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About the organisation :

1) Historical Back-Bround of the engineering Industries:

F.M. Taylor is called the father of modern industrial engineering, because he has put forth the idea of scientific management and work management in 1881, and since then Industrial Engineering come out as a formed Technique in the United states of America. He has given full emphasise on time and work which must be planned in advance.

In 1885 F.B. Gilbrath had introduced motion study which was related with the above views. In 1912 he had modified his method of motion study and in 1921 he introduced new technique.

Before 1940 Industrial Engineering was mainly related with manufacturing industries in order to improve their production. But later on the use of Industrial Engineering spread over to non-manufacturing units like Transportation construction, farm and Air line,

operation, public utilities, Government and military operation. At present Industrial Engineering finds major applications in industries and manufacturing plants.

India - Engineering Industries has been started in India before one century. Due to industrial development the growth of National Economy has taken place.

In the beginning, it had started as a repair shops specially Railway Engineering Workshops which were owned by the British Government. There was no scope in the private sectors.

After independence the Government has formulated two industrial policies i.e. the Industrial policy of 1948. That of 1956 adopting the Government carries out the responsibility of planned Industrial Development in the interest of the nation. These policies are followed in different five year plans for the development and expansion of the national Industrial structure.

Since 1951 the number of Industries as also the total production of industrial goods have increased significantly.

History and Development of B.P.I. :

If you want to know the history of M/S BHATGE PATIL Industries Ltd. it will be better to know the back ground there of. The study started from 1944. It's history is linked with the whole of the Bhatge Patil firms. Mr. J.B. Patil happened to possess a second hand truck, which plied goods from Bombay to Solapur and Vice - Varsa. Mr V.M. Bhatge was then a lecturer in the Rajaram college. They used to meet each other. During one of their meeting Mr. Bhatge informed Mr. Patil that his elder brother Mr. S.M. Bhatge was in need of some

transport arrangement in connection with some Military Construction job at Belgaum. So Mr.Patil agreed to lend his truck on hire for the said transport duty. When after Completion of the job Mr.Patil got back his truck in 1944.

He had an idea proposed to Mr.V.M.Ghatge, "Let us run this truck together", said Mr.patil "I will actually operate the truck and you will look after the account matters, We will earmark half of the profits for the owners and share the remaining half between ourselves",

The proposal was readily accepted by the owners. It was this old truck that brought Mr.V.M.Ghatge in the vast field of road transport and allied activities. This is the humble beginning of the tullfledged, gigantic concern under reference on the expiry of one year of this joint veture M/S Ghatge & Patil registered themseves as a partniership firm in November 1945.

After becoming a registered partnership they, have been developing their transport business by leaps and bounds and have also entered several other allied fields of business. They have since then begun to function as Automobile Dealers, Distributors of Morris car, Jeeps, Lambrettas, Scooters, Furguson Tractors and Parries Engines etc. They have started workshops in order to offer service facilities as well.

Since 1949, they have been allowed to operate a passenger bus-sevice on certain routes. They have since then increased their road transport business so efficiently that they have now become one of the reputed organised Transport concerns in India. It is through this transport business, that they often came in cotact with several industrialists who ultimately inspired them to step into the engineering industry.

They started M/S Ghatge Patil Industries Ltd, in 1961, with the help and personnel guidance of Mr.S.L. Kirloskar and Mr.H.V.Gurjar who are called the backbone of the Kirloskar group, the Industry has acquired 22 acres of land at Uchagaon, Dist.Kolhapur.

It was their first venture in the manufacture of engineering goods. In the beginning only two lathes with 12 workers to work on them were installed in 1961. They put up a foundry to produce quality gray casting on job basis. At that time there were 30 workers, further the capacity of foundry was raised up to 1000 tonnes per month.

Due to increase in the foundry capacity the strength of workers was simultaneously increased to 200 in the year 1962. The company has long since increasing its production capacity. The company had 1646 workers in 1984. Since then the industry has begun functioning in Technical collaboration arrangement with foreign firm like Person Engineering co Ltd, of U.K. for Machine Gear Boxes, Twin Disc incorporate of U.S.A. for Industrial Clutches and power take of excord Tractor, Telco, Kirloskar Group etc. and developing their own production.

At present the company is manufacturing the following industrial products.

- i) Industrial Clutches and Power take Off (Automotive)
- ii) Gray Iron Products.
- iii) Clutches for Tractors.
- iv) Marine Gear Boxes.
- v) Agricultural implements like, Foot volves, Reflex Volves.
- vi) Job work.
- vii) Piston and Piston Ring
- viii) Electro Magnetic Clutches and Mechanical Clutches

- xi) Fluid coupling and Engineering Products.
- x) Break System - BEML.
- xi) Gate Valves in Collaboration with American Company, completely export oriented product.

Share Capital :

The authorised share capital of the company as Per the memorandum of Association is Rs.25 lakhs divided into 25 equity shares of Rs.100 each in 1984-85.

The paid-up capital of the company on 30th June 1983 as shown in the balance sheets was Rs.19,19000, divided into 19,190 equity shares of Rs.100 each.

Though the company was originally a private limited company, its turn over gradually surpassed the one crore limit with the result that at present it is called a Public Ltd. company as Per Sec.43 of Company Act.

At present (1990-91) the share capital of the Company is Rs. 1,91,95000/-

Organisational Set up OR Manpower of G.P.I.:

Managing Director of the company is the final authority to control the whole Industry. The chief executive is the immediate next to the Managing Director in authority, and is responsible for the effective management of the works, as a whole. He is assisted by various executives. There are about 2000 labourers under G.P.I.Ltd, during the year 1990-91. The chart given in this chapter gives a clear picture of the organisation of M/S Ghatge Patil Industry Ltd. Uchgaon.

Place of Personnel Department in the organisation :

This department deals with all the labour problems and at the same time serves as a bridge between the management and the employee. Therefore it is of vital importance in the industry. The various functions of this office also are carried out by the same department. This department works under the authority of the chief executive and has got equal status as that of other departments.

Role and Status of the Labour Welfare officer in the Industry :

He is staff advisor of the management in the field of Personnel management. He is not only a labour officer but at the same time acts as Personnel officer or as an Industrial Relation officer as well. His Role is more or less of all administrative nature. He enjoys equal status with other executives. He is a sufficiently senior man, well-read in the field of labour legislation.

He is associated with the formation of policies as regards Personnel requirements of the organisation. He is associated with the promotional practices and also acts as an advisor on departmental promotions

Personnel Practices Carried in the Industry :

Personnel Management mainly in the field deals with the company's recruitments and the necessary selection. In this industry the recruitment Procedure depends upon the vacancies in the various departments. In order to fill these vacancies, the company sometimes gives an advertisement in the local News-Paper and also informs the Technical Institutions and Employment Exchange office of their requirement. Sometime direct recruitment

also is made but normally unskilled workers are recruited directly.

Whenever a candidate applies for any vacant post, the management calls him for an interview. Necessary tests are applied and if the candidates therein is satisfactory and provided he is medically fit is finally selected, for the job. It is the responsibility of the Personnel Department to select the right Person for the right job at the right place on right time.

A selected candidate is placed on a temporary or probation period and if found fit is ultimately taken up Permanently some Apprentices are also recruited direct from the I.T.I. and they have to undergo apprenticeship for a period of one or two years as per the Government rules.

There are also no hard and fast rules with regard to the settlement of grievancies whenever a worker has got a grievance he has to report the same through the proper channel. If a worker has any problem, his officer would help him to solve his problem sympathetically. The company has provided notice board in order to inform the worker of the various rules and regulations or occasional instructions and the worker have to abide by them faithfully so that necessary discipline is maintained.

The company has provided for some retirement provisions to scure to some extent life of the worker after their retirement, such as provident fund, gratuity, family pension etc.

Labour Welfare Facilities :

M/S Ghatge Patil Industries Ltd, Uchagaon has provided for the following welfare facilities :

i) Canteen : The canteen facility has been provided for. It is located in the very campus of the industry. It is a big hall which serves the purpose of the dining hall as well. It is equipped with necessary furniture and comfortably accommodates about five to six hundred participants at a time.

ii) Lighting : The Management has provided for sufficient and suitable lighting arrangement as per specific requirement of the concerned department.

iii) Drinking Water : Every department supplies pure drinking water to its workers. In summer even ice-cold drinking water is provided for.

iv) Safety Equipments : The following equipment are provided, hand-gloves, goggles, Gum-Boots, and protective dresses. There are safety poster too at necessary spots.

v) Cycles Stand : Company has provided a big open space for cycle/ scooter stand. It is quite close to the main gate.

vi) Medical Facilities : One Part-time medical officer has been appointed for this purpose. Every department has first-aid box of their own. The Company provided medical check-up twice in a year.

vii) Latrines and Urinals : The company has provided for 56 Urinals and 44 Latrines and 5 wash basins.

viii) Recreation: The Company workers occasionally enact dramas, and arrange sports and other recreational items. The management offers full co-operation in this regard.

xi) Co-operative Society : Workers have established co-operative society of their own, and it is running

smoothly.

x) Uniform : The company provides for special uniform for the certain categories of workesrs like molders, fitters and pattern makers.etc.

GHATGE PATIL INDUSTRIES LTD., NOLHAPUR.

ORGANISATION CHART.

