

CHAPTER - III

RESEARCH DESIGN

- Selection of the topic
- Objectives of the study
- Case Study of Kamani Tubes Ltd.
- Limitations of the study
- Methodology of study

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- 2) Objectives of the Study
- 3) Case Study of Kamani Tubes Ltd.
- 4) Limitations of the Study
- 5) Methodology of Study

1) SELECTION OF THE TOPIC

Industrial sickness hampers the progress of India. It causes the loss of production, unemployment, under utilisation of manpower, keeping wealth of the nation idle, wastage of limited resources etc. If such industrial sickness is not prevented at the initial stage there would be a far reaching repercussion on employment, production and income generation resulting in a colossal loss to the nation. Government and financial institutions are deeply concerned with widespread sickness in industries. Government has taken many preventive steps.

It is on this general background the present attempt to investigate the problems of sickness, Rehabilitation very peculiar kind of rehabilitation of sick unit not by the employers but by the employees of the unit is made. A unique experiment of sick unit i.e. Kamani Tubes Limited, situated at Kurla, Bombay, to pull out of sickness undertaken by the employees of KTL is an important topic for our study

2) OBJECTS OF THE STUDY

The study in respect of Industrial Sickness and Rehabilitation is of general type and case study about Kamani Tubes Limited is of specific nature. The object of this study is as follows :-

- 1) To review the working of industrial units.
- 2) To examine the loss caused by the sickness. | ?
- 3) To understand the nature and magnitude of loss and to analyse causes of sickness.
- 4) To understand the process of rehabilitation of sick units, specially the experiment of Kamani Tubes Ltd., a sick unit.
- 5) Conclusions of the case study and suggestions. | ?

3) CASE STUDY OF KAMANI TUBES LTD.

Kamani Tubes Ltd. was established in 1960. It employed 800 employees. This company produced copper and copper based alloy tubes, rods and sections. Its major customers were the sugar industry, Defence establishments, thermal power stations, etc. It enjoyed an assured market for its products. It had a good techni-

cal team and the benefit of a foreign collaboration. With its long standing in the market, it earned a good name. After the death of P.R.Kamani, the then chairman, family feud opened on the issue of nomination of R.R.Kamani as the next chairman. The profits from 1973 onwards declined and the year ended with a loss. The year 1984 brought the height loss of Rs.104.52 lakh. The workers had not been paid wages since December, 1984. The union of the employees played an important role in forming cooperative society to takeover the company. This is an unique experiment which is of worth studying.

4) LIMITATIONS OF THE STUDY.

The study of industrial sickness and rehabilitation had the following constraints while collecting information, and primary and secondary data for case study of Kamani Tubes Limited.

- I) The period covered is of 10 years i.e. 1984 to 1994.
- II) More than 70% top ranking personals serving before the takeover have left the company. This fact limited the scope for getting information through interviews.

III) The record before takeover except annual reports are not available.

5) METHODOLOGY OF STUDY

The data collected for the research is of two types i.e. primary and secondary. The primary data consists of the information collected through interviews. Annual reports of the company form secondary data. Primary and secondary data have been classified and analysed with ratio yard stick.

On the basis of ratios and ^{the} supreme court order conclusions and suggestions have been drawn.