

Size of the unit and form of the organization

GMM is a public Ltd. company. It has total 395 workers. The workers can be classified in 6 ways

1. Highly skilled workers 22
2. Skilled I workers 100
3. Skilled II workers 43
4. Skilled III workers 10
5. Skilled workers 120
6. Unskilled workers 50

Total work force

1. Workers 345
2. Supervisory staff 100
3. Officers 40
4. Managerial staff 35

In 1960 it had 50 to 60 workers and now it has 345 workers, the total work force of GMM is 520. It is formed under company’s 1956 act, its capital
investment value of production and turnover is very high, so it is a large scale unit with working capital of Rs. 18, 14, 59, 100 in 2002-03.

This is line type organization here relationship between superior and a subordinate is well. Under this system authority flow from the man at the top to the lowest man vertically. In other words, the directions are issued by the members of the whole organisation and are directly conveyed to the personal responsible for the executions of work i.e straight and vertical.

**General Information**

Board of Directors
Ashok J. Patel (Chairman and MD)
General L. Connelly
Ramesh L. Dalal
Nishit M. Dalal
Stephen R. Leg
Urmi A. Patel
Andrew C. Wills

Registered Office
Anand Sojitra Road,
Vithal Udyognagar
Karamsad – 388325

Corporate Office
Churchgate House,
Main Products

Products are mainly of two types:

1. AE Type
2. CE Type

AE type is the flange type i.e. the upper portion is not fixed permanently to central portion and hence it is detachable.

(E is monoblock type & it is in a single piece.)
Product Range
Chemicals processing equipment

- Agigated nut sided filters
- Wiped Film Evaporator
- Original Equipment
  Glass lined reactors
  Glass lined tanks
  Glass lined filters
  Glass lined condensation
  Glass lined covers

- Fluro Polymer Product
  PTFE (Pipe & Fittings) linked and covered dip pipe
  PTFE Solid Dip Pipe
  PTFE lined and covered sparger
  PTFE Expansion Joint
  PTFE lined reducing flange

- OTHER PRODUCTS
  Reaction Vessels
  Universal Valves
  Storage tanks
  Heat exchangers
  Pipe and fitting
  Evaporating and crystalling pans
Time Keeping System

In the computerized working method the time element is very important and vital. Early business unit must note the time hours of the employees. They may appoint different time keeping system. It is the heart of the industries. Time office is the main chain between workers and the management. Time is the main object of the discipline, production and official working of the wages and for employer to increase the productivity.

Each workman has been issued a separate attendance card. The workman has to punch in and out coming, though electronic punching machine and to identify the workers department; different colours of cards are being issued.

- Yellow card for apprentice employees
- Link card for permanent employee

In staff also yellow card will be given and senior manager and officers has separate present register. Personnel manager keeps records of each and every matter of employees.

The company works in three shifts.

1st shift 8.00 am to 4.30 pm
2nd Shift 4.30 pm to 1 am
3rd Shift 1:00 am to 8:00 am

Leave facilities are provided which is as under

1. Privilege leave : 30 days per year
2. Casual leave : 7 days per year
3. Sick leave: 7 days per year
Employee Service

Employee services are important in maintaining the employee and reducing or keeping turnover and also absenteeism low. If proper services are provided, then it will encourage working efficiently.

GMM provides many services that motivate the employees to work efficiently. It provides various financial and non-financial incentives; different allowances and welfare activities are also carried out.

These services are as under:

1. **Canteen Facility**
   The company provides canteen facility to its employees, food is provided to them at very concessional rate.

2. **Education facility**
   The company has provided educational facility for the children of the employees. The company pays 50% of the school fees of the children.

3. **Medical Facility**
   Medical facility related to sickness, operation or any other treatment is provided to the employees and their families medical loan of Rs. 20,000 is given to the employees.

4. **Loan Facility**
   The company also provides loan to its employees for housing, vehicles, marriage etc. for marriage the company provides loan upto Rs. 20,000.

5. **Recreation facility**
   A well maintained garden is provided to the worker. Tours and picnics are also arranged for the employees.
**Allowances**

The company provides various allowances and they are as under:-

Variable dearness allowance

<table>
<thead>
<tr>
<th>Allowance</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed allowances</td>
<td>Rs. 480</td>
</tr>
<tr>
<td>Conveyance allowance</td>
<td>Rs. 225</td>
</tr>
<tr>
<td>Washing allowance</td>
<td>Rs. 115</td>
</tr>
<tr>
<td>Medical allowance</td>
<td>Rs. 220</td>
</tr>
<tr>
<td>Leave travel allowance</td>
<td>Rs. 170</td>
</tr>
</tbody>
</table>

Besides these facilities it also provides parking facility for the employees.

![Chart 4.3 shows the organisation chart of GMM (GL-division) It covers all the designation starting from the top to the bottom level. And Chart 4.4 shows the chart of marketing office.](image)
NOTE: IN CASE OF ABSENCE OF ANY DESIGNATED PERSON THE NEXT SUBORDINATE WILL AUTOMATICALLY ASSUME UNDER THE GUIDANCE OF THE NEXT IMMEDIATE
CHART 4.4
GMM PFAUDLER LIMITED : ORGANISATION STRUCTURE (MARKETING OFFICE)

NOTE: IN CASE OF ABSENCE OF ANY PERSON THE NEXT SUBORDINATE WILL AUTOMATICALLY ASSUME UNDER THE GUIDANCE OF THE NEXT IMMEDIATE AVAILABLE SUPERIOR UNLESS OTHERWISE STATED IN WRITING.