Chapter 3

Company Profile
CHAPTER 3
COMPANY PROFILE

The organizations in which the study is conducted are manufacturing units and having experience of ups and downs in the business for a period of more than five decades. Their annual reports indicate that both the organizations have suffered losses during the period of last five years and presently they are coming up at a faster speed from the depression.

The analysis of latest five years i.e. from 1999 - 2000 to 2003-2004 performance is explained in chapter fifth in detail.

The newly developed model based on contribution is useful to these units for further improvement of their performance by monitoring the employees’ contribution. The use of developed model and the information system on a regular basis will help the managements to achieve their targets.

3.1 M/s Menon & Menon Pvt. Ltd., KOLHAPUR.

Menon Group of Industries started entrepreneurial activities in 1954 with a very small jobbing workshop under the control of founder and chairman Late Shri Chandran Menon,. In 1969, the organization has been incorporated as M/s Menon & Menon Pvt. Ltd. To begin with, the activities were concentrated on manufacturing of 5-10 HP diesel pump sets used for irrigation purpose. Later on, it is diversified into cast-iron castings and machine Shop for machining the castings used in different types of vehicles and tractors. Presently, the organization is functioning under the expert guidance of Chairman
Hon. Ram Menon and competent Managing Director Hon. Vijay Menon. This organization is called as flag Ship Company of Menon Group, since other organizational units have added and presently they are functioning as separate entities.

M/s Menon & Menon Pvt. Ltd., has experienced number of ups and downs, strikes, lockouts, pitfalls in last five decades but has survived from all the situations and presently functioning at a glorious speed. Some remarkable achievements of the organization highlight its strengths.
### 3.1.1 ABOUT THE UNIT

<table>
<thead>
<tr>
<th>NAME OF THE UNIT</th>
<th>M/s Menon &amp; Menon Pvt. Ltd..</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADDRESS</td>
<td>Vikramnagar KOLHAPUR</td>
</tr>
<tr>
<td>PHONE NO</td>
<td>(91)-0231-2652454/ 55.</td>
</tr>
<tr>
<td>FAX NO.</td>
<td>(91)-0231-2654108</td>
</tr>
<tr>
<td>E-MAIL</td>
<td><a href="mailto:mail@memonindia.com">mail@memonindia.com</a></td>
</tr>
<tr>
<td>CONSTITUTION</td>
<td>Private Limited</td>
</tr>
<tr>
<td>DATE OF INCORPORATION</td>
<td>Originally incorporated on 6th Oct. 1969 as Pvt. Ltd. and Subsequently it became a Deemed Public Limited on basis of turnover from 01.07.1990 but from 18.09.2002 It is converted into Private Limited.</td>
</tr>
<tr>
<td>ACTIVITY</td>
<td>Manufacturing Of Grey Iron Castings And Machined Castings.</td>
</tr>
<tr>
<td>DIRECTORS</td>
<td>1  Ram Menon - Chairman</td>
</tr>
<tr>
<td></td>
<td>2  Vijay Menon - Managing Director</td>
</tr>
<tr>
<td></td>
<td>3  K Parameswaran – Director</td>
</tr>
<tr>
<td></td>
<td>4  J. S Konkar – Director</td>
</tr>
<tr>
<td></td>
<td>5  Vinod Kumar Seth – Director (Nominee – Bank Of Baroda)</td>
</tr>
<tr>
<td>BANKERS</td>
<td>1  BANK OF BARODA ,</td>
</tr>
<tr>
<td></td>
<td>2  THE UNITED WESTERN BANK</td>
</tr>
<tr>
<td></td>
<td>3  THE JANATA SAHAKARI BANK LIMITED, PUINE</td>
</tr>
<tr>
<td>AUDITORS</td>
<td>M/s. P. M. VARDHE &amp; CO.</td>
</tr>
<tr>
<td>Chartered Accountants</td>
<td></td>
</tr>
<tr>
<td>NO OF WORKERS</td>
<td>Managers 20</td>
</tr>
<tr>
<td></td>
<td>Officers 53</td>
</tr>
<tr>
<td></td>
<td>Staff 89</td>
</tr>
<tr>
<td></td>
<td>Workers Casual 104</td>
</tr>
<tr>
<td></td>
<td>Workers Permanent 529</td>
</tr>
<tr>
<td></td>
<td>Apprentices 55</td>
</tr>
<tr>
<td></td>
<td>TOTAL 850</td>
</tr>
<tr>
<td>TURNOVER</td>
<td>2811.37 Lacs. During the year 2003-2004</td>
</tr>
</tbody>
</table>
SHARE CAPITAL

AUTHORISED

1,00,00,000 equity shares of Rs. 10/- Each 10,00,00,000

10,00,00,000

ISSUED AND SUBSCRIBED

10,37,300 equity shares of Rs. 10/- Each 1,03,73,000

1,03,73,000

PAID-UP

10,37,300 equity shares of Rs. 10/- Each 1,03,73,000

1,03,73,000

Some remarkable achievements of the organization highlight its strengths.

1) ACHIEVEMENTS

- Export market share @ 20%.
- Receipt of many prestigious awards.
- System certification.
- 1st in India to get QS 9000, ISO 9002: 1994 in the year 1996.

2) RECOGNITIONS:

<table>
<thead>
<tr>
<th>Sr.</th>
<th>Recognitions</th>
<th>Recognized by</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ISO 9002: 1987</td>
<td>BVQI</td>
<td>7/7/1994</td>
</tr>
</tbody>
</table>
3) APPRECIATIONS: VARIOUS AWARDS

1. National Quality Award for the year 1995-96 by The Auto Component Manufacturers Association Of India (ACMA).
   i. ABEE Quality Award for the year 1995-96 by Entrepreneur’s International.
   ii. National Productivity Award by the National Productivity Council for the year 1994-95 & 1995-96.
   iii. Best Vendor Performance Award From Maruti Udyog Limited, for the year 1995-96.
   iv. Golden Peacock National Quality Award for the year 1997 in the highly commended category for large industries.
   v. A special certificate of commendation for exceptional performance by Arrow Specialty Company of TULSA, Oklahoma, USA.
   vi. Laxmanrao Kirloskar Foundry of the year award for the year 1998 instituted by The Institute Of Indian Foundrymen.

4) VALUABLE CUSTOMERS:

1. Domestic Front:
   i. Mahindra and Mahindra Ltd. (Auto and Tractor Division).
   ii. L & T John Deere Pvt. Ltd.
   iii. International Tractor Ltd.
   iv. SAMA Dentz.
   v. Bharat Earth Movers Ltd.
   vi. TATA Motors Ltd.
2. Export Front (Through Menon Sales And Services)
   i. ARROW- Engine Company USA.
   ii. Diesel Cast Welding – USA.
   iii. Alcel Handels GmBh- Germany.

5) MANUFACTURING EXCELLENCE PHILOSOPHY
   i. Meeting all customers requirements, stated and implied needs.
   ii. Intelligent use of technical resources
   iii. Adopting World Class Techniques like 5S, TPM, TS16949,
        ISO 9001 etc.

6) TPM POLICY
   i. Employee skill enhancement,
   ii. Zero breakdowns, Zero accidents and Zero defects.
   iii. Elimination of all losses.
   iv. Total employee involvement
   v. A safe and clean environment.

3.1.2 ACCOUNTING SYSTEM:
The organization has kept and maintained the registers, records, books, and papers
as per the requirements of The Companies Act 1956. Accounts of the company
are prepared in accordance with the applicable Accounting Standards in India and
in accordance with Historical Cost Convention. The salaries and wages paid to the
employees are considered as an item of expense in Profit & Loss Account.
Accounting for human resources is not yet considered but the management is
eager to adopt a suitable and useful model of valuation of human resources so as
to monitor the performance of each and every individual in the organization.
3.2 M/s BEMCO Hydraulics Limited.

M/s BEMCO Hydraulics Limited is a company is registered under The Companies Act 1956 & engaged in the manufacturing and selling activities of hydraulic presses and hydraulic equipments since last more than 50 years ranging from 2.5 ton capacity to 2000 ton capacity.

BEMCO originally an Engineering Craftsman's Shop in the late fifties has risen to be a premier producer of hydraulic presses and equipments in India. Now It has well planned and adequately equipped manufacturing set up where every infrastructure is available to design, develop and produce a mega range of hydraulic presses and equipments.

Since it's inception, BEMCO has been playing a crucial role in the development of India's core industries, by providing sophisticated hydraulic presses & equipments for innumerable applications. Collaborations with world leaders like M/s Vogel of Germany, M/s Towler Brothers of United Kingdom and technical know-how from M/s Cesare Galdabini, S.P.A, Italy have enabled BEMCO to produce machines of international standards.

BEMCO is a pioneer in hydraulics and serving the nation right from its inception by supplying quality products to defence, Indian Railways, OEMs mainly Automobile, rubber, plywood and LPG Industries. Recently the company has developed some new import substitutes for Indian Railways and also has developed some new products for civil aviation HAL, Bangalore
3.2.1 About The Unit

NAME OF THE UNIT : BEMCO Hydraulics Limited
ADDRESS : Udyambag, Khanapur Road, Belgum 590 008.
PHONE NO : (91)-0831-441980 / 440173 / 440270.
FAX NO. : (91)-0831-441263.
E-MAIL : bemco@satyam.net
CONSTITUTION : Public Limited.
DATE OF INCORPORATION : Originally incorporated on 04-03.1957 as Pvt. Ltd. and subsequently incorporated on 19.04.1972 as Limited.
REGISTRATION NO : Registered with Director General of Technical Development on 15.12.1973
ACTIVITY : Manufacturing And Selling Of Hydraulics Presses And Hydraulic Equipments
DIRECTORS : 1 M M Mohta - Chairman & Managing Director
2 Anirudh Mohta - Jt. Managing Director
3 Mrs. Urmiladevi Mohta - Director
4 Ramesh Shah - Director
5 N K Daga - Director
6 Dilip Chandak - Director

COMPLAINECE OFFICER : R.B. Patil - Senior Manager Finance
BANKERS : 1 Bank of Maharashtra.
2 State Bank of India,
   Main Branch, Kirloskar Road, BELGAUM
   Commercial Branch, BELGAUM
AUDITING : M/s. A.C. Bhuteria & Co.
   Chartered Accountants
   2, India Exchange Place,
   Kolkata- 700 001.
**NO OF WORKERS**

Managers 12  
Engineers 30  
Supervisor 10  
Staff 25  
Workers Permanent 140  
Apprentices/casual workers 33  

: TOTAL 250

**TURNOVER**  

: 963.32 lacs

**SHARE CAPITAL**

Authorized  

<table>
<thead>
<tr>
<th>Shares Type</th>
<th>Number</th>
<th>Value</th>
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</thead>
<tbody>
<tr>
<td>Equity Shares Of Rs. 10/- Each</td>
<td>12,00,000</td>
<td>1,20,00,000</td>
</tr>
<tr>
<td>Cum. Red. Pref. Shares of Rs. 100 each</td>
<td>30,000</td>
<td>30,00,000</td>
</tr>
</tbody>
</table>

: 1,50,00,000

Issued:

<table>
<thead>
<tr>
<th>Shares Type</th>
<th>Number</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity Shares of Rs. 10/- Each</td>
<td>6,82,750</td>
<td>68,27,500</td>
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<tr>
<td>11% Cum. Red. Pref. Shares of Rs. 100 each</td>
<td>14,732</td>
<td>14,73,200</td>
</tr>
</tbody>
</table>

: 8,3,00,700

Subscribed and Paid-up:

<table>
<thead>
<tr>
<th>Shares Type</th>
<th>Number</th>
<th>Value</th>
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</thead>
<tbody>
<tr>
<td>Equity shares of Rs. 10/- Each fully paid-up</td>
<td>6,46,700</td>
<td>64,67,000</td>
</tr>
<tr>
<td>11% Cum. Red. Pref. Shares of Rs. 100 each</td>
<td>14,732</td>
<td>14,73,200</td>
</tr>
<tr>
<td>Shares Forfeited(Amount Originally paid-up)</td>
<td>66,500</td>
<td></td>
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</table>

: 80,06,700

**3.2.2 ACCOUNTING SYSTEM**

The organization has kept and maintained the registers, records, books, and papers as per the requirements of The Companies Act 1956. Accounts of the company are prepared in accordance with the applicable Accounting Standards in India and in accordance with Historical Cost Convention. The salaries and wages paid to the employees are considered as an item of expense in Profit & Loss Account. Accounting for human resources is not yet considered but the management is eager to adopt a suitable and useful model of valuation of human resources so as to monitor performance of each and every individual in the organization.