

CHAPTER-II

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PROFILE OF THE COMPANY

The Jamsbri Ranjitsingbji Spinning and Weaving Mills Company Limited or "Jamsbri" as it is popularly called was started by Seth Lalji Narayanji in 1907 for the manufacture of cotton yarn, at Solapur, Maharashtra. Seth Bhairuratan Damani took over the company for Damani group in 1955. He was the Chairman and Managing Director of the Company upto 1983. Seth Prem Ratan Damani has taken over as Chairman and Managing Director from 1983. The Jamsbri Mills Ltd. is a public limited company having administrative office at Bombay and registered office at Solapur.

With an eye on the future, regular modernisation and expansion programmes are championed by the company. The result is a state of the art textile unit with 30,000 spindles, 511 looms and a fully equipped process house with dyeing, printing and processing facilities.

A) PRODUCT :

The spinning unit underwent major developments from 6^s coarse cotton yarn to 80^s superfine cotton yarn and polyester blended yarn. In the weaving unit the range grew from grey cotton fabrics to carbonised 100% polyester dyed and printed fabrics, scarves and odhanies, polyester blended suitings, shirtings, dress material and sarees. Out of the total production 80% of the production is exported to foreign

countries particularly to Middle East countries. Currently production of yarn with an average count of 30^S is 1751 tonnes and that of fabrics is 15.90 million metres per annum. The turnover of the company has reached Rs.750 million in the year 1995-96. It is having total assets of Rs. 60 crores 18 lakhs.

In 1994, the company had undertaken Rs. 100 million expansion and modernisation programme for its textile mill. It has installed latest spinning equipments and high speed shuttleless looms in collaboration with LUWA of Switzerland, the yarn of which is exported to foreign countries particularly to Taiwan and Middle East countries. The expansion programme has enhanced the quality of the existing products and also widened the production range.

The Government has already recognised Jamshri as an Export House. The company has set up an overseas office for better coordination and efficient customer services. The focus is to further increase merchant export activities. The merchant export division deals with export trading activities of dyes and dye intermediaries. It is also showing an excellent growth rate.

B) APPRECIABLE PERFORMANCE :

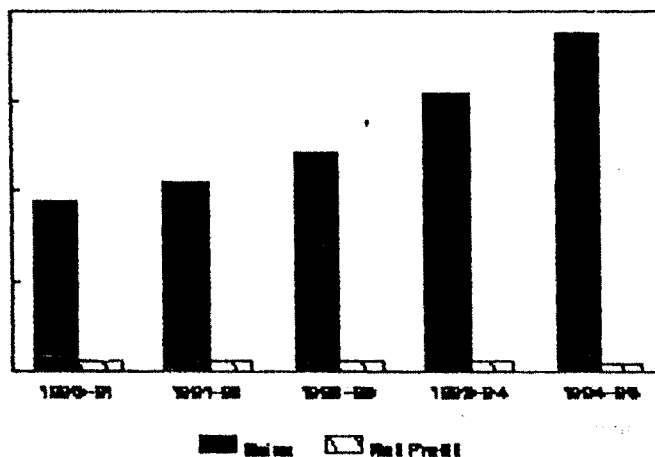
It is very surprising to note that the Jamshri Mills Co. Ltd. is doing well, when the cotton textile industry in the country is dooming. The industry has to face severe

competition from the Handloom and Powerloom industry in the country. That is why majority of the textile units are closed down and many more are on the way of closure. All the textile units are having the problems of overstaffing, increased overheads, lower productivity, wastages etc. All such problems are handled and overcome by the management of Janshri, the credit of which goes to Seth P.R.Damani, Chairman and Managing Director and his team of Board of Directors. The management of the mill is having very dynamic approach, which helps to have increase in the sales and profit.

C) SALES AND PROFIT :

Table showing Sales and Net Profit of The Janshri Mills Co. Ltd. for last five years.

Year	Sales (Cr. Rs.)	Net Profit (Cr. Rs.)
1990-91	37.55	2.44
1991-92	41.91	2.51
1992-93	48.38	2.75
1993-94	61.99	2.52
1994-95	75.57	1.95



From the above it is very clear that the sales of The Jamshri Mills Ltd., Solapur has increased and profit has remained constant year after year, with the only exception of the year 1994-95. It is told that it has again revived in the year 1995-96, the details of which are not available.

D) BOARD OF DIRECTORS :

The team of the board of directors consists of the following -

1. Seth Prem Ratan Damani : Chairman and Managing Director
2. Shri.D.C.Gandhi : Director
3. Shri.Nav Ratan Damani : - do -
4. Shri.E.A.K.Faizullahoy : - do -
5. Shri.B.G.Kakatkar : - do -
6. Shri.R.N.Joshi : - do -
7. Shri.K.J.Shah : - do -
8. Shri.S.K.Somany : - do -
9. Shri.Ghansham Binani : - do -
10. Shri.Bismillah : - do -
(Nominee IDBI)

E) INTERNAL ORGANISATION OF THE COMPANY :

Though the registered office of the company is at Solapur, the administrative office is at Bombay. The daily report of the day's activities is regularly sent to Bombay Office, which covers the details of the performance of the various departments. The company is having line type of internal organisation. The Chairman and the Managing Director

is assisted by the Departmental Heads, who enjoy the supreme powers regarding the working of their departments. They are assisted by their departmental staff, the details of which can be seen from the organisational chart on the next page.

F) DEPARTMENTS OF THE MILL :

The Janshri Mills Ltd. is having the following departments -

- 1) Spinning
- 2) Weaving
- 3) Processing
- 4) Security
- 5) Engineering and Maintenance
- 6) General

G) SHIFT TIMINGS :

The mill is working in following three shifts. The workers are expected to work in all the shifts by rotation.

Shift	Timings	Process by Rotation
First	7.30 am to 3.30 pm	11.00 am to 11.30 am 11.30 am to 12.00 noon 12.00 noon to 12.30 pm
Second	3.30 pm to 11.30 pm	7.00 pm to 7.30 pm 7.30 pm to 8.00 pm 8.00 pm to 8.30 pm
Third	11.30 pm to 7.30 am	4.00 am to 4.30 am 4.30 am to 5.00 am

From the above shift timings it is seen that all the workers are not given recess at the same time, but they take the recess by rotation so that work does not suffer.

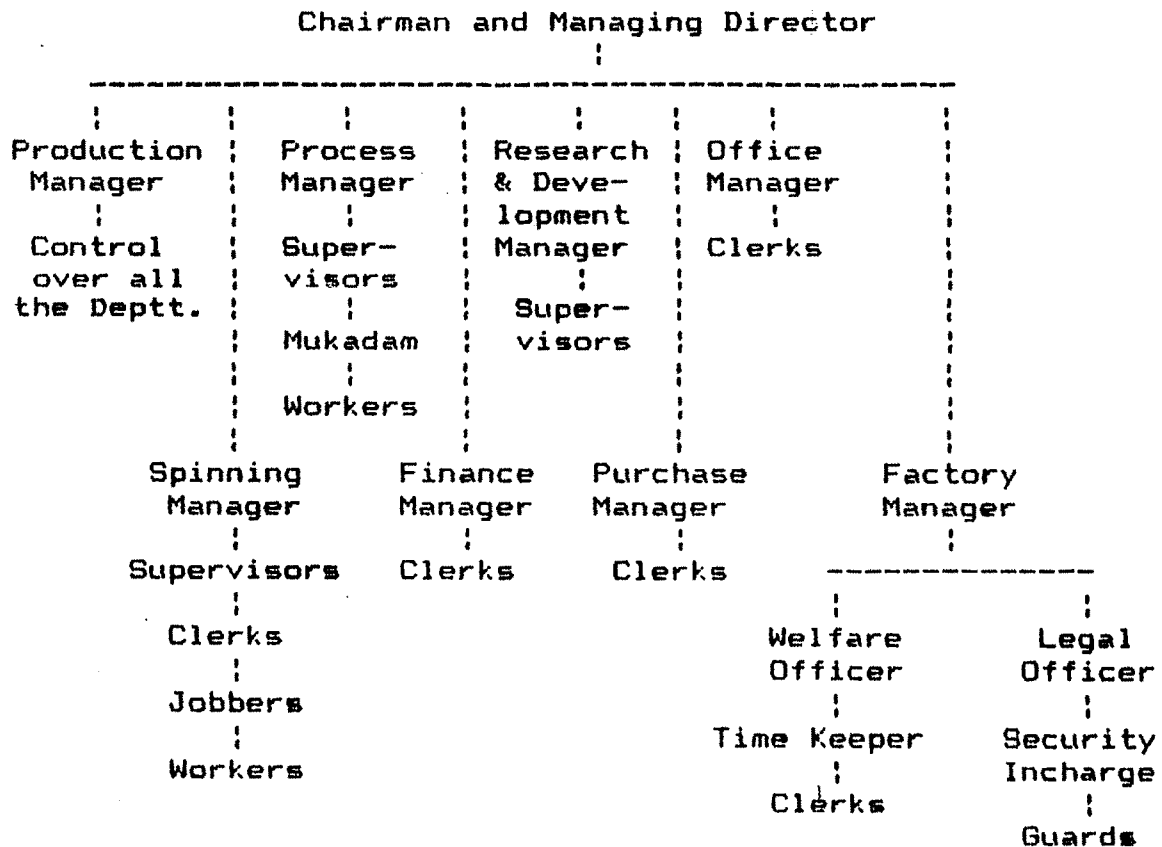
H) OFFICE TIMINGS :

The office of the Mill works in the following timing -

10.30 am to 6.30 pm

Recess : 1.00 pm to 1.30 pm

Organisational Chart of The Janshri Mills Ltd., Solapur



**I) NUMBER OF EMPLOYEES EMPLOYED IN VARIOUS DEPARTMENTS OF THE
JAMSHRI MILLS LTD., SOLAPUR.**

Sr.	Name of the Department	No. of workers
1.	Spinning Department :	270
	a) Blow Room : 15	
	b) Carding : 31	
	c) Frame : 65	
	d) Ring : 167	
2.	Weaving Department :	273
	a) Doubling : 32	
	b) Winding : 66	
	c) Warping : 12	
	d) Sizing : 32	
	e) Drawing : 6	
	f) Weaving : 125	
3.	Processing Department :	266
	a) Bleaching & Finishing : 50	
	b) Dyeing : 17	
	c) Printing : 89	
	d) Folding : 50	
	e) Maintenance : 11	
	f) General : 5	
	g) Sepoy : 9	
	h) Workshop : 9	
	i) Boiler : 11	
	j) Electric : 15	
4.	Office :	155
	a) Officers : 36	
	b) Clerks : 44	
	c) Non-Technical Staff : 9	
	d) Supervisors : 66	
	TOTAL :	972

J) EQUIPMENTS OF THE MILL :

All the units of the Mill are well equipped with state of the art machinery which are -

Spinning Unit :

1. Trutzcher Blow Rooms .
2. Crystalina Cards
3. Rieter Combers & Draw Frame
4. High Speed Ring Frames
5. Speed Frames

Weaving Unit :

1. Autoconeer with Splicing attachments
2. Barber Coleman Winding Machines
3. Schlaforst & Barber Coleman Warping Machines
4. High Speed sizing Machines
5. Doubling Machines
6. Automatic Looms of different width with Dobby attachments

Processing Unit :

1. Shearing, Cropping and Mercerising Machines
2. Bleaching & Dyeing Jiggers
3. Jet Dyeing Machines
4. Roller and Flat Bed Printing Machines
5. Carbonising Range
6. Loop Agers
7. Famatex Stenters
8. Zero Zero Shriking Range
9. Decadising & Calandring Machines

In addition to the above, support services provided by the Engineering Department include a power generator and fluidex boilers which are very fuel efficient.

K) MANUFACTURING PROCESS :

The manufacturing process of the Janshri Mills Co. Ltd., Solapur is as under. It starts from -

Cotton Godown :

The raw cotton of different variety is stored in the godown and mixed as per requirements of quality of yarn to be produced, and is sent to blow room. The mixed raw cotton goes through the following departments for the production of cloth.

Blow Room :

In this section, the raw cotton moves through scuther, pipe etc. where blow room laps of certain decided weight are prepared. These laps are the final product of this section and are sent to carding section for further processing.

Carding :

In this section, the laps are converted into slivers and are fed to card cans.

Draw Frame :

The slivers prepared in carding section are of different or uneven sizes. In this section, drawing machines convert the slivers into uniform size and it is automatically fed into the drawing cans.

Combing :

Slivers are combed with the help of combers in this section. During combing operation, short fibres and neps are removed from the slivers.

Ring Frame :

In this section, yarn of required count is produced in thread form. For different counts of yarn the rings of different sizes are used and then it is wound on plastic bobbins for further processing.

Winding :

Yarn wound on plastic bobbins are received in this section. It is wound on the cones on winding machines. The cones revolve with high speed while yarn is wound on it. It gives lot of twisting to yarn which automatically increases its strength, due to which yarn is able to withstand jerks of the looms.

Warping :

Highly twisted yarn on the cones is received in this section, where cones of the same quality are grouped together and taken on warping machine. This machine prepares a beam of definite number of yarn, having fixed length, so that beam is ready for sizing.

Beam Sizing :

In this section, beams prepared in warping department are received. Here the yarn on the beam is sized with

different material for giving strength to it. A boiling size bath is used through which all the yarn on the beam passes. Then yarn is squeezed to have optimum size and then it is dried. It gives enough strength to the yarn, which minimises the yarn cut in the weaving department.

Drawing :

The sized yarn on the beams is heated and reeds are manually prepared in this section, which requires lot of skill. The yarn drawn from the beam is sent to weaving department.

Weaving :

The sized beams are mounted on looms and it serves as reed or wrap. Weft or hick is mounted on the bobbins and cloth is woven on the loom. With the severe jerks of looms, warp or weft may break many a times. The breakage of the yarn can be minimised by creating a hot moisty atmosphere by mixing steam in cool air in the weaving shed. Finally the grey fabric is ready for delivery to processing department.

Desizing :

This is the first step in the wet processing section, where dry fabric received from weaving department is wet with desizing solution. This helps to remove the sizing material applied on the yarn during weaving process.

Bleaching :

To remove all the natural impurities and to make the fabric white, it is boiled with caustic soda, washed and then bleached with Sodium Hypochloride. Sometimes to make the fabric more whiter it is boiled with Hydrogen Peroxide which increases the absorbency of the fabric. Then the fabric may be sent either to dyeing, printing or finishing department, as per the order.

Dyeing :

In this section, bleached absorbent white fabrics are received and are dyed with different dyes. The batches of definite weight and length of fabrics are prepared and dyed with different dyeing machines. Then it may be sent to printing and finishing department, as per the requirement.

Printing :

In this section, the bleached or dyed fabrics received are printed with different designs on printing machines. To make the fabrics more attractive, multicoloured designs can be printed. Selection of design and colour depends on fabric, whether it is white or dyed. After the fabric is printed it is sent to finishing department.

Finishing :

In this section, the fabrics are received either from bleaching, dyeing or printing department. This section takes the care of final finish and final width. The fabric is finished at required width with different finishing

requirements. Final finish differs from fabric to fabric. The choice of the customer plays an important role in selecting the finish. Then the fabric is sent to folding department.

Folding :

The finished fabric received from the finishing department is folded here with folding machines in different folds like single fold or double fold. Usually every fold is of one meter, which eases the meter counting process.

Checking and Packing :

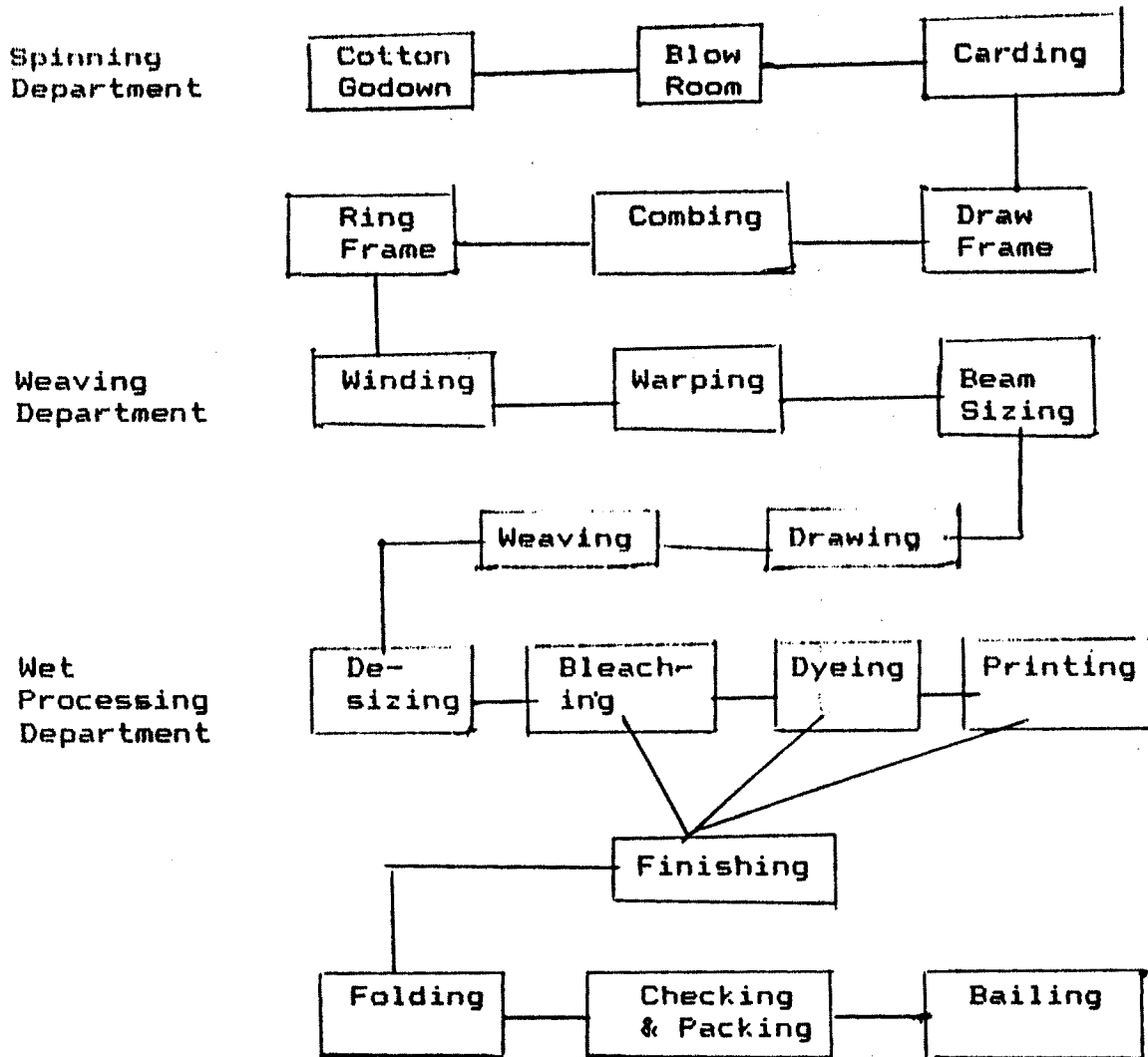
Here each and every meter of fabric is checked and inspected manually. Then tagas of different length are prepared. The packing section covers polythene papers on every piece, while doing this, total meters are stamped on each piece. Pieces of same quality, colour and finish are heaped together and accommodated in one bale.

Bailing :

All the pieces to be accommodated in bale are pressed together with a mechanical press, so that it will require minimum space. Jute fabric is warped on the bale, on which either wooden or iron strips are fixed. The bale can be sent to cloth market after fixing proper identification mark on it.

L) FLOW CHART :

The following is the flow chart followed in the Janshri Mills Co. Ltd., Solapur.



M) PURCHASES OF MATERIALS :

The Purchase Manager in the administrative office, Bombay purchases the Dyes, Chemicals and Spare parts of the machines required for the mill at Solapur. The raw cotton required for the mill is purchased by the Purchase Manager in

the registered office at Solapur from the Federation of Raw Cotton of Government of Maharashtra or from the suppliers from the State of Punjab, Gujarat and Karnataka. While making the purchases of raw cotton the quality and rates are taken into account.

N) MARKETING :

With continuous emphasis on quality and the management's constant modernisation of the textile mill and machinery, Janshri has established a reputation in the international market for products at par with the highest international standards. The Export House at Bombay tries to market the produce through the agents in the foreign countries. Goods are also sold in Bombay on wholesale basis. The Mill sells the goods through syndicate and the retail shop at Solapur.

O) RESEARCH AND COMPUTER CENTRE :

The Janshri Mills Co. Ltd., Solapur is having a fully equipped Research Centre ensures continuous upgradation of the products. The Quality Control Department of the Mill ensures that the final product has met the most stringent tests before the product goes to the marketplace. The Company is having a Computer Centre which helps in all facets of decision making.

P) REAL ESTATE DEVELOPMENT :

This division has developed more than 1,00,000 sq.ft. of land comprising residential and shopping complexes at Solapur. With this great success behind it, the division had widened its area of operations by taking up similar projects outside Solapur.

Q) RECRUITMENT AND TRAINING OF WORKERS :

Whenever there is a vacancy in the Mill, it is notified on the Notice Board of the Mill. It is also informed to the workers through personal talks. An advertisement for recruitment is given in the newspapers. List of the candidates is also taken from Employment, Exchange, Social Welfare Department and Industrial Training Institute.

Generally workers are recruited from and among the relatives of the workers working in the Mill and thereby known source of recruitment is used. As the new recruits are related to the old and existing workers, they are easily accountable to the management.

Normally a candidate who has passed eighth standard having good physique is selected. The selected candidates are given training for six months. If the candidate is interested he is given training in other departments also. Generally everyone is trained for the work to be done in three departments, so that he can be transferred from one department to another. But such inter-departmental transfers

are not made except under emergency or exceptional circumstances. The workers during the course of their training, are explained about technical, managerial aspects and latest international developments.

The newly trained recruits are given badli tickets and are appointed as badli worker on requirement and subsequently such badli worker is regularly appointed. During the course of training trainee workers are paid stipend of Rs. 15/- per day. The badli worker, who is found good at work, is given a permanent post and then on the basis of his loyalty, efficiency and devotion, he is promoted in the higher cadre as helper, jobber, supervisor, etc.

It is the policy of the management to take the people along with it. The management and particularly factory department takes the workers into confidence. And so they give good co-operation to the management and work honestly in the Mill. The workers are the members of the Trade Union named as Rashtriya Girani Kamgar, which is affiliated to Indian National Trade Union Congress (INTUC). Normally it never transfers the working of the mill and always supports the management in solving the problems of workers and maintaining discipline. So the events of strikes, lockouts etc. are not experienced in the unit. The credit for such cordial relations goes both to the dynamic approach of the management and the co-operative attitude of the union and the workers.

R) PERSONAL DEPARTMENT :

The Janshri Mills Co. Ltd., Solapur does not have separate personnel department instead it is having a department headed by the Factory Manager, which looks after all the activities of the Personnel Department. This department is headed by Factory Manager and assisted by Labour Welfare Officer, Legal Officer and Time Keeper. The Time Keeper looks after the work of Time Keeping, attendance of the workers, leaves, payment of bonus, gratuity and pension. The Legal Officer looks after the legal matters and litigations of the company. He helps the Factory Manager in all legal matters. The Labour Welfare Officer looks after the various labour welfare facilities which are made available to the workers of the mill. And the Factory Manager controls and co-ordinates the activities of these officers and looks after the general administration of the department. The department is having required number of clerical assistance with the help of whom the department performs all the functions of the Personnel Department.

S) SOCIAL RESPONSIBILITY OF THE BUSINESS :

The Janshri Mills Ltd. is fully aware of its own responsibility towards the society. Out of the profits earned by the company, it has given sumptuous donations to the social, educational and charitable institutions in the region. It has started some of the new institutions for the social cause. These are -

- 1) Gopabai Damani Blood Bank, Solapur
- 2) Bhairu Ratan Damani Senior Citizens Cultural & Recreation Centre, Solapur
- 3) Wadia Hospital's Seth B.R.Damani Intensive Care Unit, Solapur
- 4) M.F.Damani Women's Hospital, Solapur
- 5) Shri Bhairu Ratan Kamagar Kalyan Kendra, Solapur
- 6) D.B.F.Dayanand College of Arts & Science, Solapur
- 7) Damani Primary School, Solapur
- 8) Deaf and Dumb School, Solapur
- 9) Damani Auditorium, Solapur
- 10) D.G.B. Dayanand Law College, Solapur
- 11) Damani High School, Solapur
- 12) Jam Mill Zoo, Solapur
- 13) Jam Mill Park Island, Solapur
- 14) Damani Blind School, Solapur
- 15) Janshri Swimming Pool, Solapur
- 16) D.P.B. Dayanand College of Education, Solapur.