# Whapter -

### CHAPTER = I

# ORGANISATIONAL PROFILE OF THE ROCKET ENGINEERING CORPORATION PRIVATE LTD. UDYAMNAGAR KOLHAPUR.

Rocket Engineering Corporation Pvo. Ltd. stated by the well known "VASA" family on the 5th August' 1960. First factory was reacted in Shivaji Path.kolhapur on restal basis accommodation. In 1970, the factory was replaced in Edysmagus Industrial Estate, Kolhapur where today.

The company manufactures crude oil engines. In the early days of establishment of company, the company had demend for its products from only 2 States; Mahareshtra & Sourcehtra, while receiving such Jomand, company entered a partnership with the "DOSHI" family. Diesel manufacturing started in 1967.

By this time, there was a demand for production from 'Rajactan', So it was invited to start factorny in 'Ahmedabad' to satisfy the customers. But this period of prosperity was short lived. Initially i.e. 1960, the company produce a Horizontalo crude oil Engines which were of Rusten Engine Type. They were charactered by horzontal arrangement of Liner & Fiston. This engine was having capacity of 5 H.P. to 15 H.P. But latter on these engines bacame outdated & were replaced by Vertical Diesel Engines in 1966.

Horizontal Engine became outdated because they were of high-weighted & low speed. On the other hand vertical Diesel Engines are of low-weight & high speed. This change was due to technical change made in the design of the product.

In 1970, the Diesel Engine Industry came in to the gripe of recession. The overheads were increased substantially because of the activities carried out at two places- i.e. - Kolhapur & Ahmedabad. Because of this reason, the seperation of the two units becomes invitable. The 'Kolhapur-Urit was taken by the "VASA-FAMILY' & the second one was taken by the 'DOSHI-FAMILY'.

Initially the company manufactures only Diesel-Engines, but just from, 1980, the Company started to manufacture a 'Drill-Machine. Now company manufactures 12 to 15 drill-machines in a year & just from 1984, the production of 'Do-all' is started.

Company's yearly production is rearer to 9,000 engines in which 6,000 engines are having 5 H.P. capacity & remaining 3,000 engines were having different capacities is Water-cooled Piesel Enginess with 5 H.P., 6.5 H.P., 8 H.P.& 10 H.P. & Air-Cooled Diesel Engines with 5 H.P. & 6.5 H.P. which are having single cylender & double cylenders.

The Company's product was awarded ISI mark on 10th May 1975. For Vertical water-colled & air cooled diesel engines, there are about 880 competiors, out of them 100 to 125 competitors have received ISI mark to their diesel engines.

For the 'Comet' Brand-Diesel Engines' of the Company. demand is from the states like Maharashtra, Farnataka, Punjah, Hariyana, Madhya Pradesh, Utter Pradesh, Bihar & Rajastan etc

There is also export of these engines to the countries like Egypt, Soudi-Aribie, Iran, Iracete. Today the total labourss in

the factory are 134 including 49 Office Staff & company's present turnover i. To 0,000,000,000. & company's Accounting year is from 1st May to 30th April.

It is evident that the company has greatepotential for growth under such management.

Details of main parts for the assembly of Diesel Engines are as follows:-

1] Liner

21 Piston

3] Piston-Ring

4] Connection Rod.

5] Connecting Bearing

6] Main-Bearing.

7] Cylender Head

81 Crank case

9] Crank shaft.

Company purchases these parts from vendors 80% to 90% vendors of the company are from Kolhapur & rest of the vendors are from Baroda & Bangalore mainly. The organisation itself has taken responsibility of manufacturing of Crank-Cases & CfrankShafts.

Details of the workers on the Assembly Branch-

The Rocket Engineering Corporation Pvt, Ltd; Udyamnagar, Kolhapur has 4 types of man-powers.

These are-

- 1] Engineers
- 2] Supervisors
- 3] Clerks
- 4] Workers

Details of these are as follows-

### 11 ENGINEERS :-

There are three engineers, their work is through out overlooking on Assembly-Unit.

### 21 SUPERVISORS: -

There are Fourteen supervisors, their work is observation, testing & guidence to the workers.

### 3] CLERKS:-

In Assembly units there are 2 clerks their work is to maintain the muster & collect the material from store & issue it to the workers whenever needed. Another important work of the clerk is arrangement of workshift.

### 4] WORKERS:-

In Assembly Unit, there are total 49 workers. Details of these workers are as follows.

### A- COOLIESS; -

For handling material from here & there.

### B- GRANDERSS:-

for cleaning & granding of partss

### C- FITTERS; -

To assemble the engine partss & complete the engines. There are 11 Fitters in Assembly Unit.

### D- TESTERS; -

There work is to test the engines.

### E- PAINTERS:-

For putting the lambi & for making touchup & for colouring the engines.

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# ORGANISATIONAL CHART Board Of Directors

								Receiving								
<b>G</b>	**	••	**	Store Computer	Dept.			1. Inspection & Receiving	atch				ng Dept.		)ept.	
	**	**	**	Store	Dept.	**	22	1.Insp	2. Dispatch		•		afacturi		sembly [	Dept.
	••	**	**	Production	Dept.	**	24	**	••		1.Stare Dept.	-	2. Space Manufacturing Dept.		3. Engine Assembly Dept.	4.Painting Dept.
 1	**	**		Personal Manufact- Production	-uring	Dept.	(Machine	Shap )	¥4	28						
	**	•4	**	Personal	Dept.											
	**	**	**	Sales	Dept.						***************************************				ept.	i on.
A read when the second many dates being from which dates which there are	**	**	**	Purchase	Dept.							**	**	**	1.Store Dept.	2.Inspection.

5.Carpainting Dept.

3. Dispatch.

### F- REFITTING; -

In Assembly-Unit there are some workerss who are engaged in refitting of the engines ie pesting the Name Plates & pesting the 'Tables' on engines.

### G- PACKING; -

These are some workers who are engaged in packing the engines with accesseries ie - carpentors.

### H- DISPATCH:-

There are some workers who are engaged in dispatching.

Above chart shows a structure of an Organisation.

As per above chart, there are 7 departments which are as followss.

- 1] PURCHASE DEPARTMENT
- 2] SALES DEPARTMENT
- 3] PERSONNEL DEPARTMENT
- 4] MANUFACTURING DEPARTMENT [MACHINE SHOP]
  - a] Store Department.
  - b] Inspection Department
  - c] Dispatch Department.
- 51 PRODUCTION DEPARTMENT.
  - al Store Department.
  - b] Spare Manufacturing Department.
  - c] Painting Department
  - d] Engineeiring Assembly Department.
  - el Carpating Department.

- 6] STORE DEPARTMENT.
  - a] Inspection & Receiving Department.
  - b] Dispatch Department.
- 71 COMPUTER DEPARTMENT.
  - 3: PERSONNEL DEPARTMENT CHART

PERSONNEL MANAGER

ASSISTANT PERSONNEL MANAGER

WORKERS & STAFF

### PERSONNEL DEPARTMENT :-

Personnel Manager is the Head of Department in the Rocket Engineering Corporation. His work is then devided in to Assistant personnel Manager. He is a sub ordinate of personnel manager.

The functions of the personnel department are as follows :

- 1. Recruitment Selection
- 2. Supervision of welfare activities
- 3. Grievances handling.
- 4. Collective bargainings & discussion with trade unions etc.
- 5. Discipline
- 6. Evaluation of Emplayee
- 7. Wages & salary Administration
- 8. Fromotion, Demotion, Transfer of employee.
- 9. Maintaining personnel Records etc.

Personnel - Department is engaged with above functions.

## <u>WELFARE ACTIVITIES</u> & FACILITIES IN ROCKET ENGINEERING CORPORATION PVT. LTD, KOLHAPUR.

A wel-fare activities & facilities are divided in to two

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categaries -

A: STATUTARIAL ACTIVITIES

B: NON- STATUTARIAL ACTIVITIES

### A: STATUTARIAL ACTIVITIES :

Statutarial activities are those activities which are fixed or required by law -

### 1) CANTEEN:

There is no canteen facility in Rocket Engineering Corporation. This industry is situated in Udyamnagar, Kolhapur where, there are small canteens & hotels, so there is no separate canteen run by this industry.

### 2) DRINKING WATER:

There is a provision for wholesome drinking water is made in all the departments & machine shops.

### 3) WASHING FACILITIES:

There are washing facilities available in the industry.

There are enough bathrooms with sufficient water supply.

### 4) WELFARE OFFICER:

In Rocket Engineering Corporation, 'Personnel Manager' himself acts a 'welfare officer' who looks after the welfare of the workers plus carries out his responsibility as a 'Personnel Manager.'

### 5) REST - ROOMS :

Provision for rest rooms is made in Rooket Emngineering Corporation Pvt. Ltd., Kolhapur/

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### 6) LUNCH - ROOM:

Provision for lunch-rooms is also made in Rocket Engineering Corporation Pvt. Ltd., Kolhapur.

### B: NON- STATUTARY - ACTIVITIES :-

Non/ Statutarial Activities are that activities which are not fixed by the law but essential for welfare of employees.

### 1) SPORTS:

Employees are supplyed with necessary materials for playing sport activities like Badminton which is encouraged in this industry. The members of the terms are entitled to allowance interms of hours of or the purpose of practice etc.

### 2) UNIFORMS:

Two pairs of shirts & pants are provided to cretain categories of workman depending on the nature of job.

### 3) SAFETY EQUIPMENTS:

Safety shoes, hand gloves, goggles etc. are provided to the workers depending on the job they are doing.

### 4) WORKERS EDUCATION CLASS:

There are no separate workers education class.

### 5) OWN YOUR OWN VEHICLES SCHEMES:

Under this scheme the industry gives some amount from companys welfare trust & provides the amount of loan also.

### 6) MEDICAL FACILITIES:

In case of accedents, the workers are immidiately admitted in the hospital E.S.I. Scheme is applicable.

### 7) SALARY ADVANCES:

The salary advances are given to the emplayees on occasion of Diwali, Christmas & Idd.

### 8) ROCKET ENGINEERING PROVIDEND FUND TRUST :-

Rocket Engineering Providend fund Trust is as per the provision of providend fund Act. Employee invests 8% of his wages.

### 9) PURPOSES OF PROVIDEND FUND:

- a. Emergency Medical Treatment
- b. Marriage of Family Members.
- c. for purchasing plot & purchasing constructed house.

### NATURE OF THE PAYMENT :

Workers payment is done in cash on 7th of every month.

Payment of staffmembers is also done in cash on the 7th of every month & it is done in the office.

Following items are included in the payment :-

### 1) FOR WORKERS:

- i. Basic
- ii. Fixed Dearness Allowance.
- iii. Linked Dearness Allowance.

### 2) FOR CLERICAL STAFF:

- i. Basic
- ii. Fixed Dearness Allowance
- iii. Linked Dearness Allowance.

### 3) FOR SUPERVISORS:

i. Basic

- ii. Fixed Dearnesss Allowance
- iii. Linked Dearness Allowance
  - iv. House Rent Allowance.

### 4) FOR MANAGERIAL STAFF:

- i. Basic
- ii. Fixed Dearness Allowance.
- iii. Linked Dearness Allowance.
  - iv. House Rent Allowance
  - v. Conveyance Allowance
  - vi. Leave Travel Allowance.

Bonus is declared as per the provision of payment of Bonius Act.