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MENON AND MENON PRIVATE

LIMITED, KOLHAPUR - ORGANIZATION

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## C H A P T E R "III"

### MENON AND MENON PRIVATE LIMITED, KOLHAPUR

#### ORGANIZATION

This is one of the oldest and renowned industrial organizations in Kolhapur. It was started as a small machine shop way back in 1954 by Shri Chandran Menon. Slowly manufacture of high quality components for oil engine manufacturers such as pistons, crank shafts and liners for diesel engines was undertaken. Because of a big slump in engineering industry the activities were decentralised by starting a new company. Menon and Menon that manufactured diesel engines. The parent Company - Menon Ancillaries - continued and later on became Menon Pistons. Before long Menon engines had earned a name in the field of lift irrigation.

In the early 70's there was another major slump which hit the diesel engine industry. Again there was diversification in 1972. A foundry was established to manufacture high duty machined grey iron castings for the Automobile Industry.

Large scale production of castings like cylinder blocks, cylinder heads, crank cases etc., all import substitution items started in earnest. In a short time Menon's quality was accepted and acknowledged as one of the best in the country.

Menon and Menon has three divisions two of which ( engine division and components division ) are located in Kolhapur and the third division ( Amboli foundry ) is located at Amboli in Maharashtra State. The engine division manufactures diesel engines in the range of 5 to 12 HP. The components division consists of the foundry and machine shop. It is the only ancillary industry in the country to both cast and machine intricate castings. The foundry has a capacity of 6000 MT of castings per annum. It is a medium foundry. The Amboli division is a foundry still in its completion stage. On completion it will have a capacity of 30,000 MT of good castings per annum. This division has two sections : a hand moulding section for producing large casting weighing upto 3 tons, and an automated machine moulding for producing intricate jobs with maximum dimension of 500X400X300 mm.

PRODUCT MIX OF MENON AND MENON PVT.LTD.

Castings and diesel engines are the main products of the company. Over 5000 MT of graded castings for tractors, trucks, jeeps, hydraulics, multi-cylinder diesel engines and other applications are produced annually. The product mix is heavily oriented towards high duty castings. Transmission housing, including gear boxes, forms the majority of the distribution. It also includes cylinder heads, cylinder blocks and a few others. The buyers of castings are Escorts, MMT, Kirloskar, Mahindra and Mahindra, Punjab Tractors, Ruston and Hornsby, Simpson and Company and Telco.

Every year 4000 diesel engines in the 5 to 8 H P range find a ready market all over India. Export orders worth Rs. 20 millions are also in the pipeline.

Menon Piston Pvt.Ltd. is sister-concern of Menon and Menon Private Limited, which is the part of parent company " Menon Ancilliaries" and manufactures Pistons. It started functioning independently after the establishment of Menon and Menon in 1961.

PERSONNEL POLICIES

All employees are permanent. The workers and other employees like clerks and supervisors are mainly recruited through the employment exchange. When there is an immediate need the staff and workers are recruited through the advertisement. Promotions are on the basis of a gradation list prepared every year on the basis of qualifications, experience, service records and performance reports. Training is given to fresh candidates according to the apprentice Act. Punishment is in the form of dismissal, suspension or discharge. Incentives like overtime, attendance bonus, overtime bonus, provident fund, family fund, staff advances and other allowances are provided. Welfare facilities include canteen, uniforms to workers, leave, recreation, sports, Employer's State Insurance Scheme, educational assistance to children etc.

FACTORY STRENGTH AS ON AUGUST, 1989

1) Foundry Workers	339
2) Machine Shop Workers	150
SUB TOTAL :	489
3) Staff	82
4) Watch and Ward	7
5) Officer	45
SUB TOTAL :	622
Apprentice Engineer	3

Total :- 625

DETAILS OF WORKERS IN FOUNDRY

1.	WMA - 6 Moulding	65
2.	WMA - 6 Core shop	58
3.	Induction furnace	23
4.	Head Moulding ( R )	14
5.	Head core shop	10
6.	WBQ 3 Moulding	12
7.	WBQ 3 core shop	6
8.	Rotary Operator	2
9.	Shell M / C Operator	3
10.	Fittling	87
11.	Pattern shop	7
12.	Development	11
13.	Inspection	7
14.	Maintenance	18
15.	Store	6
16.	House keeping	7
17.	General	3

Total :-339

DETAILS OF WORKERS IN MACHINE SHOP

	<u>Particulars</u>	<u>No.of workers</u>
1.	Line No. 1	13
2.	Line No.2	15
3.	Line No.3	7
4.	Line No. 4	23
5.	Line No. 5	27
6.	Line No. 6	18
7.	Development	20
8.	Tool Crib	5
9.	Packing	5
10.	Electrical	6
11.	Maintenance	4
12.	Inspection	5
13.	House keeping	2

Total :-150

