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**CHAPTER-3**  
**COMPANY PROFILE**

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## **CHAPTER III**

# **COMPANY PROFILE**

### **3.1 BRIEF PROFILE OF THE COMPANY**

The Machine Fabric Manugraph (India) Ltd. is the industry where the researcher collect the data for his research. " A study of industrial relations in Manugraph (India) Ltd." It is an engineering concern which is situated at MIDC Area outside the city limits of Kolhapur. It is a growing complex of engineering activities. Printing technology is an important media in today's competitive world. It plays an important role in education, mass communication, advertisement, marketing etc. As it is highly complex and sophisticated process it was the region field and no development has taken place inspite of progress made by the country in other engineering field.

The reasons are

1. Complex design
2. Incentive capital investment required.

M/S.Manugraph India Limited formally known as "Machine Fabric Polygraph (India) limited" was established in the year 1972, when government of India gave a press note inviting enterprise to come forward in this field of printing machines. This company took up challenges and established a sophisticated manufacturing plant at Kolhapur. Company having registered office at Manu Mansion 16 Shahid Bhagat Singh Road Fort Mumbai-400 003.

Manugraph India Ltd. is the only public limited company in India successfully floated for development and manufacture of various letter presses and offset printing machines. It is the largest Indian manufactures and importer of printing machines with average 70% of turnover being derived from regular export market e.g. Sweden, Africa, U.S.A., SriLanka, China, Arabian countries.

This company initially started manufacturing under technical collaboration with M/S. Machine Fabric Polygraphs GDR. It is an ultra modern plant in which both sheet fed and web fed offset printing machines are being manufactured under one roof. The main competitors of Manugraph are Heidelberg, Ronald, Haries and Mitsubishi as international competitors and HMT as Indian competitor.

M/S. Manugraph India ltd. has its head office situated at Mumbai and two manufacturing units in Kolhapur one at MIDC Shiroli and second at Warna (Kodoli) In this project we are going to study the 'Industrial relations in Unit no1 having total manpower 950.

The manufacturing process of any company cannot begin unless and until there is demand for their product as well as they have production order in their hand. Since the cost of manufacturing printing machines is very high the company cannot produce its products in anticipation of customers demand. They will start their production process only after they receive production orders. Taking all these factors into consideration the marketing department of H.O. makes market survey. It studies the entire market situations the needs requirements of the customers and on the basis of this submits a report to head office as to how much demand is anticipated. For this year up till now there are no production order in hand but the authorities make negotiations with the customers which are already taped by the marketing department after these the company actually receives orders and send it to this unit.

At this unit the company actually produces 10 products which are classified in to

A) Web - Fed

B) Sheet - Fed

**A) Web - Fed**

1. Commercial and
2. News print

There are 3 models of commercial presses viz,

1. Mark - 62
2. Mark - 66
3. ML - 45

There are 3 models of news print presses viz,

1. NL - 20
2. NL -S-30
3. NL - 45

**B) Sheet fed is classified into**

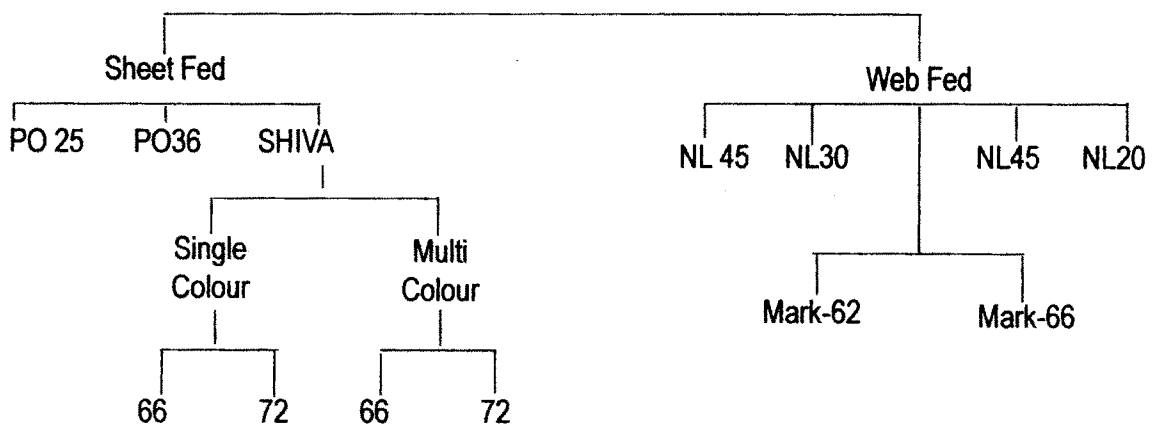
1. Single colour
2. Multi colour

Single colour products are i] PO -25 II] PO -36

Multi colour products are i] Shiva - 72 ii] Manu - 74

**C) Production Chart**

**Printing Machine**



#### D) PO 36 and Manulin 45

PO 36,

Features :

1. Versatile easy to operate.
2. High performance feeder handling
3. Stock up to 0.8mm
4. Novel Pneumatic infeed and registration.
5. Conventional dampening system.
6. High precision bearer to beares contact.
7. Simple manual lubrication.

#### MANULINE 45

In todays highly competitive and high cost industry environment manuline 45 offers an ideal solution to high quality of 16page commercial printing.

Whether you need to print 20,000 copies per hour or 45000 copies per hour Manugraph will make it possible with its range of web offset.

Great care has been taken in the design and manufacture of manuline 45 to ensure that the printed results are of the highest order. Top mechanical speed of 45,000 cph has been selected to match the demands of medium to long run commercial printers.

Manugraph provides excellent customer support whenever they needs. Some of leading clients like Times of India, Malayala Manorame. Hindustan Times, Mathrubhumi, Sandesh, Indian Express, Anandbazaar Patrika and other publications in European Country. African country including Iran, Sweden, Austria, UK, France, Germany and Nairobi have already discovered.

**E) Information about manufacture facility**

1. CNC Machining Boring
2. CNC jig boring machines
3. NC milling machines
4. CNC cylindrical grinding
5. Gear grinding machines
6. Horizontal boring and planning  
(Cylindrical grinding machines)
7. Other general purpose machines  
(lathe drilling, grinding, slotting)
8. German make tool pree setler

**Quality control / Inspection equipment**

1. Swiss make MAA gear tester
2. German make gear roll tester
3. Precision make gear  
(all installed in temp controlled and dust free room)
  
1. Timoss height measuring instrument
2. Micro alignment telescope
3. Vibration analysis
4. Precision electronic height gauge
5. Material testing laboratories
6. Magnetic crack detector
7. Ultra sonic crack detector
8. Brinell hardness tester
9. Rockwell hardness tester
10. Surface roughness tester

## **F) Computer Terminals**

Integrated and connected to each other by LAN i.e. local area network. Manugraph is the highly computerised company each and every document activities are carried out through computer only. All department activities are controlled through LAN.

### **LIST OF DEPARTMENT**

<b>SERIAL NO.</b>	<b>DEPARTMENT</b>
01	I.E.& Technical Service
02	Quality Assurance
03	R & D
04	P.P.C
05	Machine Shop
06	Manufacturing Technology
07	Tool Room
08	Maintenances
09	Infotech
10	Purchase
11	V.R.D.
12	Stores
13	Pattern Shop
14	Assembly Web
15	Assembly S/F
16	Surface Treatment
17	Packing
18	Customer Support
19	Accounts & Costing
20	H.R.M. & Admin
21	Security

## Function of various Department:-

### 1. Production Planning and control

The planning of the production in the machine shop is done by this department. It estimates the demand for goods prepare production plans, sets production rates and control the production.

### 2. Industrial Engineering Department:-

#### a. Time Studies

This is one of the basic function of Industrial engineering department. It seems that the employees work for full working hours. It undertakes the time studies and thus set standard times for different operations.

#### b. Manpower Requirements:-

The department looks after the manpower requirements of the company.

### 3. Production Department:-

As name indicate this department look after the production as per the instructions given by the production planning and control department.

### 4. CHIEF Engineering:-

This department engaged in quality control, development of designs, drawing and designing of products

### 5. Maintenance:-

This department looks after the security of the companies assets and employees.

### 6. Commercial Department:-

This department looks after the purchase sales advertisements sales promotion and customers service.



### 7. Budget Department:-

This department involved with preparation of sales budget production budget etc.

### 8. Personnel department:-

Personnel department is engaged in the following functions,

- a. Recruitment
- b. Supervision of welfare activities
- c. Grievance handling
- d. Collective Bargaining and discussion with Trade unions
- e. Discipline
- f. Evaluation of employees
- g. Wage and salary administration
- h. Promotion demotion transfer of the employee.
- i. Maintaining personal records.

Total Manpower - 1009 out of 950 regular

Total Regular + Apprentice + APP engineer = Total  
950 + 52 + 7 = 1009

#### Category

1. General Managers/ Managers	28
2. Superintended/ Engineers/ Officers	187
3. Supervisors	55
	<b>A Total 263 (Non Bargaining)</b>
1. Technical Staff	21
2. Clerical Staff	38
3. Workers Skilled/Semi Skilled	552
4. Unskilled/ Peons	76
	<b>B Total 687 (Bargaining)</b>

**A + B = 950**

## **3.2 INDUSTRY PROFILE**

Indian industrial structure has now attained a great sophistication in manufacturing industrial equipment and a stage of self sufficiency has been achieved in many areas of industrial machinery. Five decades ago India had to depend on most of her individual machinery requirements on imports. The imported machine had to remain idle for want of even small parts and accessories a times the full machine or complete equipment had to be treated as waste because of modernisation and other reason with the original manufacturer of the imported equipment. Now the situation is very much different today India manufactures most of the industrial machinery including sophisticated equipment needed by her industries. The Indian industrial machinery makers have developed sufficient intelligent competence and are now in the position to undertake supply of plant and equipment on turnkey basis. Not this alone Indian machines are finding appreciable markets in foreign countries. In spite of strong competition from advanced countries.

### **PRINTING MACHINERY**

At present there are 30 registered units manufacturing different types of printing machinery. The range of products presently manufactured in the organised sector are single and two colour sheet fed offset printing machinery. Webfed offset machinery automatic cylinder letter press machines, automatic platen machines paper cutting machines rotogravure and foexographic printing machines