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2.1 INTRODUCTION :

Kolhapur is wellknown as a major center of the "Maratha Empire" right from the days of Shri. Chhatrapati Shivaji Maharaja. Through the ages Kolhapur has been welknown as one of the important regions in southern India both on account of religious and cultural history. Kolhapur become a district place with an independent Principles in the first decade of the 18th century. Since then it has been connected with a series of crucial social and political changes in Maharashtra.

The agriculturists in Kolhapur district are popular for their progressive nature as they are keen in adopting modern techniques for increasing the productivity of their farms.

The rapid progress of mechanisation in agricultural generated an increase in demand for agricultural tools and equipment's, oil engines, tractors etc. alongwith their spare parts which provided fertile ground for rapid development of engineering units in Kolhapur District.

2.2 BACKGROUND OF INDUSTRIES IN KOLHAPUR :

Kolhapur district is essentially famous for small Scale Engineering Industry; Cement Industry, Plastic Industry, Rubber Industry, Chemical, Packing, Refinery and Foundry Industries etc.

A special feature of these industries is that most of the owners of them are small entrepreneurs who were skilled workers and began their carrier as hired workers in local workshops.

The Shahu Maharaja of Kolhapur set up a repair workshop for the maintenance of his imported vehicles which laid to the origin of engineering industry in Kolhapur. He also

established one technical school to train some local persons. He could provide employment for a few of products of this technical School. Some of them secured employment outside the district and rest of them started small workshops of their own within the district mainly in Kolhapur.

In the year around 1915 with the introduction of lift irrigation schemes in district there emerged demand for oil (diesel) engines which has to be imported then, the spaceports had also to be imported. During the IInd world war the imports were hampered due to was conditions. Gradually local workshops took up the job of repair of engines slowly moving into the manufacture of spares and components of oil engines and eventually manufactured engines them selves.

Immediately after independence "Grow more food" compaign was undertaken by the government. Loans were granted for the purchase of the oil engines to the farmers. This boosted the demand for oil engines and products were encouraged. Consequently some new manufacturing units were started. In 1957-58 there was a slump in a industry due to a change in the policy of the government in regard to the grant of loans to the farmers for the purchase of oil engines. This affected the oil engine producers very badly. Consequently some of them specialised in manufacturing oil engines and at the same time developed themselves and ancillary units to large units.

Up to 1969-70 the production of diesel engines and their spares was the main line of production in this industry. Recently these industries have diversified their production activities and are producing various types of Machinery, agriculture implements, sugarcane - crusher, trailor, spares trolleys etc.

Kolhapur city is located on Poona - Bangalore Highway (N.H.No.4) and connected to Mumbai and Bangalore by road transport. By rail it is on broad gauge and directly connected to Mumbai - Kolhapur broad - gauge line is connected to Miraj Junction (48 k.m. distance) from where it goes south to Belgaum, Bangalore and Channai.

As the third five years plan stressed the need of establishing new industries way from the large congested cities; certain concessions and facilities were given to the industries shifting away from the congested localities. This facilitated the growth of Kolhapur city as an important industrial centre in Maharashtra.

Maharashtra Industrial Development Corporation (M.I.D.C.) has developed an Industrial Estate at Shiroli a place 10 kms. from the Kolhapur city.

The total area is 319 hectares M.I.D.C. has decided to setup another industrial estate at "Gokul Shirgaon" which is 6 kms. away from the city to meet the demands of region.

The stupendous work done by the local technicians in their early years eventually laid to the present industrial growth of the Kolhapur City. A good example in this case is that of "Mhadaba Mistry" (Shri. Shelke). It is said that he was one of the founder member of the Shivaji Udyamnagar. Initially he was a worker. After some period he started manufacturing the oil engines and setup his organisation under the name of "Kolhapur Auto Works" Shri. Karanjkar, Shri.Y.P.Powar are some of the important dynamic personalities in the history of industrial development of the city.

The talent and untiring efforts of the pioneers were of exceptionally high order. Family crafts man of the starting period developed technical skill beginning from the

mechanical repairing workshops to the manufacturing industries and introduced oil engines as the end products.

As a result of constant efforts of industries in Kolhapur have now established their place as quality manufacturers in the industrial field such as automobiles, machine tools, agricultural implements, printing, crushing machinery, real axle pipes, chemicals, tyres, graded castings, steel castings etc.

2.3 FOUNDATION :

The ***SAROJ IRON INDUSTRIES*** established on 26th January 1964 in Shivaji Udyamnagar, Kolhapur with loan capital of Rs.8,000/- only Shri. Parashuram Shankarrao Jadhav is a owner and founder of this firm. He studied upto 4th std. in Marathi but he is lover of the technical books regarding foundry industry. Initially he was worker in private factory then he became an industrialist.

In the developing economy of India castings is an important industry. Casting are widely used by Industrial, Agricultural, Automobile and Marine Industries etc. There is heavy demand for graded castings and cylinder heads from these industries in the country. Moreover with the availability of castings in Kolhapur will be able to develop new casting products, wherein few castings foundries are in western and southern part of India with all these prospectus and market potentials realised by the man i.e. Shri.P.S.Jadhav. He began to start his own foundry with a Cupola type technology and having 15 workers at work. In 1978 he transferred his foundry to M.I.D.C. Shiroli, Kolhapur.

2.4 LOCATION :

M/s. SAROJ IRON INDUSTRIES located on Plot No.C-25, M.I.D.C. Shiroli, Tal:Hatkanangale, Dist : Kolhapur.

This plant located on a land measuring one acre at Shiroli Industrial Estate near Kolhapur City (10k.m.) on Poona - Bangalore Road (N.H.No.4).

2.5 STRUCTURE AND SCOPE :

This organisation has established as proprietary under H.U.F. (Hindu undivided family). It is permanently registered as small scale. The permanent Registration No. is 111300807 dated on 2nd August 1966.

Shri. Parashuram Shankarrao Jadhav has Karta of H.U.F. in the capacity of H.U.F. other members of H.U.F. were Smt. S.S.Jadhav, Sou. Sharmila D.Jadhav, daughter in Law of Shri. P.S. Jadhav. Thus, his mother son, and daughter in law are partners in the above firm.

This foundry produce Cylinder Heads and other Automobile spareparts i.e. water pump castings, Elbow, Impellers, Cylinder Blocks etc. which related to Agriculture and Marine Automobiles it also provides a production of castings Liner Block is produced from pattern making to foundry and then finishing.

There are 125 workers divided in Two shifts in different and sub-departments in foundry level.

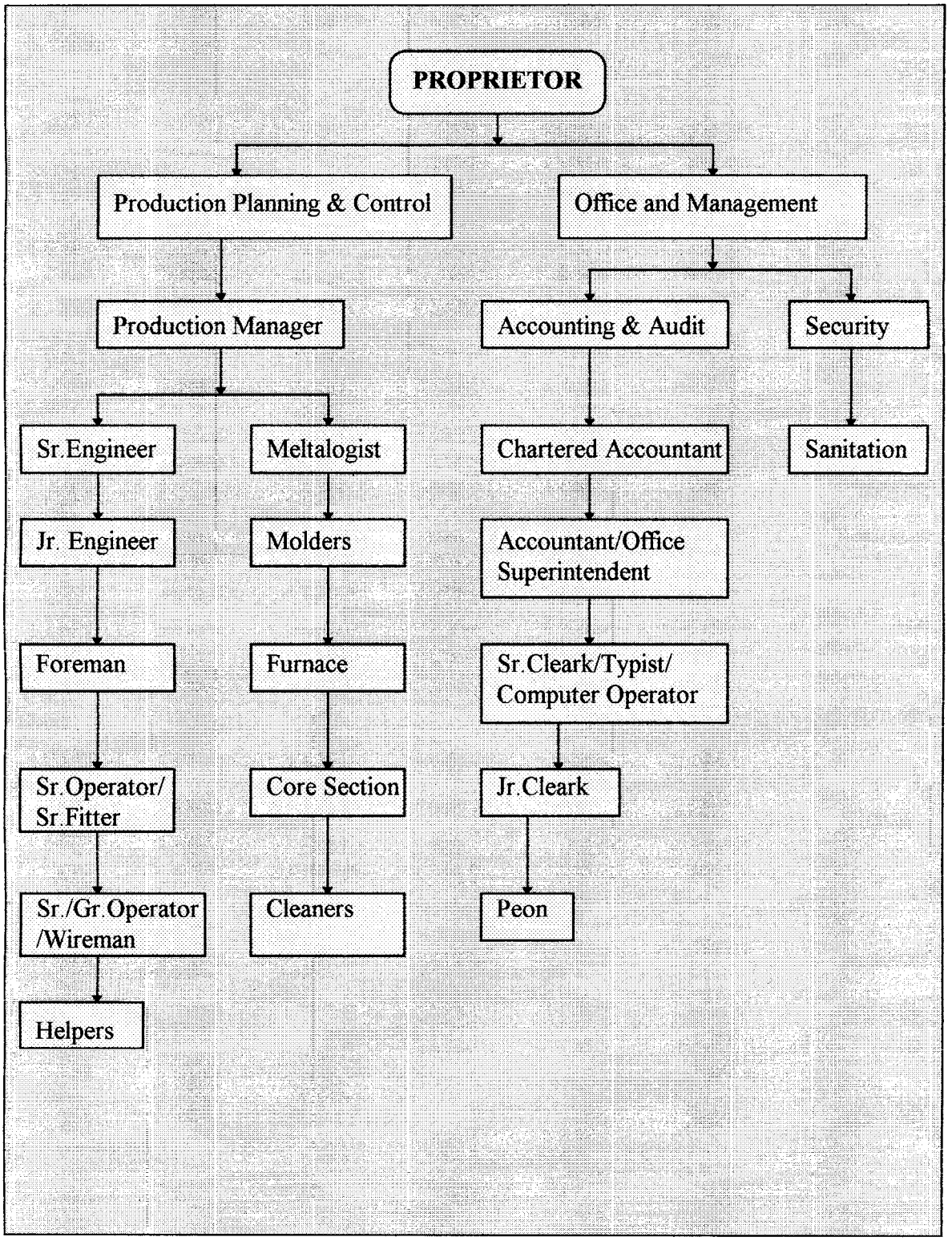
2.6 CAPITAL INVESTMENT :

At the beginning the owner invested a Loan Capital Rs.8000/- only. But now this investment increases more than Rs.3 crore.

As per their Balance Sheet of 31st March 1996 the fixed assets of this firm are Rs.1,21,722,216/- and Investments and deposits are Rs.82,15,030=88.

The following figure No.6 shows that Saroj Iron Industries Organisational Structure.

ORGANISATIONAL STRUCTURE



2.7 PRODUCTION PROCESS

a] Production :

The company has Cylinder Heads Liner Block Diesel Engine Elbow water pumps Impellers etc.

b] Raw Material :

To manufacture Cylinder Heads and other Diesel Engine Spare and raw material scrap are collected from different suppliers. The scrap material contains Pig Iron, M.S.Scrap, Resin Coated Sand, Molly Copper, Bitland Coke etc. Then there are various process involving in production.

c] Design Molding and Shall Molding :

At first, Resin Coated Sand used in Shell Core Shooter Machine for preparing mold with dry. Secondly, Shell molding process involves electric furnaces called as Mytiwatt Induction System.

d] Core Section Process :

The third process is a core section whether the mold should be cleaned and fit that mold for the next process.

e] Furnaces runners and risers process :

The furnaces is the fourth process here the molds are sent for heating. Then the extra material of that mold should be cutout in the fifth process here once again the produced castings may check and cleaned.

f] Shot blasting and machinery process :

Next process is called a shot Blasting and last one is Machining Process which involves Drilling, feting, Taping etc.

In Short, (i) Design Mold (ii) Shell Molding Process (iii) Core Section (iv) Furnaces Process (v) Runners and Risers Process (vi) Shot Blasting Process (vii) Machining Process these types of process of production used in this organisation.

2.8 CAPACITY OF PRODUCTION :

There are 12 Furnaces/Heaters as 500 k.g. capacity used for production and near about 6000 k.g. raw materials or castings heated for predicting 7 melting tonnes per day. There were 37 manpower used in one shift for this production. The company has set-up to 20 tonnes furnaces of capacity per month to 125 tonnes, respectively.

At last the casting i.e. Cylinder Heads, Liner Blocks and Diesel Engine Spares are inspected and kept ready for dispatch. The castings are of different grades as per the order of customers.

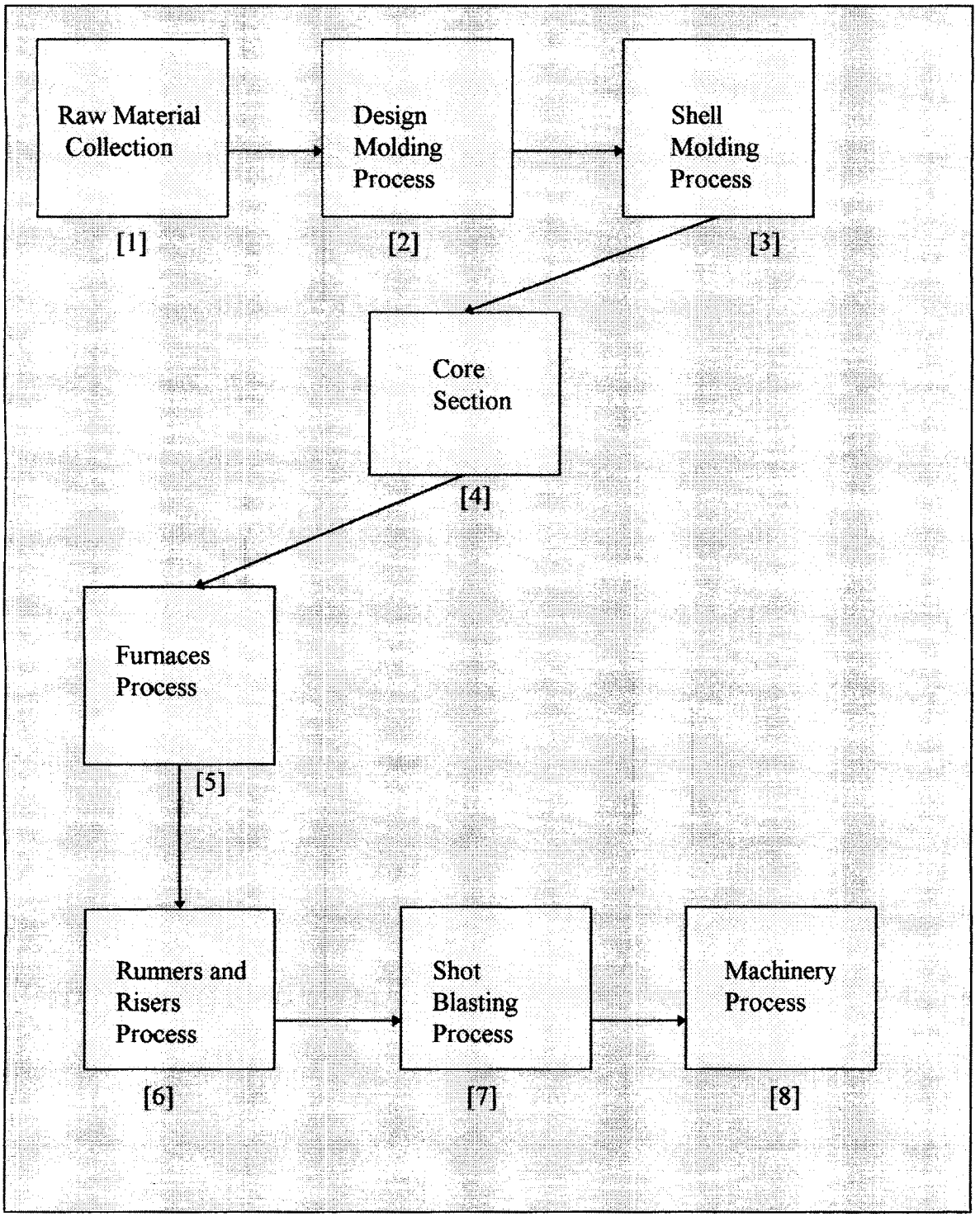
2.9 CO-OPERATION FROM OTHERS :

For the last machining process other companies Viz, Deepak Industries M.I.D.C. Shiroli, Kolhapur, Micro Engineers, Kolhapur, Supertech Kolhapur., Guruprasad Auto Engineering works, Kolhapur etc., Co-operate to this organisation.

PRODUCTION PROCESS

FIGURE NO.7

The following figure no 7 depicts the production process of Saroj Iron Industries



2.10 DEVELOPMENT :

Because of modern technology and development process in Graded Casting Production in Saroj Iron Industries has made a name and goodwill in Small Scale Industry in very short period in whole country.

In 1964 the foundry start Cupola type technology in production but in 1975 this organisation start a Shell Molding Technology first time in foundry level in Kolhapur Industrial Area. In 1984 this foundry used modern technology by Channel type furnaces; In 1986 the Induction Furnaces and Computerised Control Ferolab.

In the very beginning of the year 1964 its production about 20 Tons casting per month but now a day's it produces 196 Tons casting per month. The production development of this firm is stated below with the table No.2.1 and also the table No.2.2 shows the sales of this organisation since from 1989-90 to 1995-96.

Table No.2.1

Production : [Quantities in No.]

YEAR	CYLINDER HEADS	ELBOW	WATER PUMP CASTING	IMPELLERS	LINER BLOCK	TOTAL
1989-90	32508	492	1380	1326	4262	39968
1990-91	43970	1050	1670	1850	4947	53487
1991-92	56558	1039	1709	2558	8768	70632
1992-93	54986	727	1512	1848	8457	67530
1993-94	61384	1141	2070	2767	10781	78143
1994-95	81025	1167	2158	2295	7972	94617
1995-96	103425	10702	3095	1271	13197	131690
TOTAL	**433856**	**16318**	**13594**	**13915**	**58384**	**536067**

The above table indicates the production development of Saroj Iron Industries since from 1989-90 to 1995-96. The company continuously increases their production

except the little gap of decrease in 1992-93. On the other hand the company basically concentrated for developing the cylinder heads that is why it become a major part of production.

Table No.2.2

Sales [Quantity in No.]

YEAR	CYLINDER HEADS	WATER PUMP	ELBOW	IMPELLERS	LINER BLOCK	TOTAL
1989-90	34646	1671	700	1421	4568	43306
1990-91	45018	1700	1050	1850	4947	54565
1991-92	56397	1673	996	2558	8576	70200
1992-93	55057	1524	745	1848	8444	67618
1993-94	59485	2063	1156	2542	10986	76232
1994-95	79489	2090	1119	2304	7714	92716
1995-96	101290	2745	1577	1279	15650	122541
TOTAL	**431382**	**13466**	**7343**	**14102**	**60885**	**527178**

The above table shows that the Saroj Iron Industry sold their product i.e. Cylinder Heads water pump Impellers, Liner block but the company sold more Cylinder heads then any other products. Thus the company can progress and develop by selling the cylinder heads in a very short period.

2.11 QUALITY CONTROL :

In order to maintain and improve the quality of its products the company has set up the quality control as a technique of Shell Molding, Induction furnaces and computerised control ferolab.

For quality control purpose the industry used modern technology by production on an average 7 melting ton per day. And also to control on quality the organisation used skilled workers viz. Bioler Attentend (Furnacer), wireman, computer operator, shell

molders, core-fitters, Turners, Fitters and other molders etc. To improve its quality control purpose the proprietor always try to know a new and modern foundry techniques that is why he always visit to Abroad.

2.12 CUSTOMERS :

It has national and international level customers i.e. Maharashtra; Gujarat; Delhi; Kerala; Rajasthan; Germany; America etc. This foundry supplies their products in agricultural; marine; Automobile field; So plenty of the small as well as big industries and companies are the customers of this industry like Kirloskar Cummins, Greaves, Escorts, Tractors, P.M.Diesels, Kerala Agro and Rocket Engineering etc.

Now a day's this organisation has con centered on exporting its products " Now a day's this organisation has concentrated on exporting its products "Cylinder Heads" to the Hurtaz a famous German Company and also worlds famous oil engine producer Arrow specialty Engineering Company Ltd. an American Company.

The following table shows some of the few customers name and their requirements.

Table No.2.3

TABLE SHOWING INDUSTRY-WISE CUSTOMERS OF SAROJ IRON INDUSTRIES SHROLI M.I.D.C. KOLHAPUR

INDUSTRY	CUSTOMERS
I] Automobile	1] M/s. Kirloskar Cummins Limited, Pune
Engineering	2] M/s. P.M.Diesels Limited, Rajkot.
and	3] M/s. Gujarat Tractor Corpn. Ltd., Vadodara.
Agricultural	4] M/s. VST Tillers Tractors Ltd., Bangalore.
	5] M/s. Escorts Limited, Faridabad.
	6] M/s. Kirloskar Oil Engines Limited, Pune.
	7] M/s. Sona Trade Lines, Kolhapur.
	8] M/s. M.S.S.I.D.D.Limited, Kolhapur
	9] M/s. Sigil (India) Services Pvt. Ltd. Vadodara.
	10] M/s. K.B.Thakar and Co. Bombay.
	11] M/s. Patel Field Marshal Industries, Rajkot.
	12] M/s. HTC Diesel Engines Pvt. Ltd., Bombay.
	13] M/s. Hurtaz Company Limited, Germany.
	14] M/s. Rocket Engineering Corpn. Pvt. Ltd. Kolhapur.
	15] M/s. Gujarat Forgings Limited, Rajkot.
	16] M/s. Saroj Castings Pvt.Ltd.,M.I.D.C. Shiroli, Kolhapur.
	17] M/s. Advin Diesels, Rajkot.
	18] M/s. Rajeshwari Industries, Rajkot.
	19] M/s. Swati Enterprises, Rajkot.
II] Marine	20] M/s. Kerala Agro Machinery Corpn. Ltd., Kerala.
Industry	

III] Petro-	21] M/s. Arrow Specialty Company, U.S.A.
Chemical	
Industries	

2.13 PERSONNEL :

There were 150 Workers are divided in to different department.

Table No 2.4 :

The following table showing department wise personnel position of the company is shown below :

PARTICULARS	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Administrative	1	1	1	1	1	1	1
Office Staff	9	10	14	18	18	20	20
Design Mound	3	3	3	3	3	3	3
Molding	34	38	40	39	40	46	50
Core Section	14	15	16	16	18	20	24
Furnaces	5	6	6	6	6	8	10
Runners Risers	12	10	11	11	11	14	18
Shot Blasting	7	5	4	4	4	5	12
Machining	4	3	3	3	3	8	10
Total	**89**	**91**	**98**	**101**	**104**	**125**	**150**

2.14 LABOUR WELFARE FACILITIES :

The company has provided number of statutory as well as non-statutory facilities for the well-being and welfare of its labour. Some important facilities in this connection were as mentioned below :

1] Free canteen facilities.

2] Religious Holidays.

3] IInd days monthly leave.

4] Medical Leave.

5] Medical Facilities.

6] 50% Bonus to each worker on his salary.

7] Good Behaves/ Good Relationship.

8] Other Allowances etc.

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This organisation provides employment to the skilled and unskilled workers in the area of operation and strengthen the financial position of the workers, members and weaker class of society. The foundry wisely uses the manpower planning force required to the organisation and plans to employ labour force for the production.

21.5 AWARDS / DONATIONS :

This organisation won a FIE Foundation award for the year 1991 because of the development in modern foundry technology and progress in business. It has provided funds to the Shiroli Manufacturers Association as donation in the name of Smt. Sonabai Jadhav. It has also aimed that the money given away in charity will be utilised for providing modern techniques and training facility to the workers.