

**CHAPTER - II**  
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#### PROFILE OF THE ORGANISATION :

The present reasearch work aims at making a study of absenteeism and its impact on production and etheiciency. With reference to Narsing Girji Mills Solapur.

A brief explanation of origin and development of the undertaking is as follows :

#### HISTROY OF THE MILLS :

18th century was in its last leg. Industrialisation was not even in its infancy. Infrastructural facilities were no where in the sence. It was the period during which four renowned citizens of solapur viz. Shri Mallappa Warad, Shri. Govind Abdulpurkar, Shri. Lakshami Narayan Sarada, Shri. Channabasappa Madki, who have got their names inscribed permanently in the by gone era of solapur, dreamt somthing big. To materialize that dream, they came together and worked collectively. But one hurdle that they could not cross on their own was 'Pausity of funds'. They started to search for some one who could help, in over coming the financial difficulty. The days were of traditional money lenders. Cash rich people were reluctant to take the risk. But one person was an exception to it. There was a ray of hope for these four Solapurians in Hydrabad. It was in the form of a Hydrabad Banker and head (Karta) of Gosavi

family (Gharana). Shri. Raja Narasing girji Gnyana Girji. He extended precious help. The result was establishment of Narsing Girji Mills on a sprawling 19 acraa of land, with an initial investment of Rs. 10 lakhs. From september 1898 to 1957, Narsing Gir\_i Mill, which was under private management, carried on its activities of producing yarn and cloth successfully.

Gradually, because of obsolence of plant and machiney, the organisation lots its strength to face the competition from modernised units. This unhealthy development resulted into heavy losses to the organisation, year after year. In August 1957, the Bombay High Court declared it as an unprofitable unit and cleared the way for its liquidation culminating into closure of the mill.

#### RE-BIRTH OF THE MILL :

The closure of N.G. Mill rendered many a people jobless. During the same period Solapur Spinning and Weaving Mill (Juni Mill) was also closed town, leading to the aggravation of the situation. Nearly 90% of the unemployed population had no other place and work to go for. All of them had come to Solapur only after facing a lot of hardships in their native villages, hoping for a better life. But it was not to be. The workers were not in a position to provide even sufficient food to their family members.

Looking at the pitiabile plight of the unemployed people, one of the well known journalist at that time, Shri. Raman Gandhi, wrote an article in Loksatta, published from Bombay, emphasising

the need for taking over the mill by Government. Thanks to Shri. Raman Gandhi, Solapur peoples voice reached the 'Mantralaya'. The then Chief Minister of Maharashtra Shri. Y.B. Chavan was also moved by the situation prevailing in Solapur. The chief minister and the labour minister Shri. Shantilal Shah decided to take over the mill and run on an experimental basis, under the unemployment relief scheme. Accordingly, on 24th January 1958, the Govt. of Maharashtra took over the Management of the mill formally on a lease at a nominal rate of Rs. 1 per month.

#### MODERNISATION/RENOVATION :

Though the Govt. of Maharashtra took over the mill, actual management of the day to day affairs of the under taking remained with Shri. Janki prasad Marva, then mill manager. He submitted a memorandum of modernisation to the govt. of Maharashtra. The estimated cost of the modernisation was around 4 crores and 10 lakh rupees. The govt. also understood the genuine need of renovating the mill, because of the heavy losses that it had to bear.

Though govt. of Maharashtra was convinced of the need for madernisation, it could not do so. Because it was not the real owner of the mill. According to the law of the land, authority to renovate the mill rests with the real owner and hence govt.being a lease holder could not renovate the mill.

To faciliate proper renovation of the mill, the govt. of Maharashtra decided to become real owner of the same. Accordinly

the govt. purchased the mill by paying a purchase consideration of Rs. 50 lakhs on 14th February, 1966.

An expensive modernisation of the mill was initiated by the govt. of Maharashtra. It was completed by the end of 1972, with the financial aid from Industrial Development Bank of India (IDBI). It must be noted that workers also sacrificed 1/3 rd of their monthly salary every month, till the process of modernisation, made working of the organisation commercially viable.

The modernisation/renovation programme was implemented with the funds from the following sources.

1) Govt. of Maharashtra	... Rs. 232 lacs.
2) IDBI	... Rs. 162 lacs.
3) Sale of old machinery	... Rs. 31 lacs.
Total	... Rs. 425 lacs.

A UNIT OF M.S.T.C. :

The govt. of Maharashtra on 1st April 1971, entrusted the management of the mill to Maharashtra State Textile Corporations, though ownership of the mill continued to remain with it.

On 31st April 1976, the ownership of the mill was transferred to M.S.T.C. and has continued to remain with it till today.

VARIOUS DEPARTMENTS AND THEIR HEADS :

- 1) Spinning Department - Spinning Superintendent.
- 2) Weaving Department - Weaving Superintendent.
- 3) Standard Quality Control - Technical Manager.
- 4) Processing Department - Process Master.
- 5) Folding Department - Folding Master.
- 6) Engineering Department - Chief Engineer.
- 7) Sales Department - Sales Manager.
- 8) Labour Office - Labour & Welfare other.
- 9) Statistics Department - Planning Officer.
- 10) Cotton Department - Cotton Selector.
- 11) Stores Purchase - Asst. Manager (Materials)
- 12) Security - Security Officer.
- 13) Administrative Office - Administrative Officer.
- 14) Accounts Office - Finance and Accounts Officer.
- 15) Time Keeper's Office - Timer Keeper.

PRODUCTION PROCESS

The cloth is being manufactured through different stages namely Spinning, Weaving and Processing.

A) SPINNING PROCESS :

In this process, raw cotton is spun and yarn is prepared. The process includes following stages.

i) Mixing and Blow-room :

In this department, various types of cotton are mixed and

blown to remove impurities and converted into lap.

ii) Carding :

In this section, lap is converted into round loose strands of cotton, which is known as sliver.

iii) Drawing :

In this section, parallisation of fibers is done by doubling and drafting sliver.

iv) Combing :

In this section, short fibers are removed so as to get better luster and better strength.

v) Frame :

In this section by drafting and twisting sliver rove is prepared.

vi) Ring :

In this section rove is converted in yarn of required count.

B) WEAVING PROCESS :

In this process, yarn is converted into cloth through following stages.

i) Winding :

Yarn is winded in suitable size and length of package which is called as cones.

ii) Warping :

Here cone is converted into sheet of yarn of specified length and width.

iii) Sizing :

Here yarn is starched with the help of machine to get more strength.

iv) Loom Shed :

Here actual weaving is carried out.

C) FINISHING PROCESS :

i) Bleaching :

Here woven cloth passes through bleaching, desizing, washing and bleaching.

ii) Mercerising :

Here woven cloth, improves its luster and capacity to absorb chemical, dyes and water.

iii) Dyeing :

Here woven cloth passes through impregnation with colours, developing and fixation of colours and drying.

iv) Printing :

Here dyed cloth is printed.

v) Folding :

Here printed cloth is folded and packed into suitable sizes according to requirements.

The N.G. Mills requires daily 50 to 60 bags of cotton. The mill produces 70,000 meters of cloth per day and 10,000 kgs. of market yarn per month the mill produces -



Polyester	- 10% (approx)
Terene cotton	- 10% (approx)
Cotton cloth	- 80% (approx)

PATTERN OF PRODUCTION :

The mills is producing coarse as well as fine and superior fabrics also. Voils have been introduced and the production of synthetic cloth has also started. N.G. Mills 80 count market yarn is very popular.

TODAYS POSITION :

An analysis of the performance of the mill during post modernisation nperiod would reveal that installation of new plants and machineries is not the panacea for all problems. New techniques alone would not suffice. In addition to new techniques efficient management and dedicated and hard working work force are also equally needed. Even after extensive modernisation the mill could not carry on its activities protitably. On the one hand it continued to suffers from loss year after year. On the other hand, our govt. continued to pump in nations scarace resources in order to see that mill is not closed down, because "Social welfare" is the main motto of our poor govt. But today it is some thing different. The days are of "Mannohan economics". Dr. Mannohan sing, the finance minister is not ready to show any kind of sympathy towards loss making public sector undertakings. Recently, because of the new economic policy adopted, the govt. has declared that all

loss making public sector undertakings must be considered as a sick units and be treated at par with sick units of private sector. With such a development, what would be the fate of Narsing girji Mills? Future alone can tell.

N.G. MILL AT A GLANCE

Name	:	Narsinggirji Textile Mills.
Location	:	Station Road, Solapur.
Constitution	:	Public Sector Undertaking.
No.Of staff Members.	:	Two hundred & Seventy Seven.
No. of workers	:	Three thousand two hundred and fifty six only (skilled & unskilled)
Raw Material Required	:	Cotton.
Procured from	:	Maharashtra State Cotton growers marketing federation.
Finished Product	:	Cloth.
Process	:	Spinning, Weaving, Bleaching, Dyeing, Folding, Packing.
Licensed Capacity	:	54976 spindles and 1170 Looms.
Installed Capacity	:	54736 spindles and 1170 Looms.
Average Production daily	:	47800 meters.
Labour relations	:	Cordial.
Market area covered	:	Local, Bombay, other states & other countries.