

# **CHAPTER - III**

## **STUDY AREA**

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#### PROFILE OF THE TWO ORGANISATIONS

The present research work of comparative study of labour Absenteeism in textile industry in Solapur. This study highlights on labour Absenteeism in private sector and co-operative sector with reference to textile industry in Solapur.

The facilitate such a study one from private sector and another from co-operative sector are taken into account. They are as follows :

1. Jam Shri Ranjitsinghji Spinning and Weaving Mills :  
A private sector undertaking - Private composite.
2. Solapur Sahakari Soot Girani - A co-operative sector undertaking : A co-operative spinning mill.

- 1) JAM SHRI RANJITSINGHJI SPINNING AND WEAVING MILLS :  
(A private composite)

The origin of textile industry in Solapur could be treated by the migration of the weavers community from the then Hyderabad state areas nearly a century ago. (i.e. during 1840 - 50) favourable climatic condition and cheap labour force contributed fast development of textile industry in Solapur.

Shri Lalaji Narayan, an enthusiastic businessman seized the opportunity and decided to establish a textile mill. In 1909 the decision was implemented by establishing a Jam Shri Mill spread over a wide area of 21 acres.

From 1909 to 1955 Jam Shri mill continued to be under Lalaji Narayan's rule.

In 1955 Damani Groups took over the mill. Since 1955 Seth P.R. Damani became the managing Director of this unit. The mill is having 32 thousand total spindles and 512 looms (300 auto looms and 211 plain looms)

At present the mill is engaged in producing 100% polyester cloth.

The mill produce beam product yarn cones and polyester etc. The modernisation of the production process i.e. from spinning to processing had been completed in 1986. The mill produce superior quality product.

The production process of polyester cloth involves conversion of cotton into yarn, yarn to beam, Beam to grey cloth, grey cloth to finished cloth to dyed cloth. The dyed cloth is printed and ultimately packed off.

The raw material required for manufacturing polyester cloth is cotton which is procured from cotton federation Maharashtra, Andhara, Karnataka and other parts of India. Synthetic is imported from Thaiwan.

Daily 25000 metres of cloth is manufactured. 75% of the total production is exported to middle east countries and 25% is sold out in the local market.

The management is efficient. A mill manager is at the top slot of management and responsible for whole organisation and has ultimate authority. He supervise guide and control different departmental heads. Those are production manager, finance manager, purchase manager etc. working efficiently. Each department head has officers, supervisors, jobbers, worers to assist him in discharging his duties. All dept. heads report directly to mill manager.

The organisation is successfully maintaining well motivated disciplined work force.

The mill provide employment nearly to 2000 workers. For improving the efficiency of working class community, workers education classes were conducted for six months, three months duration. During 1993-94, 109 illterate workers were turned into literate ones through the education classes.

Various labour welfare programmes are undertaken successfully to preserve high morale and proper motivation to workers. The Management undertake various programmes and try to find out root causes of labour Absenteeism and try to solved the personal problems of the workers through counselling to reduce Absenteeism.

Maximum attendance and maximum efficiency of worker is being awarded.

Settlement of workers problems :

The problems which affected workers attendance were studied and found out. The mill provided vehicle loan facility from co-operative Bank at reduced rate to old workers. Bicycles were provided to the workers residing far away from the mill.

To increase efficiency of the work force training classes are conducted.

Labour welfare programme is under taken by the mill for the welfare of workers family. housing facility at the cheapest rates and Javahar Vasahat Yojana has been undertaken by the mill. Scholarship is provided for workers children securing 60% or more marks in S.S.C. till completion of their education.

Jamshri mill is the second highest in textile industry in Maharashtra in incentive and Bonus schemes. health, medical, canteen and other facilities are also provided to the workers.

The mill aims at better industrial Relations i.e. Labour management relations and aims at reaching highest efficiency and productivity.

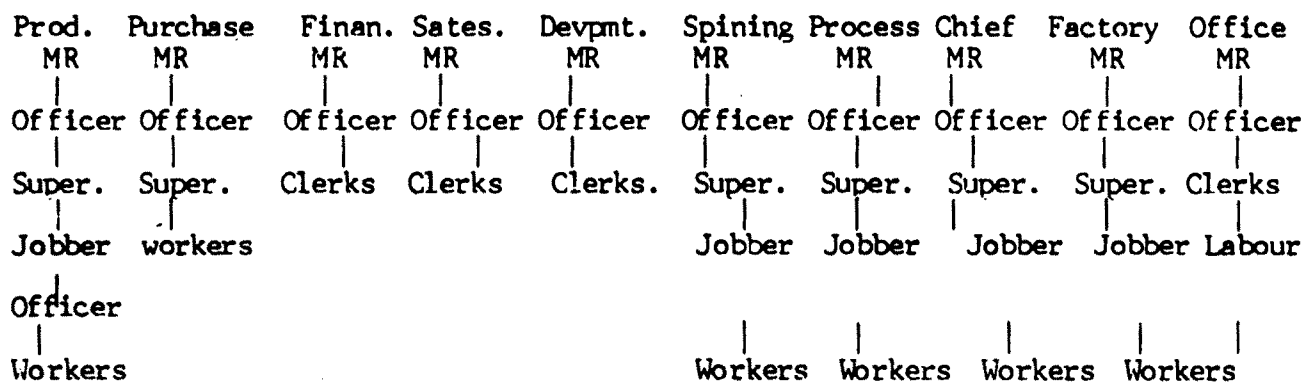
Jam Shri has been changing itself according to the requirements of modernisation. Computers were also introduced in the mill and computer training is being provided to staff.

Year after year Jam Shri is leading towards prosperity and success and aims to be on 100% export oriented unit.

### ORGANISATION CHART

Managing Director

Mill Manager



**JAM SHRI MILL AT A GLANCE :**

Name : Jam Shri Ranjitsinghji Spinning and Weaving Mills.

Location : Damani Nagar, Solapur

Establishment : 1909

Constitution : Public Limited Company

No.of Staff members : Two hundred and fifty

No. of workers : Two thousand (PW & BW)

Raw material required : Cotton and synthetic

Availability & procurement of Raw Material

Cotton : Maharashtra, Karnataka, Andhara

Synthetic : Taiwan

Finished product : Cloth (Polyster)

Manufacturing process : Spinning, weaving and processing

Licenced capacity : 32000 spindles

Installed capacity : 32000 spindles

Mode of payment : Wages paid monthly in cash

Labour relation : Good

Market area covered : India and Middle Ease countries...

2) Solapur Sahakari Soot Girani Niyamit, Solapur :

In view of large number of handlooms and power looms working in the state need was felt to set up spinning mills in co-operative sector.

During 1950-60 Govt. of India and Govt. of Maharashtra decided to encourage establishment of co-operative spinning mills. under this scheme Handloom and powerloom holders in Ichalkaranji established "Deccan co-operative spinning mill" in 1960. The successful working of Deccan Co-operative spinning mill encouraged Govt. of Maharashtra to approve the establishment of co-operative spinning mills of hand loom weavers in Nagpur in 1963 and in Solapur in 1964.

The leaders in textile industry in Solapur Shri Beth, Shri Pulli, Shri Bolli, Shri Adam and Shri Nagur decided to establish the co-operative mill. The Solapur Sahakari Soot mill established in 1964.

The Chief Promoter of the mill was Shri Ram Krishna Pant Beth. The work of erection of plant and manufacturing which was started in the year 1965 was completed with in a period of 1 1/2 years during the month of Jan. 1967. Full fledged commercial production on licensed capacity of 12000 spindles was started in the month of July, 1967.

The main object of Solapur Sahakari Soot Girani was supplying good quality of yarn of fine and superfine counts at the reasonable

rates to old and famous handloom industry in Solapur.

In order to cater sizable requirements of yarn to member and also in order to make viable unit the expansion programme of additional 18000 spindles was taken up into the hands also completed within a period of nine months. Cotton was imported from Sudan and Egypt to meet yarn requirements of the members.

The mill is organised by the handloom weavers co-operative societies in Solapur district. Formerly there were 26 members of handloom weavers co-operative societies on the mill roll in the year 1975-76 and 1976-77. These primary societies have been amalgamated and recognised in order to bring them on sound footing.

Due to prolonged depression spread from Sept. 1974 the smooth working of mill was hindered and the mill suffered financial difficulties due to fluctuation in cotton and yarn prices during the year 1974-75 and 1975-76. The members of the society also faced financial difficulties in marketing their product. During this period Maharashtra state co-operative bank, Govt. of Maharashtra and National Co-operative Development Corporation came forward and helped this mill by giving loan. Since 1976 the position of mill improved gradually and the year 1970 to 1980 has proved quite successful from the point of financial and technical performance.

During 1972-73 for the first time 8.33% Bonus was announced for the workers.



Under labour welfare programmes the mill undertakes safety of workers, Retirement schemes, Insurance schemes, etc. The workers are trained for safe operations during works. The golden rules for safe machine, operation are taught to them. So that the accident do not occur.

Under labour health programme free medical facilities are available to workers and their family. A mill is having its own clinic where treatment is available at any hour for workers.

Proper training is given to workers to increase their efficiency and productivity. Food grain, cloth and other essential products are available for workers at cheaper rate. Loan facility is also made available for workers.

The mills present monthly production is as follows :

Cotton yarn	:	85000 Kg.
Staple yarn	;	<u>15000</u> Kg.
		100000 Kg.

The mill allots yarn to its members on handloom basis which is from related to number of share holders i.e. handloom societies. The Mill supplies yarn at concessional rates to its members.

SOLAPUR SAHAKARI SOOT GIRANI NIYAMIT AT A GLANCE :

Name	:	Solapur Sahakari Soot Girani Niyamit
Location	:	Gangadhar Nagar, Akkalkot Road, Solapur
Establishment	:	1964
Constitution	:	Co-operative
No. of staff members	:	71
No. of workers	:	1128
Total salaries & Wages	:	Rs. 72 lakhs
Raw Material Required	:	Cotton
Availability & procurement of Raw material	:	Maharashtra and Karnataka
Finished products	:	Yarn
Licensed capacity	:	50000 spindles
Installed capacity	:	26040 spindles
Average production per month	:	1,50,000 Kg.
Average Sales	:	1,40,000 kg.
Sales arrangements	:	Through own sales department to members of company only.
Total turn over	:	Rs. 459.67 lakhs.
Gross profit	:	Rs. 45.37 lakhs
Net Profit	:	Rs. 39.02 lakhs

Mode of payment	:	Wages paid monthly in cash	
Labour Relations	:	Good	
Market area	:	Local	
Initial capital	:	299.50 lakhs	
Borrowed capital	:	150.95 lakhs	
Loans supplied	:	State Govt. of Maharashtra State	
Financial Institutions		Co-operative Bank.	
		Solapur Dist. Industrial Co.op.	
		Bank.	
Planned project	:	Remaining licensed spindles are	
		installed.	
Members	:	Federal societies	02
		Weavers	170
		State Government	<u>1</u>
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