

**ORGANISATION STUDY ON  
Dr. REDDY'S LABORATORIES**

**BY**

**NITHIN KS**

**(USN- 1CR19MBA57)**

**Submitted to**

**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI**

**In partial fulfilment of the requirement for the award of the degree of**

**MASTER OF BUSINESS ADMINISTRATION**

**Under Guidance of**

**Ms. NAMITA P KONNUR**

**Assistant professor Department of management studies CMR institute of technology,  
Bengaluru**



**Department of Management Studies and Research Centre,  
CMR Institute of Technology, #132, AECS Layout, IT Park Road,  
Bengaluru- 560037 Batch of 2019-2021.**

## **DECLARATION**

I, hereby declare that the internship project **kirloskar ferrous ltd** submitted in partial fulfillment of the requirement for the award of the degree of Master of Business Administration is my original work under the guidance and supervision of Ms. Namitha P KonnurAssistant Professor, CMR Institute of Technology.

This internship project report has not been submitted to any other university for the award of any other degree or diploma or any other similar titles.

**Date:**

**Place:**Bengaluru

**NITHIN KS**

1CR19MBA57

## **Acknowledgment**

I am grateful to our honorable Principal Dr. Sanjay Jain and faculty members of CMRIT. I thank them with all sincerity for their valuable assistance, guidance and support.

I am grateful to my project guide Ms. Namitha P KonnurAsst. professor CMRIT, for her valuable guidance and encouragement throughout the study.

I would also like to express my devoted thanks to all my friends, and my parents who have encouraged and helped me in the endeavors.

Finally I thank all the staff of organization who directly and indirectly gave support and assistance while conducting the study.

**Date:**

**NITHIN KS**

**Place:**Bengaluru

**1CR19MBA57**

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Enriching Lives

**KIRLOSKAR BROTHERS LIMITED**

### Kirloskar Group

<b>Type</b>	Private
<b>Industry</b>	Conglomerate
<b>Founded</b>	1888; 132 years ago
<b>Founder</b>	Laxmanrao Kirloskar
<b>Headquarters</b>	Pune, Maharashtra, India
<b>Area served</b>	Worldwide
<b>Key people</b>	<a href="#">Sanjay Kirloskar</a> (CMD, Kirloskar Brothers Limited) <a href="#">Atul C. Kirloskar</a> (Chairman, Kirloskar Oil Engines Limited) <a href="#">Rahul C. Kirloskar</a> (Chairman, Kirloskar Pneumatic Company Limited)
<b>Products</b>	<a href="#">Pumps</a> <a href="#">engines</a> <a href="#">pig iron</a> <a href="#">construction</a> <a href="#">transmissions</a> <a href="#">automobiles through a joint venture with Toyota</a> <a href="#">infrastructure pumping projects</a> <a href="#">bridges &amp; flyovers</a> <a href="#">submarine pipelines</a> <a href="#">construction</a>

<b>Revenue</b>	\$3.5 billion USD
<b>Number of employees</b>	~18,000
<b>Website</b>	<a href="http://www.kirloskar.com">http://www.kirloskar.com</a>

## **Executive Summary**

Founded in 1991, Kirloskar Ferrous Industries Limited (KFIL) was formed with the intention of transforming the high quality Pig Iron and Grey Iron casting industry. With a parent company that possesses a rich 130-year manufacturing and engineering legacy, KFIL has been built on a solid foundation of innovation and customer-centricity.

Our cylinder block, head castings and housing are used in a wide range of engines, across construction machines, farm equipment and utility vehicles made by some of the world's largest automobile manufacturers. Our pig iron is used to make a variety of cast iron that finds critical use in a wide range of industries.

Our innovations in the foundry space have made us leaders in the category. The fires in our forges is where our products are created with the utmost precision and quality. But it's also where our unbending values and vision are formed

Values are:

- Customer Focus
- Integrity
- Fairness & Partnership Development
- Mutual Trust & Team Work
- Agility with Discipline

## CHAPTER 1

### INTRODUCTION ABOUT KIRLOSKAR FERROUS INDUSTRYK LIMITED

#### INTRODUCTION



We are a 600 Million US Dollars engineering conglomerate driving critical industries. We are century old pioneers in our areas of specialization like power, construction and mining, agriculture, industry and transport, oil and gas and environment protection with a range of world-class industrial products and turnkey services.

We are made up of 8 major group companies, each led by the best engineering and managerial talent in India. In addition to engineering, we have interests in civic utility systems and in Information Technology and communication. Our multi-unit, multi-product, multi-location conglomerate is built on the plinths of Experience, Expertise, Quality, Innovation and Values in the business. Our best play is successful work and creation of a new industrial order where we can provide tailor made solutions



to the customers. At Kirloskar, listening to the customer and his needs is a tradition as old as the group itself. For it are they who drive us further, making us reach higher, and engineer better solutions. In the customer's often unspoken wish for better implements lays the seed for a new invention, a path-breaking industrial concept.

## CHAPTER 2

### ORGANISATION PROFILE OF OF KIRLOSKAR FERROUS LTD

#### BACKGROUND



The Kirloskar group origins were small but significant. In the In the year 1903, Sri, Laxmanrao Kashinath Kirloskar opened a bicycle shop in the state Karnataka in south India. From this modest venture has grown the Kirloskar group of more than 15 manufacturing company with an annual turnover exceeding 116 millions pounds string and engineering field in India. A Kirloskar product includes pumps, farm machineries, machine tools, diesel engines, electrical machinery a wide variety forgings electric switchgears and tractors. The vast Kirloskar group is the result of industrial Vision of Shri. L.K.Kirloskar, many overseas factories are Located in the West Germany Philippines, Malaysia and Kenya.

#### **THE FIRST KIRLOSKAR GROUP COMPANY:**



Kirloskar Brothers Limited (KBL) - the first Kirloskar venture at Kirloskarvadi was to become the base for all of the Kirloskar Group's subsequent enterprises. It began as the only Indian company

with its own standard products - the fodder cutter and the iron plough, which competed with the British products. KBL also manufactured groundnut shellers, sugarcane crushers and pumps, which were to usher in a new economic order in the Indian industry. To power these machines, diesel engines, coal gas generators and electric motors were developed at Kirloskarvadi. In a display of great versatility, KBL then shifted its focus to fluid handling and control. As India's largest manufacturer of pumps and valves, and also the group's flagship company, KBL lends its strength and expertise to every new venture of the Kirloskar Group. The intensified boycott of the British goods and the approaching World War threatened to stop imports of machine tools into India. The Kirloskar, with characteristic foresight began making machine tools. This paradigm shift of sorts, from farm implements to machine tools, created a new company - The Mysore Kirloskar Limited. This company, situated in Harihar, benefited greatly from the patronage of yet another Raja - the Maharaja of Mysore. In the first month of production, Mysore Kirloskar sold all of manufactured seven lathes.

### **The new generation -Innovation, creation, tradition**

#### **From colonialism to independence:**

An important change, for the country, and for one of its premier industrial houses, the Kirloskar Group. The altered political climate of the 1940s heralded the end of the princely patronage for enterprise. The policy shifts and changes in authority were the order of the day. This marked a turning point for the group.

Shantanurao Kirloskar, the eldest son of the founder travelled to Pune to initiate a new aspect of the group's activities - diesel engines. His experience of trying to secure the land for his factory in Pune was quite different from his father's in Kirloskarvadi. There was no benevolent ruler here to bestow acres gratis. Shantanurao had to face the tangle of red tape and public resistance to acquisition of land for industrial purposes. Finally, after arguing that factories have a longer life than human beings Shantanurao Kirloskar won a place for Kirloskar Oil Engines Ltd. (KOEL), twelve months after signing an agreement of collaboration with Associated British Oil Engines Export Ltd. of UK.

This collaboration, incidentally, was the first of its kind between an Indian and a foreign company, and signified a bridging of the technological gap between east and west. The KOEL factory was incorporated in 1946, and soon after that gave India her first vertical high-speed engine. Brijlal Sarda, who reported its satisfactory running for over 4 decades, bought this first engine!

### **TO ELECTRIC MOTORS & PNEUMATICS:**

The making of the electrical motor. This was the second of Laxmanrao Kirloskar's long cherished dreams, the first being the making of an engine. This task was brought to completion by Ravi Kirloskar, his youngest son, in 1946. Way back then, the authorities whom Ravi Kirloskar had approached for land were astonished by the request for 25 acres. Today, Kirloskar Electric Company Limited (KECL) has four plants occupying several times that acreage. The setting up of KECL and other Kirloskar companies saw a major role being played by Nanasaheb Gurjar, a lawyer who made industry his sole area of operation. Though the development of air compressors was an established activity at Kirloskarvadi, a fullfledged plant to manufacture the same was set up at Pune in 1958, under the eventual management of Shreekant Kirloskar, Shantanurao's youngest son. In collaboration with Broom and Wade of England, Kirloskar Pneumatic Company Limited began the manufacture of air compressors and pneumatic tools.

### **THE KIRLOSKAR GROUP OF COMPANIES:**

#### **1) Kirloskar Brothers Limited (KBL):**

It becomes the only India Company with its own standard products the folder cutter and the iron plough, which competed with the British product. Established in year 1988 and incorporated in 1920 is the acknowledge. Leader in fluid handling and largest manufacturing and exporter of pumps in India. It has acquired SPP, VK in Nov 2003 consisting at three plants in UK, USA and Africa manufacturing fire fighting pumps, water and sewage pumps.

#### **2) Kirloskar Oil Engines Ltd. (KOEL):**

It is incorporated in 1946. It has six plants with 2828 employees, manufacturing Diesel engines Generating sets, Engine bearing and valves.

**3) Kirloskar Pneumatic Company Limited (KPCL):**

It is incorporated in 1957, KPCL is India's leading name in manufacturing of reciprocating compressors, screw and centrifugal compressors, tractor gears, gearboxes, refrigeration projects.

**4) Kirloskar Ferrous Industries Limited (KFIL):**

It was incorporated in the year 1992 with 2 plants manufacturing Grey iron casting and Pig iron with 1259 employees.

**5) Kirloskar Copeland Limited (KPC):**

It established in 1966 and incorporated in 1993.

**6) Kirloskar Ebara Pumps Limited (KEPL):**

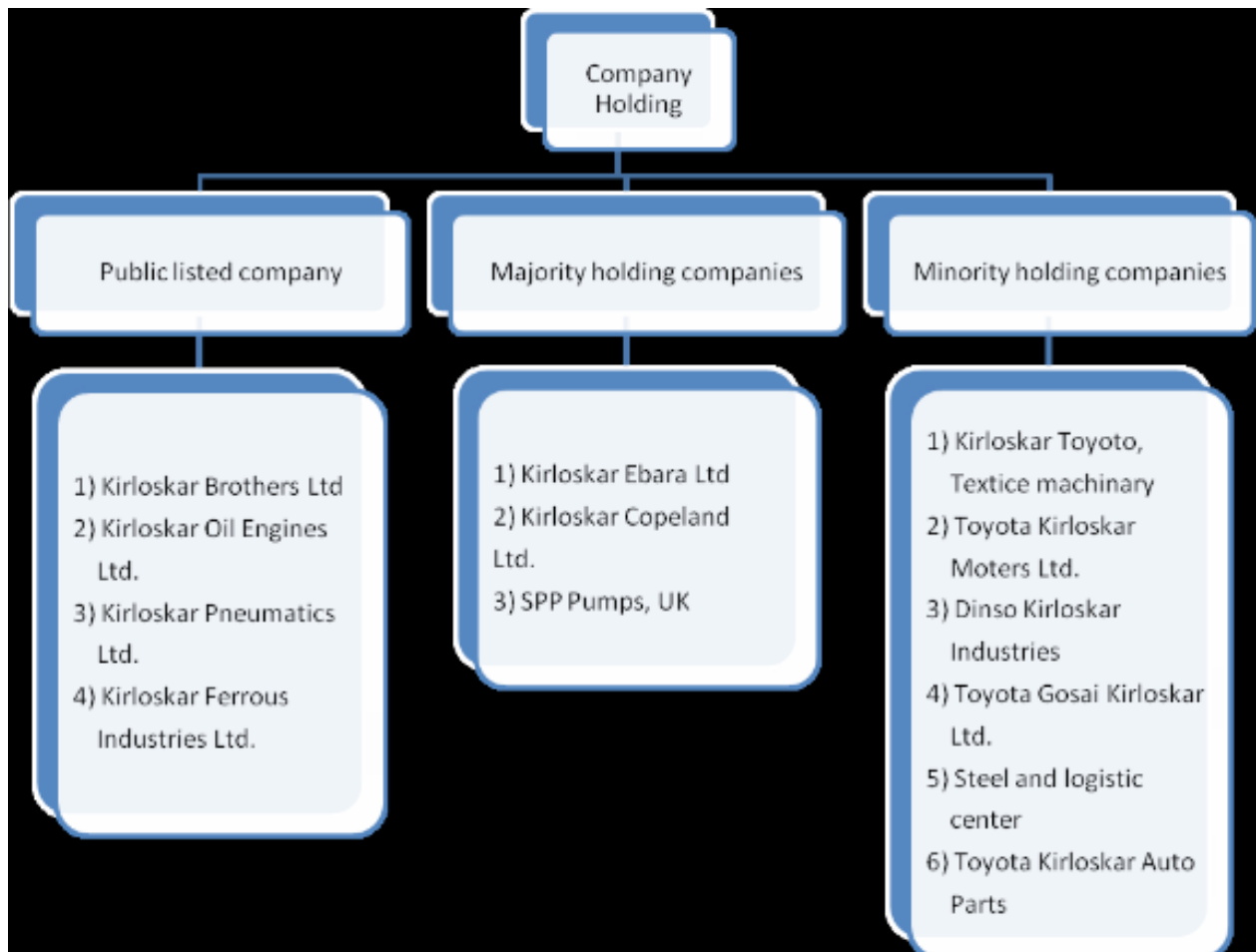
It was established on 13th Jan 1988 as a joint venture promoted by KBL and EC with a mission to equipments like process pumps, steam engines, fans etc. Required for critical application in Hydrocarbon Processing industries and for power projects.

**7) Kirloskar Chillers Pvt. Ltd.**

It was incorporated in the year 1996. It has a single plant producing centrifugal chillers, screw chillers, reciprocating chillers

**8) Kirloskar Middle East F2E:**

Established in 1997. Kirloskar group of companies has been exporting their products to various in Middle East Africa and other markets in South East Asia for more than 3 decades. KMEF caters to its markets and customers through network of more than 50 outlets.



### **Kirloskar Ferrous Industries Limited**

Establishment Year 1991

Incorporation Year 1994

No. Of Employees 1207(including 201 trainees)

Chairman Atul C Kirloskar

Company Secretary C S Panicker

Registered Office 13 Laxmanrao Kirloskar Road, Khadki, , , Pune -

411003, Maharashtra

URL <http://kirloskarapps.kirloskar.com>

Auditors P G Bhagwat

Listing BSE , NSE

BSE Code 500245

NSE Symbol KIRLOSFERR

BSE Group B

Index Constituent of BSE SmallCap

Face Value (Unit Rs. INR) 5.00

ISIN INE884B01025

Registrar Details Link Intime India Pvt Ltd - Pune, Akshay Complex,

Block No. 202, 2nd Floor, Off. - Dhole Patil Road,

Near Ganesh Temple, Pune - 411001, Maharashtra

## **NATURE OF BUSINESS**

1. Casting and Ploughs
2. Compressors pumps, electric Power
3. Machine tools
4. Engines and components, diesel engines
5. Hotels
6. Advertising
7. Financial Services

TIME LINE OF KFIL:

1994 Year of inception

1994 Commercial production of Pig Iron from Mini Blast Furnace I

1995 Commercial production from Mini Blast Furnace II

1995 ISO 9002 certification

2001 QS 9000 certification

2002 ISO 14000 certification

## **VISION POLICY**

To be a partner of choice with our valued customers for Pig iron, Casting and Machined components.

## **MISSION POLICY**

- To become a Billion Dollar company by 2033
- To produce quality castings & Pig Iron as per world standard to cater the needs of domestic and international markets and to actively “Total customer satisfaction” Through professional system and
- practices in every field, giving weight age to development of human resource available in the org and ultimately to become one of the best (in term of quality, turnover and efficiency) in India.
- To activate the culture of involvement, team works participation unity and this achieves excellence in all efforts and activities by each one here at KFIL.
- To establish a clean, Tides and green revolution free environment highlighting the fact that we are for Mother Nature.
- To be a projected to external world a progressive well managed well maintained professional organization.

## **QUALITY POLICY**

To achieve the mission and vision, KFIL divided following Values:

Customer orientation  
Vendor Development  
Development of Human Resource  
Process and product excellence  
Responsible corporate neighbor

## **WORK FLOW MODEL**



## **PIG IRON**

The raw material required for manufacturing Pig iron are iron ore, lime stone, manganese, coke and dolomite. There are 2 MBF functioning in KFIL for manufacturing by adopting following procedures:

## **PROCESS**

Iron with ferrous is reduced in the presence of metallurgical coke in a blast furnace into which they are charged along with fluxes in a predetermined production manner the carbon monoxide gas that rises up the column or the charge reduced that Iron oxide. The molten Iron is periodically tapped and cast in moulds placed on a large diameter turntable – the blast furnace process used for producing pig iron in a process which is used world over the only difference in this case the small size of the blast furnaces in comparison with those seen in integrated steel plants. The mini blast furnaces process is already in use in several countries especially Brazil and China. There is viable in spite of its small size because of several capitals and operating cost.

## **MOULDING**

First the pattern is prepared for moulds according to the requirements of the customers. High squeeze pressure high density molding machine short squeeze for the box size. The health of the molding high quality dimension stability of the green sand moulds will be achieved to give dimensional control of the casting molding machine.

## **CASTING**

Casting is the final produce produced by KFIL, for producing casting the hot molten metal is poured in to the mould through runners of moulds and the hot metal occupies the shape of the mould and it is allowed to solidify. After solidification the cast item is reversed from the molding box and necessary operations like grinding and other process are carried out to set required dimensions according to the requirements.

# PRODUCT PROFILE

## **PIG IRON PLANT (PIP)**

Pig iron is produced using raw materials such as iron ore, coke, and fluxes such as limestone, dolomite, quartzite, and manganese are pre-requisite quantity of iron ore, coke. Fluxes are then feeded into the furnace by means of the electronic weighing system. Consisting of load cell, batching controller and programmable logic controllers. Pig Iron is produced through MBF's.

## **RAW MATERIALS**

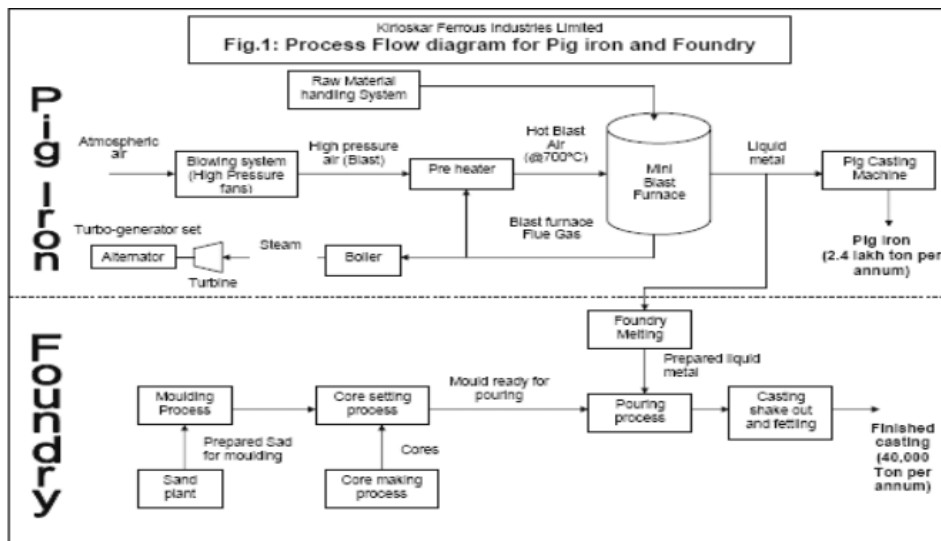
Coke

Iron ore

Lime stones, Dolomite

Aurtoz

Raw material brought-venders site-testing the quality-sent ferrous through convert belts-Raw material put into the silvo-step by step i.e., Coke, Iron ore plasles (Lime stones) quarter-heat-1300c when Iron ore melts than it is typically for every two hours-help of drilling machine when it is drilled the method Iron ore comes out of the ferrous and then in load to barrel- both help of it is into the moulds and then sent for cooling purpose when it is paused and cooled then it is ready for marketing.





FOUNDRY PLANT :

### **1. MANUFACTURING PROCESS OF FOUNDRY CASTING**

In the first process they prepare fiber castings and then the same fiber mould which is prepared according to 86 the design of customer and then according to same to fiber mould sand mould and prepared and then they are dipped into the water for to make moulds strong. Then they are placed in box. Then boxes are and arranged in male and female and attached together and sent further their coal is put on their boxes and processed to get a shape and this process in continued. Further the moulds are sent to press pour to those boxes with iron. This press pour is contained of hot iron liquid after pouring into moulds they are sent for cooling at degree of 300c. After cooling sand is removed and sent for finishing. Press pour contained hot liquid Iron, which is brought from Frances, which has a capacity of 30 tons each, totally they are two foundries having capacity of each furnace of 250mt and producing about 400 tons per day. The Iron liquid is bought to casting from first furnaces are shutdown the iron is brought from second furnace and then steel is added to chat melted Iron. Foundry business is the core expertise of the group. In KFIL the state of art technology in foundry is adopted to meet the high volume of demands of automotive and farm mechanization sector. This also meets the requirements like reduced wall thickness, low machining allowance, above all receptive dimensional accuracies. They supply castings in the domestic market companies like KOEL, TATA Engineering Locomotive Co., Punjab Tractor Ltd., Mahindra and Mahindra, Simpson, Maruti Udyog Ltd.

### **2. THE LIST OF INDUSTRIAL PRODUCTS:**

The following table represents the basis of products differentiation & the list of industries where these products are used. Different Chemical composition is the reason for production of different kinds of products. Mainly products are differentiated on the basis of silicon compensation. Company has got different kinds of customer varying between with high or low range of silicon contents

## **Ownership Pattern**

KFIL is Public Limited Company, It has issued shares to the general public, and it gives regular dividend to share holders

Shareholding Pattern as on 31<sup>st</sup> March, 2007

Category	No. of Shares	% of Share Holding
Promoter Companies	34,750,485	48.12
Persons Acting In Concert	1,107,592	1.53
Financial Institutions	4,100,000	5.68
Nationalised Banks	800	0.00
Non Nationalised Banks	900	0.00
Non Resident Indians	1,705,265	2.36
Mutual Funds	30,700	0.04
FII	2,489,109	3.45
Domestic Companies	5,522,969	7.65
General Public	22,503,776	31.16
In Transit	10,804	0.01
<b>Total</b>	<b>72,222,400</b>	<b>100.00</b>

## **AWARDS AND RECOGNITION**

- Received from M&M on achieving “Sustainability Award - Winner” in Non-proprietary category - 2016
- KFIL is Winner of Ravi Kirloskar Quality Prize(Business Excellence) - 2016
- KOEL- Best Delivery Performance - 2015-16

- CII- EXIM Bank award for business excellence “Commendation Certificate for Strong Commitment to Excel” - 2014
- Environment, Health & Safety (EHS) Excellence Award from CII - 2014
- CII- EXIM Bank award for business excellence “Commendation Certificate for Strong Commitment to Excel” - 2011
- KFIL has been awarded with “FIRST PRIZE” in the General Category (Sub sectors of EC Award) Sector by the Ministry of Power, Govt. of India - 2011
- First Prize-Energy Conservation Award - 2011
- “FIRST PRIZE” for achievements in Energy Conservation for the year 2009-10 in Iron and Steel Sector from the Karnataka Energy Development Limited (KREDL) - 2011
- CII- EXIM Bank Award For Business Excellence, “Commendation Certificate for Strong Commitment to Excel” - 2010
- “Panchartna Special Award” from CDMM Casting Commodity, Farm Division, from Mahindra & Mahindra
- “Honest Tax Payer” - in recognition of their commitment for tax compliance amongst the large-scale industries located at Bellary-Hospet-Koppal region - 2004
- Best Green Foundry Award From IIF - 2003

## **FUTURE GROWTH AND PROSPECTUS**

There are certain challenges before the steel industry of India in the recent times, India has been one of the major producers of steel in the world and has also been attracting a lot foreign direct investment. A few issues would need to be attended to if India wants to be counted as one of the major and most economic producers of steel. The three areas that need to be improved upon in the view of the exports are the infrastructure, ability to draw the top names in steel, and wealth creation issues.

The condition of the infrastructural facilities of the steel industry in India is not at all conducive to a sustainable growth and development of the steel industry of the India. The methods that are adopted for the creation of wealth in the Indian steel industry are also supported to act hindrances to the growth and development of the Indian steel industry. The Indian steel industry has also not been able to draw the best professionals in the steel industry and that has been a major draw back of the industry. The experts are also of the opinion that not enough policies or measures have been adopted to amend the situation i case of the infrastructural facilities available in the steel

sector. Even though India is capable of producing steel at a good rate and also increase the volume of production there is not enough land available to support such activities. One of the major reasons of such problems is the consistently increasing population of India.

The design institutions in India have not been successful at recruiting the best of engineers and metallurgists in India. This has affected the technological aspect of the Indian steel industry. The experts are of the opinion that this issue has to be countered in order to reduce the dependence on the overseas technological assistance. The steps are taken by Tata Steel are instructive in such a context. The company has been increasing public awareness about the steel industry through books and educational sessions at the Indian Institute of Technology at Kharagpur.

# CHAPTER 3

## Mc KENSEY'S 7S FRAMEWORK

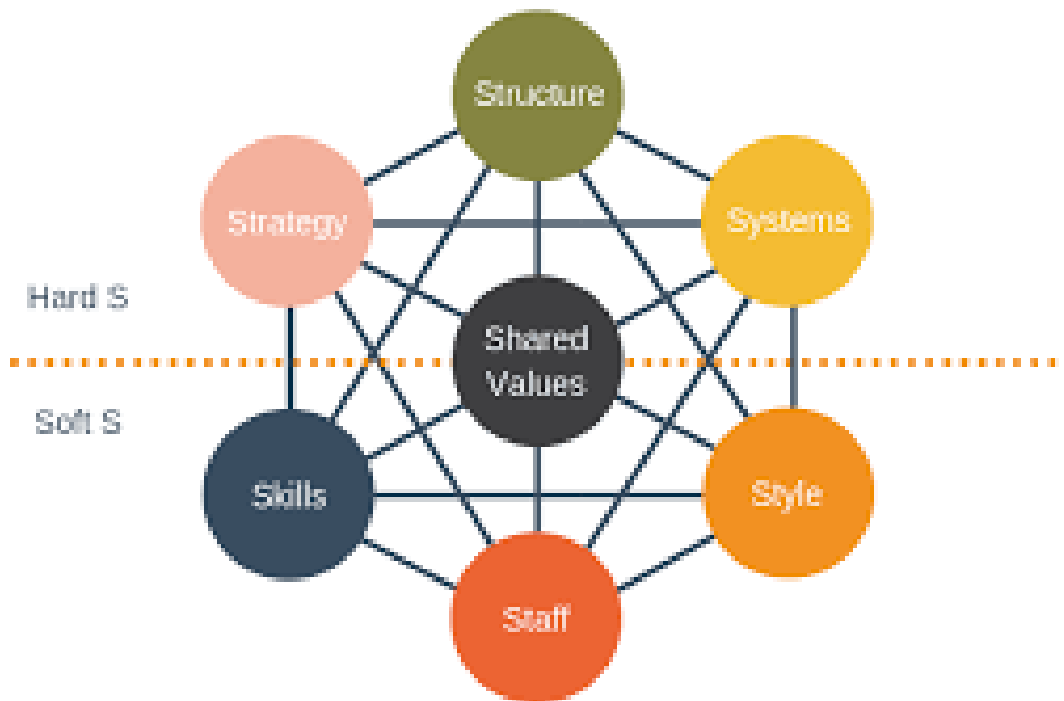
AND

## PORTER'S FIVE FORCES MODEL OF

## OF KIRLOSKAR FERROUS LTD

### Mc Kensey's 7S framework

#### McKinsey 7S Framework



#### STRUCTURE

For proper utilization of the Structure the following steps can be followed:

Tasks define jobs

Jobs define skills required

Skills (and other considerations) define staff o Over time skills change as staff gains knowledge and experience, and as technology and corporate infrastructure mature

Collection of jobs basis for structure

## **STRATEGY**

The **strategies** adopted by KFIL to achieve low cost along with maintaining the qualities are as By generating By reducing the coke consumption up to 40% follows: small amount of power through the power units within the company.

## **STAFF**

It caters to various industry sectors, such as tractors, automotive and diesel engines. It has manufacturing facilities at Koppal and Solapur. Number of employees : 1 248 people.

## **Functional Structure:**

Functional structure with horizontal linkage Systems to facilitate:

- a. Coordination
- b. Communication
- c. Integration

## **SYSTEMS**

Formal and informal procedures that support the strategy and structure (Systems are more powerful than they are given credit)

Various elements of system are:

Communications practice and system

Management reporting system

Approval process



Planning/budgeting system

Rewards system including appraisal

“Rules”

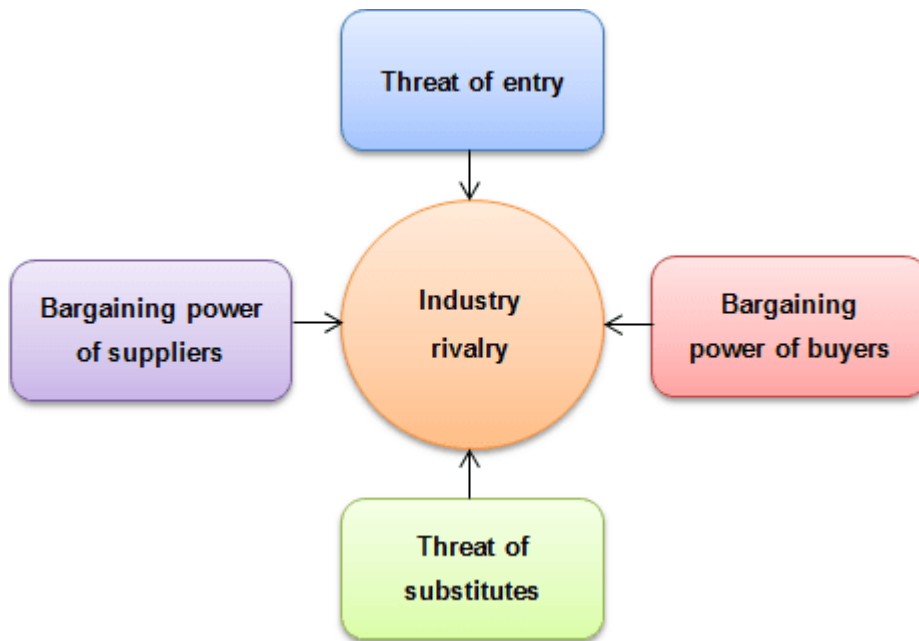
## **STYLE/CULTURE**

The culture of the organization, consisting of

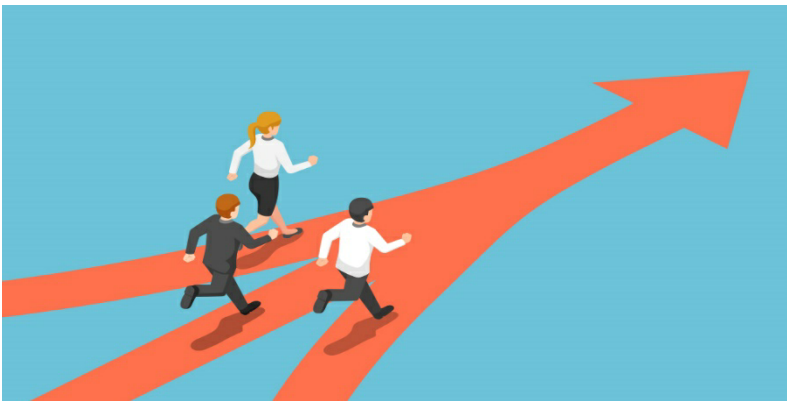
– **Organizational culture:** the dominant values, beliefs and norms which develop over time and become relatively enduring features of organization life

**Management style:** The precise way in which the control system influences the behaviour depends on the style of functioning of the manager (i.e. where they spend their time and attention, what they allow, what they reward, etc)

## Porter's Five Forces Model

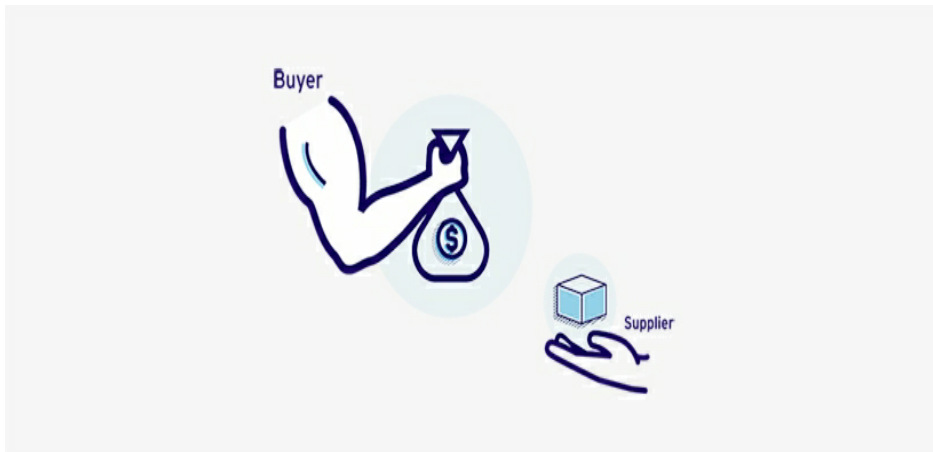


### Threats of New Entrants



- High cost of basic inputs and services
- Industry is capital intensive

## Bargaining power of suppliers



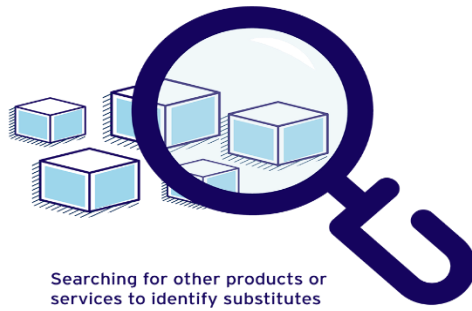
- High raw material prices
- Lack of transportation

## Bargaining Power of Buyers



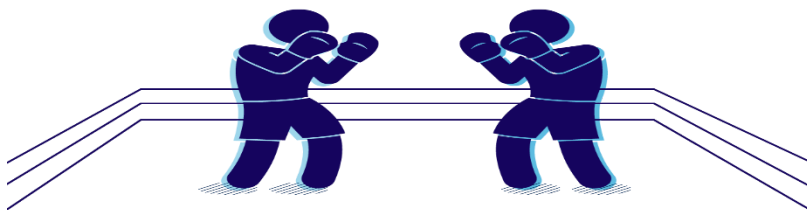
- Increasing demand for steel
- Fragmented coke suppliers

## Intensity of computation



- Competition from foreign players
- Spurt in merge and acquisition

## Threat off substitutes



- Use of aluminium, plastics, carbon fibre etc

# CHAPTER 4

## SWOT ANALYSIS OF KIRLOSKAR FERROUS LTD



### SWOT ANALYSIS

*“Business for us is when you have the time to show that you care”*

#### STRENGTHS:

Established market/brand name. Growth in automobile market. Nearer to **iron source**.

Delivery to customer as per schedule Use of **byproduct CO gas for generation of electricity** helps to reduce cost of production. Easy availability of **skilled and semiskilled** human resources due to presence of villages and **ITI, Diploma and engineering Institutions** nearby. Quality is established presence in all market eastern zones, reasonable transportation facilities available for all area 25% of production is tied up with **institutional customer**. China’s policies for issuing licenses for coke export Impact on iron ore prices International **demand** for steel Impact on international steel prices and Domestic steel prices Government policies

#### WEAKNESS:

The cost involved in completion of product is high. Inconsistency in appearance Already at peak utilization of current capacity Weakness core expertise on prevention maintenance Total dependence on imported coke High coke consumption due to higher fines and handling costs due to multiple handling Higher basic coke consumption due to use of metallic blast preheated in place of stove. As customers expectations are increased day by day it has become difficult to satisfy them completely.

#### **OPPORTUNITIES:**

As KFIL good market edge KFIL can market 20000 per month of foundry grade pig iron every month. Can capitalize on up swings in market demand because of all India presence. Focus on casting market development in Europe and Japan for OE customers. Many multinational companies are venturing their base in India. Growth in Indian foundry capacity.

#### **THREATS:**

Government regulations Imposition of sales tax Possibility of coke prices going up Price of goods are comparatively high Adopting auto motive machines may cause fear among the existing employees of job loss which may affect morale and productivity of employees. New entrants in market may dilute the market share of the company.

# CHAPTER 5

## ANALYSIS OF FINANCIAL STATEMENT

### FUNCTIONS OF FINANCE DEPARTMENT:

#### 1. Funding activity:

Banks provide both long-term & short-term funds. Long-term funds like debentures term loans, etc. are used for project financing. Short-term Loans are taken to meet the working capital requirement. Commercial banks help in providing short term funds. Individual banks will not finance the whole requirement but they will share with other banks. The finance department will be having the continuous Communication with the head office, so that the corporate office can transfer the funds to its unit. This operation is called as 'Fund transfer booking'.

#### 2. Treasury function:

They will maintain cash or bank balance book for any payments. They will use only cheques for making transactions.

#### 3. Book keeping:

A company should maintain books of accounts. There is an own built computerized system including the accounts of sale, purchase, cash/bank, stock, tax, fixed assets, etc. The department has to disclose the information by closing the books monthly. The books disclose the information to the share holders of the company.

#### 4. Audit: There are two kinds of audit:

**Internal audit** – calls some of the outsiders or company people themselves conduct audit & it is disclosed to the department only.

**Statutory audit** – yearly report is addressed to the share holders.

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Name of the Shareholder	Total Shares held	Shares as % of Total No. of Shares
-------------------------	-------------------	------------------------------------

IEPF	1,656,730	1.2%
Arun Nahar	2,717,587	1.97%
Foreign Institutional Investor	28,500	0.02%
HDFC SMALL CAP FUND	8,609,262	6.25%
Trusts	1,175	0%
DSP SMALL CAP FUND	4,460,875	3.24%
HUF	1,702,087	1.23%
Idfc Tax Advantage (Elss) Fund	3,600,000	2.61%
Non-Resident Indian (NRI)	1,545,086	1.12%
Bodies Corporate	2,665,559	1.93%
Clearing Members	25,681	0.02%
Employees	346,386	0.25%
Director or Director's Relatives	485,488	0.35%



## RSS -A.V.P. – Finance & IT

PK - Internal  
Audit

DH - DGM  
Finance

NP-Sr.Manager  
Accounts

KR-Sr.Manager  
Excise

MKJK  
Dy. Manager  
Taxes

GKD-Sr.Officer  
Costing & MIS

Sajid  
Asst.

NR  
Asst.

HSR  
Officer Excise

VR-Asst.officer  
Records Maint. &  
Statutory Works

RK-Asst.Officer  
RM. PI. BPS

Sr.Officer  
Vacant

Vacant  
FA  
&  
BRS  
Asst.

NS  
Asst.

SAR  
Asst.

NA  
Asst.

HB  
Asst.

SS  
Asst.

SB-Asst.officer  
RM Fdy BPS

PB-Asst.officer  
Sub Con. BPS

CVS-Asst.officer  
Cashier

RP  
Asst.

SB  
Asst.

SJ  
Asst.

PV  
Trainee

# **CHAPTER 6**

## **LEARNING EXPERIENCE**

### **Learning experience**

Every student doing a professional course needs to undertake summer training or internship in his respective field, which gives him a chance to explore his skills and suit himself in the work environment.

The Organisation Study of Kirloskar Ferrous Industry Ltd has given me valuable knowledge about the company as well as the steel industry related to their business, operations, ownership patterns etc.

During this one month period I have come across many new things and learned many things which might be helpful and be useful for my career.

## **Bibliography**

### **Websites:**

**[www.Kirloskar.com](http://www.Kirloskar.com)**

**Wikipedia**

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