

**HIMGIRI CASTINGS PVT. LIMITED**



**Submitted By:**

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## DECLARATION

I, the student of M.B.A. Part I of Goa Business School, Goa University, hereby declare that the internship project entitled “A **Comprehensive departmental study of an organization**” has been prepared by me towards partial fulfillment of the degree of Master of Business Administration under the guidance of my faculty guide Mr. Suraj Velip. This project is neither in full nor in part has previously formed the basis for the award of any other degree of either this University or any other University.

Date: 8<sup>th</sup> July 2022

Place: Goa University

Name: AARTI GAUNKER

Roll No:2119

# CERTIFICATE



Date: 08<sup>th</sup> July , 2022

## CERTIFICATE

This is to certify that **Miss. Aarti Ganesh Gaunker** of Goa Business school Taleigao- Goa, has been successfully completed her Two months internship in our Admin Department from May 16, 2022 to July 08, 2022.

During this tenure of her service with us, we found her sincere and hardworking and a keen learner.

We wish good luck in her future endeavor.

**For HIMGIRI CASTINGS PVT. LTD.**

AUTHORISED SIGNATORY



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## **ACKNOWLEDGEMENT**

My internship project would not have been successful without the contribution and guidance of some people who deserve a special mention.

First and foremost, I would like to thank Himcast pvt limited for giving me the opportunity to do my internship and giving me a chance to learn something very valuable and get the real work experience.

I am extremely grateful to Mr. Vithal Tawade for their valuable support, guidance, help & co-operation throughout the internship.

I would like to thank the entire staff of Himcast company for their continuous support & help at the time of the making of the project.

Special thanks and respect to my Internship Mentor Mr. SurajVelip, for acting as an amazing project guide and for his guidance and inspiration to carry out our project in a systematic way and proper way

The internship opportunity I had with Himcast Pvt limited was a great chance for learning and professional development. I am grateful for having a chance to meet so many wonderful people and professionals who led me through the internship period.

## **TABLE OF CONTENTS**

<b>Sr. No.</b>	<b>Title</b>	<b>Page No.</b>
<b>1</b>	<b>Executive Summary</b>	<b>06</b>
<b>2</b>	<b>Profile of the company</b>	<b>07</b>
<b>3</b>	<b>Industry Analysis</b>	<b>08</b>
<b>4</b>	<b>Company Analysis</b>	<b>11</b>
<b>5</b>	<b>Department Analysis</b>	<b>13</b>
<b>6</b>	<b>Learnings Derived</b>	<b>15</b>
<b>7</b>	<b>References</b>	<b>17</b>

## **EXECUTIVE SUMMARY**

This report is based on the eight weeks summer internship project which is a study conducted on Himcast Company Kundaim Goa.

The aim of this internship report was to study workings of functional departments in the organisation. The internship at Himcast Kundaim-Goa was a great learning experience for me and it also helped me to gain knowledge and real-life experience of how different department in an Organisation actually works.

I have gained deeper knowledge about the functioning of departments and how each department coordinate with each other in order to run organization in proper way.

## **COMPANY PROFILE**

Himcast was founded in 1987 with the single-minded objective of producing top-grade Grey and Ductile Iron Castings for various engineering needs. Over the years, their fastidious approach to delivering 'NOTHING BUT THE BEST' has fuelled their growth from a modest Indian company into one that commands respect on the international stage. From producing 1,200MT of iron castings two decades ago to crossing the 28,000MT mark today, one could say that they've well and truly arrived. Company's milestones include an expanded manufacturing capacity and a workforce that has more than doubled during this time. Today the company caters to an international customer base out of 65,000sq.m plant in Goa and 1,00,000 sq.m plant in Gujarat, both of which are ISO 9001:2015 certified. Company's Machine Shop is considered on par with the best in the world and boasts HMC, VMC and CNC machines.

# **INDUSTRY ANALYSIS**

## **PESTEL ANALYSIS**

### **Political**

Government subsidies and favourable tax rates will also allow forging industry International Scope Expansion to maintain competitiveness by controlling its costs of doing business. Desirable tax policies that support business growth and development will allow businesses like Forging industry International Scope Expansion to expand and thereby add to creating economic value for the country as well.

Government and political institutions and bodies need to monitor competition in the industry. This will ensure that companies are using fair play for their products, and also business tactics and strategies.

The make in India program aims to the contribution of the manufacturing sector to 25% of the gross domestic product by 2025.

Trade relations with other countries because of political stability and strength allow businesses to maintain offshore business affiliations easily and smoothly.

### **Economic**

A moderate inflation rate is needed in the economy for the industry to flourish. A moderate inflation rate will also help the business grow and work positively towards increasing consumer confidence and consumer spending trends. As a result, the economy will get a boost and the overall disposable income will also increase.

A higher inflation rate would lead to a lower disposable income and thus could lead to lower overall expansion, which could harm businesses and companies, as well as lower consumer confidence. A lower inflation rate will lead to a high increase in disposable income, and thereby could increase competitiveness, especially through pricing strategies which could lead to unethical price wars that take undue advantage of the consumer.

A moderate interest rate will help businesses and Forging industry International Scope Expansion in taking loans from the banks.



## **Social**

A younger population will also promise Forging industry International Scope Expansion with more skilled and educated workers and human resources, thereby adding breadth and depth to the talent pool

Higher education in the population is desirable for multiple reasons that will benefit Forging industry International Scope Expansion. Higher education means more talented, skilled, and knowledgeable persons in the talent pool for Forging industry International Scope Expansion

An increasing portion of the population is adopting health and wellness trends. The health and wellness trend has also translated into consumption decisions and patterns

## **Technological**

The country has a strong infrastructure with regards to technology. There is a high rate of technological development and advancement. Playeers in this industry are taking intitaitve in acquiring technology, knowledge and expertise.

There is a high rate of innovation across all industries, which makes companies including Forging industry International Scope Expansion competitive as well as progressive. The improved technological infrastructure also helps in attracting foreign direct investment, which in turn leads to further development and advancement. The improved technological infrastructure also helps in attracting foreign direct investment, which in turn leads to further development and advancement

## **Environmental**

There is an increased focus on environmental sustainability and recycling. Consumers are becoming more aware, and demanding ways for recycling products to be disposed off. Consumers are also increasingly demanding recycled products for consumption.

There are strict regulations about the health and safety of employees at the workplace. Respected associations and institutions regularly check with businesses about the implementation of safety nets, drill, and precautionary measures at the workplace.

Safety and health involve not only physical wellbeing but also the emotional and mental well-being of employees. Forging industry has placed high importance on the safety and health of its employees, and continually strives to improve it further.

## **PORTERS FIVE FORCES**

### **Threat of New Entrants**

Threat is low considering the capital intensive nature of the industry and reputation attached to the existing players.

### **Substitute Products**

Threat is low because of the nature of the industry. Even if the buyer wants to revamp or renovate its existing stock, it is likely to go to the same players.

### **Bargaining Power of Suppliers**

Bargaining power is influenced by availability, unique performance attributes, service capabilities, and a foundry's cost of switching. The supply of sand has become problematic for foundries as the sand prices have gone up which gives an upper hand for the suppliers overall bargaining power of supplier is high.

### **Bargaining Power of Customers**

Bargaining power of the customer in this segment is low.

### **Competitive Rivalry**

Competition is intense among major players as it consists of many organisations in this industry. Companies basically compete on pricing, experience in a particular field, product quality, and capability of handling projects. Small companies are also trying to revamp their scale and size.

# **COMPANY ANALYSIS**

## **SWOT ANALYSIS**

### **Strengths**

Strong brand portfolio - The Company has invested in building a strong brand portfolio this brand portfolio can be extremely useful if the organization wants to expand into new product categories.

High level of customer satisfaction -The Company with its dedicated customer relationship management department has able to achieve a high level of customer satisfaction among present customer and good brand equity among the potential customers.

Strong distribution network -Over the year's company has built a reliable distribution network that can reach majority of its potential markets.

### **Weakness**

Safety hazards due to handling of hot metals which means the employees life is at risk. Due to the heat it becomes bit difficult to work in the condition specially during summer. Local manufactures make duplicate products.

### **Opportunities**

The developing and emerging markets are a huge opportunity for the company. There is high research and development Investment. So there is huge potential of growth. Adapting to new technology would also help in faster and ease of production. There is also rise in demand for the products.

### **Threats**

Competition from other company's and Increase in the price of raw materials. 10-15% increase in labour cost and the price of sand have gone up. Sand accounts for 8-10% cost of manufacturing cost of castings produced by sand moulding process.

Casting buyers are not accepting even the legitimate and reasonable price compensations which is causing huge pressures on foundry operations.

## **VRIN ANALYSIS**

<b>Resources</b>	<b>Value</b>	<b>Rare</b>	<b>Imitation</b>	<b>Organization</b>
Brand awareness	Yes	Yes, Himgiri Castings has one of the leading brand in the industry	No	himgiri Castings has utilized its leading brand position in various segments
Pricing Strategies	Yes	No	Pricing strategies are regularly imitated in the industry	Yes, firm has a pricing analytics engine
Global and Local Presence	Yes, as it diversify the revenue streams and isolate company's balance sheet from economic cycles	Yes	Can be imitated by competitors	Yes, it is one of the most diversified companies in its industry
Ability to Attract Talent in Various Local & Global Markets	Yes	Yes, as talent is critical to firm's growth	Difficult to imitate	To a large extent yes

## **DEPARTMENTAL ANALYSIS**

### **HUMAN RESOURCE DEPARTMENT**

Human Resource department is known as heart of the organization. This department handles a range of different functions within an organization..Departments mission is to make sure the company's employees are adequately managed, appropriately compensated and effectively trained. The department works diligently behind the scenes to ensure an organization runs efficiently. It performs a no. of activities concerned with employees of organization it interacts with other department to ensure effectiveness of the company.

#### Objective

- Maintain good working environment and ensure proper salary distribution to the employees and workers

#### Functions

- Performance appraisal
- Performance problem
- Salary determination
- Hazard risk analysis and control
- Manpower planning, induction
- Training opportunities

### **FINANCE DEPARTMENT**

The finance department typically include planning, organizing, accounting for and controlling its company's finances. The finance department also usually produces the company's financial statements. Finance department plays a very important role in companies. As it has the responsibility of all the financial transaction and the record to be maintained. All this records are maintained in order to get the final result outcome in the balance sheet, it also help the organization better identify all the profit that the company makes in that financial year.

#### Functions include:

- Management of company's cash flow
- Management of Company Investments
- Management of Taxes
- Risk Management
- To complete all budget works

- To assist all departments in providing financial administration of all transaction
- To make proper entries in books of accounts and extracts reports like balance sheet, P&L a/c on time bound basis

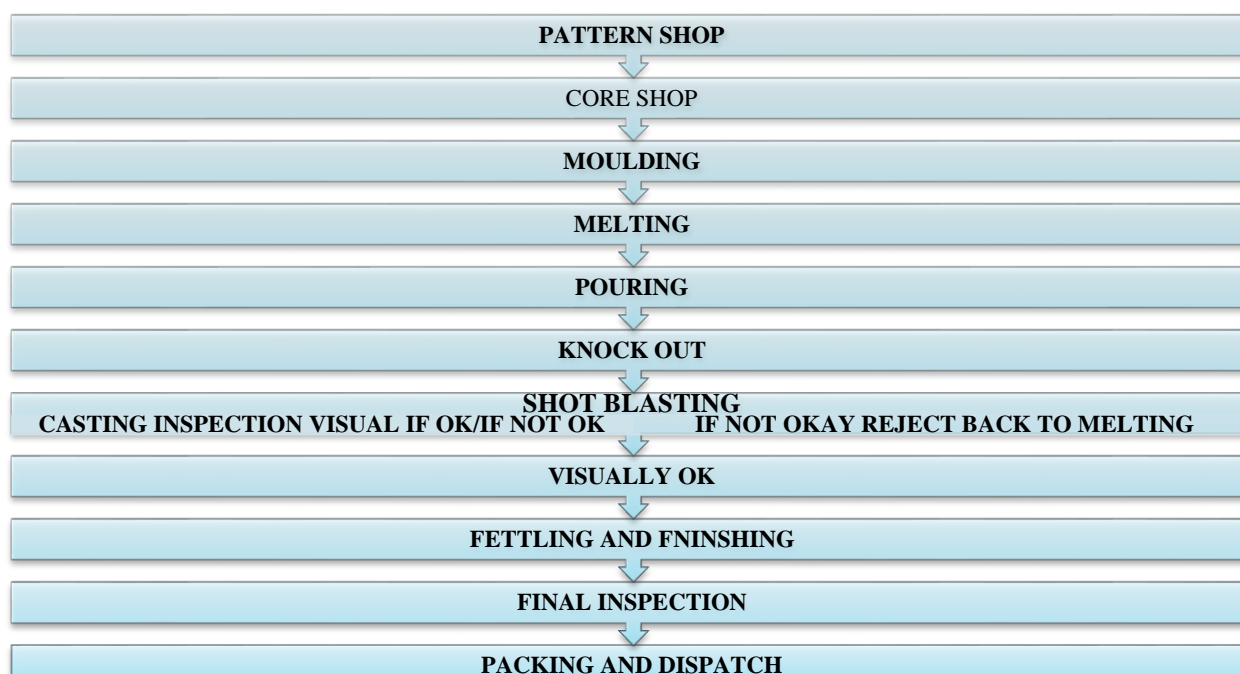
## **MAINTENANCE DEPARTMENT**

The Maintenance Department performs certain maintenance and repair functions according to staff requests, a regular schedule or as needed per regular or special inspections conducted by site Administrators and/or Maintenance Department personnel. Maintenance of the machinery is done every week and if any problem arises in the machines. Maintenance activities are assigned as per the scheduled to the employees. Monitoring of these activities is carried out. Management of cost of maintenance is one of the functions of the department.

## **PRODUCTION DEPARTMENT**

Production is the functional area responsible for turning inputs into finished outputs through a series of production processes. The Production Manager is responsible for making sure that raw materials are provided and made into finished goods effectively. The manager makes sure that work is carried out smoothly and supervises procedures for making work more efficient. The products produced pipe fittings, valve bodies, gratings, pipe flanges, metro rail parts, engineering castings, automotive products, off high way vehicle casting.

### **Process flow**



## **LEARNING'S DERIVED**

This summer internship gave me a opportunity to learn new things.

I gained knowledge about the software and equipments used by the company. I learned to coordinate with employees. For me it takes a lot of time adjusting to a new environment interning here gave me a different perspective and I learnt to adjust according to the environment. I worked on my communication skills. Time management is one of the factors which is very important as the company had to produce and deliver in the given time.

I was given the task ensuring the safety of the workers. I had to check if the workers were wearing the safety gears daily and in between of the day. Safety of the employees is very important which comes under the HR department and I had the opportunity to go on round with my mentor. Every second Wednesday there's a health check up for all the employees ensuring the safety of their hearing, vision and breathing safety.

Tasks assigned to me are as follows

- I learned about how appraisals are given to the employee and how interviews are taken.
- I checked ESIC and PF of each employee.
- Updating of ESIC and PF in excel
- Checking of purchase bill of raw material and if the bills entered in the tally are right or wrong
- Sorting of CV
- Checked if the item in the bill and quantity is as per the purchase order
- Sorting and filing of the invoices
- Ensuring the safety of the employees
- Photocopy of invoices

## **CONCLUSION**

Company has established its strong position in exporting the products. One of the new and environmental friendly decisions were their new sand recycling plant. Before there use to dumps of the used sand and now the company can reuse the 80% of the recycled sand. The working of this plant will take place soon. Company is very strict about its employee's safety policy.

The only problem that I noticed is some of the labourers are lacking motivation and lets their personal problems affect their working capacity. One of the major problems the company faces is that the most of the labourers are of outside the state and they usually leave to their home town in rainy season to work in their farms which causes shortage of labourers in the company and management of the labourers becomes a bit difficult. Human resource department works very hard in counselling the labours.



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