

A Project Report
On
J.B. PRODUCTS

By

Name: Hemang Kanakhara

Roll No.: 2128

Class: MBA PART-1

A project report submitted in a partial fulfilment of the requirement
for the MBA PART-1

At

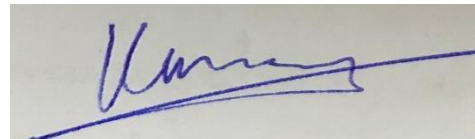
GOA BUSINESS SCHOOL
GOA UNIVERSITY

DECLARATION

I Mr. Hemang Kanakhara here by declare that the present report on J.B. PRODUCTS is submitted in partial fulfilment of the requirement for the degree course of Master of Business Administration in Goa Business School, Goa University.

I further state that no part of the project has been submitted for a degree or diploma or any other similar title of this or any other university.

Place: Mapusa



Date: 13th July 2022

Hemang Kanakhara

ACKNOWLEDGEMENT

I would like to extend my deep and sincere gratitude to all those who helped me in making my internship project successful and with all gratefulness I would like to thank the following people from J.B. PRODUCTS for supporting me and guiding me to learn different things in organization which is needed for my project.

A special thanks to the Managing Director of the company MR. Mr. JAYESH BHADRA and his father MR. SHANTILAL BHADRA for allowing me to do internship in the company and guiding me.

I would also like to thanks my guides in the company.

- Managing Director – Mr. Jayesh Bhadra
- Finance Manager – Mr. Piyush Bhadra
- Marketing Manager – Mr. Dipak Bhadra
- Production and Site Manager – Mr. Jaysukh Bhadra
- Human Resource Manager – Mr. Uday Bhadra

CERTIFICATE

TIN : 24100105513 Dt. 26-09-2004
CST : 24600105513 Dt. 26-10-2004
PAN : AIGPB 1108 G

Mfg of : All Kinds Of Brass Part

Row Type 81/3, GIDC, Shanker Tekri Udyognagar, Jamnagar



Dated:- 8th July 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Hemang Kanakhara from Goa Business School, Goa University, has undergone his training with us from 16th May 2022 to 8th July 2022 at our Company at Jamnagar-Gujarat.

During the above mentioned period of 8 weeks, He has undergone training and has covered almost all area of function Mr. Hemang Kanakhara was punctual, respectful, well disciplined, attentive and hardworking. He showed keen interest in the area of activity to which He was exposed.

Mr. Jayesh Bhadra
(DIRECTOR)



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Executive Summary

- The Summer Internship was Carried out for 8 weeks that is from 16th May 2022 to 8th July 2022 in J.B. Products, Jamnagar – Gujarat. In this 8 weeks I had undergone all training and covered almost all Functioning Area of the Company.
- J.B. Products is situated at Jamnagar. It was established by Shantilal Bhadra in 1979. It has been running for the last 43 years. Shantilal Bhadra got an idea to start a unit that produces the Brass Parts. He got this idea from the factory in which he was working as a worker. He was straightening the brass rods. He thought that he can make parts of stove, big machineries etc. And he went to the Delhi to find opportunities for it. And he found good future and established the Sole proprietorship firm.

Five Force and PESTEL Analysis of the Brass Industry

SWOT and VRIO Analysis of J.B. Products

Departments At J.B. Products

- Finance / Accounts
- Sales & Marketing
- Warehouse & Raw Material
- Production
- Human Resource
- Quality Assurance

Work Done

- Label writing and filing work
- Filled deposit slip and cheque
- Withdrawal's and Deposits in Banks
- Attendance sheet of the employees
- Printed the bills and courier it to customers
- checking of Weight and Size Of Final Products

Learnings

- During my internship I have learnt that the level of competition in the market. The importance of communication skills in the market. I have also learnt that face to face conversation is one of the best marketing tools as during face to face conversation we have

the power to influence our customer and change his mind for the better of our company. I got the opportunity to study the company and the manufacturing process of a packaging unit.

Recommendations & Suggestions

- Company should start giving the staff benefits of Provident fund and ESIC.
- The machines makes lot of noise they should start using new technology which are environment friendly.
- They should clean their working place daily.

1 Introduction Of Industry

The brass parts industry is primarily an intermediate industry supplying a wide variety of brass parts and components to almost all engineering industries ranging from electrical/ electronics industry ascribed to automobile industry. Its phenomenal growth could also be due to the growth and diversification of other engineering related sectors of industry.

Brass

Brass is alloy mixture of Copper, Zinc and with the addition of small amount other elements may be added to the alloy for special uses.

Brass industry

Copper-Zinc alloys were produced as early the 5th millennia BC in China and were widely used in East and Central Asia by the 2nd and 3rd Century BC. These artifacts may be best reoffered it as “natural alloys” as there is no evidence that their producers consciously alloyed copper ores, producing crude brass like metals.

Brass production on the Indian subcontinent also stretches back to the first century BC, and it is here where the process of ‘spattering’. Brass is believed to have first development, as opposed to the cementation process that directly alloys metallic zinc with copper.

- Brass parts industry largely depends on a real estate sector and hardware industry, while both of them are not doing well in the present time. If monsoon remains weak, then the situation may turn adverse and will also create problems for the brass parts industry.
- Average turnover of brass parts industry is estimated at about Rs.4000 crores for the past due to slow down in other industries the average turnover is likely to drop to about Rs.2500-3000 crore for the financial year 2020-2021.
- Since the demand is weak, brass parts manufacture are considering to cut down the production, many small units have already their operations by cutting down the working hours from 8 hours to 6 hours a day.
- Due to worldwide slow down exports from Jamnagar mainly to Europe has declined by 50 percent this year. Earlier in 2017, rupee depreciation had affected brass scrap importers adversely and now due to less order, import of brass scrap has also fallen by 50 percent, ‘Varjibhai Patel’ vice president of JFOA.

- Then brass parts industry will definitely come under black shadow. There are 5000 brass making units in Jamnagar, more than 80 percent of which are in the small scale category. The industry's total annual turnover was about Rs.4000 crore in 2020-2021 and it employees more than 300000 persons.

In India the brass industry are located in three states namely Gujarat, Haryana, Orissa, Assam and Uttar Pradesh but there is a subtle difference between the products manufactured in these three states. The products manufactured in Haryana, Orissa, Assam are mostly brass handicrafts and utility items.

2 Porter's Five Forces Analysis Of The Brass Industry

- 1. Threats of New Entrants** - New entrants in Brass industry brings innovation, new ways of doing things and put pressure on the companies in this Industry through lower pricing strategy, reducing costs, and providing new value propositions to the customers. Companies in this Industry has to manage all these challenges and build effective barriers to safeguard its competitive edge.

How Companies in this Industry can tackle the Threats of New Entrants

- By innovating new products and services. New products not only brings new customers to the fold but also give old customer a reason to buy the products of the companies.
- By building economies of scale so that it can lower the fixed cost per unit.
- Building capacities and spending money on research and development. New entrants are less likely to enter a dynamic industry where the established players keep defining the standards regularly. It significantly reduces the window of extraordinary profits for the new firms thus discourage new players in the industry.

- 2. Bargaining Power of Suppliers** - All most all the companies in the Brass Industry buy their raw material from numerous suppliers. Suppliers in dominant position can decrease the margins of the companies in this Industry. Powerful suppliers in Industrial Goods sector use their negotiating power to extract higher prices from the firms in Brass Industry. The overall impact of higher supplier bargaining power is that it lowers the overall profitability of Brass Industry.

How Companies in this Industry can tackle Bargaining Power of the Suppliers

- By building efficient supply chain with multiple suppliers.

3. Bargaining Power of Buyers - Buyers are often a demanding lot. They want to buy the best offerings available by paying the minimum price as possible. This put pressure on companies in this Industry and on their profitability in the long run. The smaller and more powerful the customer base is of the companies the higher the bargaining power of the customers and higher their ability to seek increasing discounts and offers.

How Companies in this Industry can tackle the Bargaining Power of Buyers

- By building a large base of customers. This will be helpful in two ways. It will reduce the bargaining power of the buyers plus it will provide an opportunity to the firm to streamline its sales and production process.
- By rapidly innovating new products. Customers often seek discounts and offerings on established products so if the companies in this Industry keep on coming up with new products then it can limit the bargaining power of buyers.
- New products will also reduce the defection of existing customers.

4. Threats of Substitute Products - When a new product meets a similar customer needs in different ways, industry profitability suffers. The threat of a substitute product is high if it offers a value proposition that is uniquely different from present offerings of the industry.

How Companies in this Industry can tackle the Treat of Substitute Products

- By understanding the core need of the customer rather than what the customer is buying.
- By increasing the switching cost for the customers.

5. Rivalry among the Existing Competitors - If the rivalry among the existing players in an industry is intense then it will drive down prices and decrease the overall profitability of the industry.

How Companies in this Industry can tackle Intense Rivalry among the Existing Competitors in Brass Industry

- By building a sustainable differentiation
- By building scale so that it can compete better
- Collaborating with competitors to increase the market size rather than just competing for small market.

3 PESTLE Analysis Of The BRASS Industry

- 1. Political Analysis Factors** - Here for this sector government introduces the Policies related to brass industry. The main aim for the introduction of this policies is to fill the gap between the demand and supply of the brass. To maximize the production is also main activity is designed under this policies. To increase the production up to million ton is also the main objective of the policies. Under this policy the special incentives are designed for the brass sector. Incentives like the cut in the duty, provision of the land and other infrastructural facilities are the facilities provided for the brass sector.
- 2. Economical Analysis Factors** - Brass industry is concern to be a very booming industry from past decades. Opening up with the various economies the foreign direct investment is in this sector, the various foreign players are interested to invest in the country. Under the various economies schemes there is permission in advance licensing scheme which allows the duty free imports of raw material for exports. But, with the boom in the industry GDP is rising at very slow rate.
- 3. Socio- Culture Factors** - The socio culture is one of the important aspect in the analysis of the industry it describes the impact of the particular industry on the society. Likewise the brass industry also give the encouragement to the permanent employment to the people but on the other hand it divides the area in to the rural and urban sector because the industry is only in the particular area only which leads to the particular development of that area only and not overall the development. Because of the working conditions the people which are employed in the brass industry faced many health problems which are incurable in the nature and many industries are not paying the attention on the health of the employees. Any kind of the allowances are not given to the employees. Brass industry is also responsible for the development in the rural sector which leads to the rise in the standard of the living of the people.

4. **Technological Factors** -The traditional technologies are being used from many years in the industry. There is no innovation in the use of the technique in the production process. Only the electric furnace is being used now days in the production process but because of the fluctuations in the energy there is wastage in the raw material. The basic technologies are used in the production process are basic arc, induction furnace and electric furnace which are outdated in the nature.
5. **Legal Factors** - Government is introducing the various rules and regulations of this particular industry. The government is about to paying the more attention in the health policies of the employees which are working with the brass industry. Special health incentives and rules are introduced in the brass industry.
6. **Environmental Factors** - Though the brass industry is encouraging the many sectors and the encouraging the development it is creating the unfavourable environment in the nature. The all leading industries are following the environmental acts which are declared by the governments, though it is creating very bad impact on the environment. Many industries are using the pollution control equipment and energy saving equipment but that is not sufficient in the nature. The least importance is given to the environmental aspect. But some companies are encouraging the eco-friendly system, to reduce the emission the Carbon Dioxide Gas during the production process.

4 Introduction To Company

J.B. Products

J.B. Products is situated at Jamnagar. It was established by Shantilal Bhadra in 1979. It has been running for the last 43 years. Shantilal Bhadra got an idea to start a unit that produces the Brass Parts. He got this idea from the factory in which he was working as a worker. He was straightening the brass rods. He thought that he can make parts of stove, big machineries etc. And he went to the Delhi to find opportunities for it. And he found good future and established the Sole proprietorship firm.

History of the unit

History plays an important role in every company. We know very well that every company has its own history and its development.

In 1979 the promoter, Shantilal Bhadra got an idea to start a unit that produce the Brass Parts. He got these idea from the factory in which he was working as a worker. He was straitening the Brass Rods. He thought that he can make parts of stove, by machineries etc. and he went to the Delhi to find opportunities for it. And he found very good future in it situated now a days. So, he collected capital, Raw-material and personnel so that they could produce auto Brass parts and they started in Jamnagar.

In 1979 it was established as J.B products and it started the production of brass parts. When it was started it was a unit of small scale and was run by one man. So, we could say that it was sole proprietorship but now a days it is not a sole proprietorship. It is now a partnership firm.

5 SWOT Analysis Of J.B. PRODUCTS

Presently the Brass parts Brass components industry in Jamnagar has following SWOT analysis.

- **Strength:** Low cost labour, hard and tenacious local people, ability to convert scrap Brass in to rods at probably most competitive rate in the world, entrepreneur zeal.
- **Weakness:** lack of education among manufacturers , lack of high quality machinery, inability to invest in capital goods ,lack of calibration, shortage of skilled technical

engineers and quality control staff, Volatility in raw material prices, tendency to undercut each other.

- **Opportunities:** Huge American and European markets yet to be tapped fully as either they have not taken the plunge of outsourcing or they are not happy with preliminary experience few years back when the industry was still developing.
- **Threat:** Chinese competition, new low cost manufacturing hubs like Vietnam, Bangladesh may spring a surprise.

Mission, Vision and Objectives

Mission

J.B. Products is trying to provide the quality of goods, to increase production day by day quality, to develop and to produce the goods as per the requirements of customers.

Vision

To established good quality, innovation and also competitive organization, to offer good quality products, The Company is going for future expansion with the use of modern technologies.

Objectives

J.B. Products believes in providing best quality products to earning and more profits.

6 VRIO Analysis Of J.B. PRODUCTS

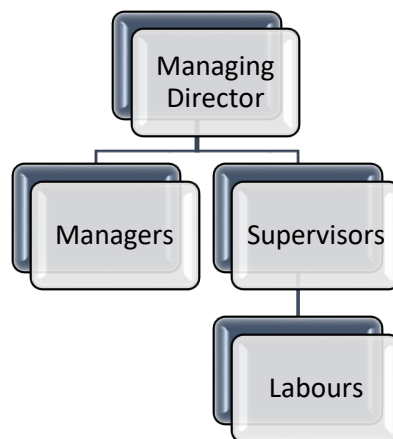
Resources	Value	Rare	Imitation	Organization
Customer Community	Yes, as customers are co-creating products	Yes, the firm has able to build a special relationship with its customers	It is very difficult to imitate the culture and community dedication	Yes they are organized
Vision of the Leadership for Next Set of Challenges	Yes	No	Can't be imitated by competitors	Yes it is organized
Opportunities in the Adjacent Industries & New Resources Required to Enter those Industries	Can be valuable as they will create new revenue streams	No	Can be imitated by competitors	All the capabilities of the organization are not fully utilized yet
Opportunities for Brand Extensions	Yes, new niches are emerging in the market	No, as most of the competitors are also targeting those niches	Yes can be imitated by the competitors	Brand extensions will require higher marketing budget
Successful Implementation of Digital Strategy	Yes, without a comprehensive digital strategy it is extremely difficult to compete	No, as most of the firms are investing into digitalizing operations	Can be imitated by competitors	No, there are things need to be organized
Global and Local Presence	Yes, as it diversify the revenue streams	Yes	Can be imitated by competitors	Yes, it is one of the most diversified companies in its industry
Opportunities in the E-Commerce Space using Present IT Capabilities	Yes, the e-commerce space is rapidly growing and firm can leverage the opportunities	No, most of the competitors are investing in IT to enter the space	The AI and inhouse analytics can be difficult to imitate	It is just the start for the organization
Intellectual Property Rights, Copyrights, and Trademarks	Yes, they are extremely valuable especially to thwart competition	Yes, IPR and other rights are rare and competition can't copy	Risk of imitation is low but given the margins in the industry disruption chances are high	So far the firm has not utilized the full extent of its IPR & other properties

Promoters and Managing Group

The managing group of J.B. Products is as follows:

- **Managing Director – Mr. Jayesh Bhadra**
- **Finance Manager – Mr. Piyush Bhadra**
- **Marketing Manager – Mr. Dipak Bhadra**
- **Production and Site Manager – Mr. Jaysukh Bhadra**
- **Human Resource Manager – Mr. Uday Bhadra**

Organization Structure



7 Departmental Details

7.1 Production Department

A product is something sold by enterprise to its customers. Products define as anything that can be offered to a market for attention, acquisition, use or consumption and that might satisfy a want or need.

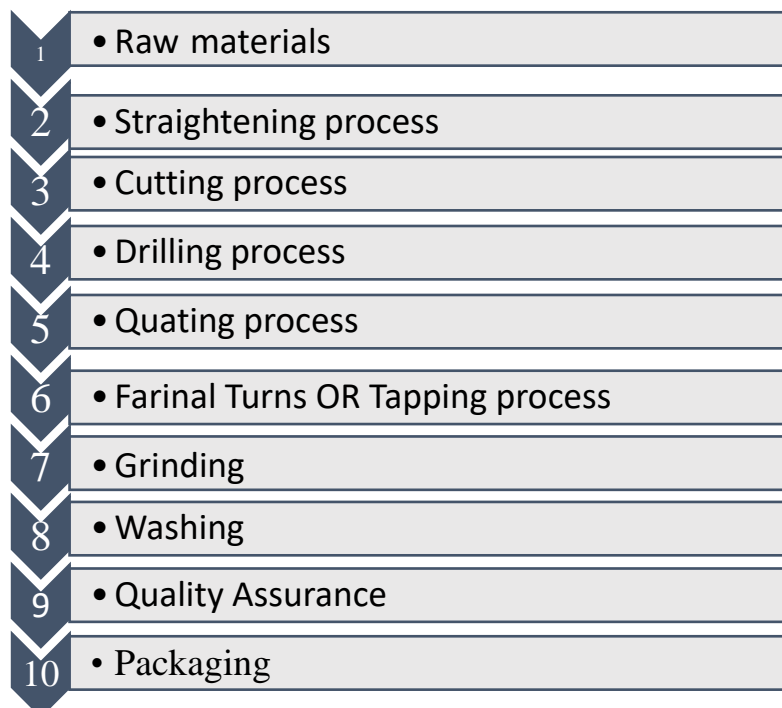
J.B. Products is making all the types of stove parts in there electrical parts, jummer hardware parts, gas parts.

- **Installed and utilized capacity -** As the industry policy they are producing per demand only. But the capacity of producing is 1500 kg per day and they are producing 900 kg per day. So they have tried to utilize maximum capacity of machines. This unit is having 65% utilized capacity.

- **Raw materials and source of Raw materials** - Raw material is a main object to produce any goods. Raw material is basic need of any production to make a product successful in the market. Raw materials quality and standard must be better as per requirement of product. They use brass rods as raw materials. Which comes from another units. They make rods from brass scraps and sell it to small firms as raw materials.
- **Production Process**

They produce brass parts which can be used in so many machineries, plants, stoves etc.

Process can be explained as follows:



- From the Furnace the rods of brass come in to factory.
- To Straighten the rod of brass it made pass from the Straightning Machine through workers.
- After Straightning the rods it cut by cutter machine to make small pieces of brass rods.
- After Cutting the rods in small pieces they make small holes in it by Drilling machine.
- After making Hole it goes for Quating process.
- After Quating it goes for Farinal Turns OR Tapping process.
- After Farinal Turns OR Tapping process it goes for Grinding
- After Grinding it goes for Washing.
- After Washing it goes to Quality Assurance Department for checking.
- After checking the Quality of products then finally it sent for Packaging.
- For packaging they use Vanier and metter to pack their products.

Machinery and Equipments

- **Raw Material**



- **Straightning Process**



- **Drilling process**



- Quating process



- Farinal Turns OR Tapping process



- Grinding process



- **Washing Process OR Polishing process**



- **Quality Assurance Process**



7.2 **Packaging**

1. **Small order packaging**



2. Large order packaging



7.3 Raw Material And Source

Raw Material is a main object to produce any goods. Raw material is basic need of any production. To make a successful in the market raw material quality and standard must be better as per requirement of products.

J.B. PRODUCTS uses the brass scrap as the raw material. They are making Brass Rods at their own Furnace and if they need more scrap as raw material so they purchase from market and in the case of emergency they also purchase Brass Rods from the another Furnace.



7.4 Storage And Warehouse

The industry has to store all their raw material in such a place in which the maintenance of raw material and ready products can be done properly.

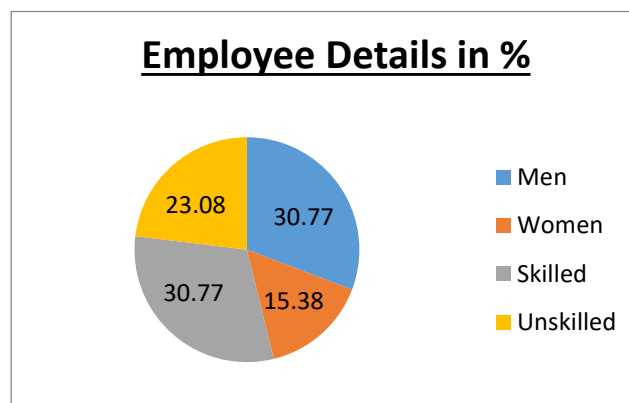


7.5 Quality Assurance

- **Quality** - “Quality control refers to all those functions or activities that must be performed to fill the company’s quality objectives”.
- **Inspection** – Inspection is a postmortem operation carried out after product is manufactured it segregates the good from the bad and defective items may be either rectified or scrapped inspection ensures that defective items are not sent further stages of manufacture and finished product with defects are not dispatched to customer or sold. Inspection is one phase of quality control it provides information required by other phases quality control. They maintains total customers satisfaction by adopting modern technologies and providing timely service to customers. They adopt regular training sessions for employees by making them friendly with latest technologies. They believe in continual improvement in quality management system.
- **Pollution Control** - Every coins have two sides like that, J.B. PRODUCTS is doing best waste and scrap management but at a time it fails to control the noise pollution. It tries to control it by changing the old machineries with new machineries with new technologies.

7.6 Human Resource Department

- **Employee details**



- **Recruitment** - The process of finding and hiring the best-qualified candidate (from within or outside of an organization) for a job opening, in a timely and cost effective manner. The recruitment process includes analyzing the requirements of a job, attracting employees to that job, screening and selecting applicants, hiring, and integrating the new employee to the organization. J.B. Products recruits skilled persons by giving advertisement in local news paper and labors from labor contractors.

- **Selection** - The process of interviewing and evaluating candidates for a specific job and selecting an individual for employment based on certain criteria. Employee selection can range from a very simple process to a very complicated process depending on the firm hiring and the position. Certain employment laws such as anti-discrimination laws must be obeyed during employee selection.
In J.B. Products selection of the employee at the bottom level is left to the contractors who undertake the responsibility of providing the firm with the employees at the lower level. But in the case of upper level of officers, engineers and managers selection process is being properly done by the human resources department.
- **Training** - Training may be viewed as a systematic and planned process which has its organizational purpose to import and provide learning experience that will bring about improvement in any an employee and thus enabling him to make his contribution in greater measure in meeting the goals and objectives of an organization. J.B. Products has a separate department for training. Where they are giving training through senior and experienced employees.
- **Wages and salary** - Wage and salary refers to the establishment and implementation of sound policies and practices of employee compensation. J.B. Products gives wages to lower level employees. They give wages according to their work per hour and per day and they give salary to higher level employees per month.
- **Employee Benefit** – Various benefits are provided by J.B. Products are as follows:
 - Medical facilities to employees.
 - Medical insurance policy for employee.
 - Providing loans for personal requirement.
 - Bonus on special occasions.

Work culture - Every firm has their own work culture and own friendly environment. Any firm can get only success and motivation if they have proper environment and team work, coordination etc.

They are providing following facilities:

- Dress code
- ID cards

- Tea
- Nice musical environment

7.7 Marketing Department

- **Product design** - Desing of the product, which gives it enogh functional and aesthetic value, is of paramount importance. It is the design of the product which makes companies competitive or non-competitive. Value engineering does help companies to retain enough of features, while eliminating the unnecessary cost increasing fetures. In J.B. Products the development of product being done by experts. It develops according to new technolgy and industry's needs. After developing product its sales can be increase because of product quality.
- **Pricing Strategy** - J.B. Products is deciding the price of products on the basis of weight or on its gruss. The price of the product of J.B. Products is above Rs.6.56 . Which includes all types of taxes and charges.
- **Promotion** - To promote product is difficult task of marketing. To promote a product there are many ways in that Personal selling, Advertising, Sales promotion and publicity are there. J.B. Products uses personal selling to promote product. Personal selling is ancient art. Effective sales pepole have more than instinct; they are trained in methods of analysis and customer management. Sales person on from a passive order taken into an active order getter who engages in customer problem solving.
- **Distribution Channel** - The operational success of a company depends not only on how well it performs in terms of production and sales but also on how well its entire channels of distribution complete with competitors channels.
A company may produce the best products but still not do well if its dealers perform poorly in sales and services against the competitors dealers.
J.B. Products uses the following distribution channel:



- **Competitor's Details** - The healthy ocompetition is the sign of good market. As this J.B. Products have so many competitors. They have above 135 competitors units which competes them in a local market. From that main are as under:
 - Ashapura Brass Parts
 - Sonal Brass Parts
 - Madhav Brass industries

7.8 **Finance Department**

- **Source of Finance** - Finance is the lifeblood of an organizationan not exist without it. Finance is required because receipts do not match outflows. Sources of finance are organized in three ways.
According to period, According to the ownership & According to the generation.
- **Short Term** - Trade credit, Cash credit & Short term Loans
- **Long Term** - Shares, Debentures, Retained earning, Long term loans & Lease financing

J.B. Products is borrowing money from bank for short term.
- **Total Investment** - Money is the base of any industry. It is basic need of any industry. The money used to develop unit and mashinery is investment. When J.B. Products was started total investment was 7 lakh. And now investment is approx Rs. 10 crore
- **Working capital** - The working capital is used to maintain inventories of raw materials and semi-finished and finished goods, It also finance credit sales.
The working capital of J.B.PRODUCTS is above 50 lakh rupees and total capital is Approx Rs. 12-13 Crores.

8 Details Of Work Done

- I have observed the production process of the company and overall functioning of the organization.
- I did filing work writing of financial year on the challan book
- I did label writing and filing work
- Created BOM's (Bill of Materials) and Checked and edited previously created BOMs and sent for approval.
- Filled deposit slip and cheque.
- Did Withdrawal's and Deposits in Banks.
- Did attendance sheet of the employees.
- I Printed the bills and courier it to customers.
- I did a track on Raw Materials newly come in Warehouse.
- I did checking of Weight and Size Of Final Products by METER as when they Came in Quality Assurance Department.
- I checked weights of the Materials which are about to sent out for delivery.

9 Learnings

- During my internship I have learnt that the level of competition in the market. The importance of communication skills in the market. I have also learnt that face to face conversation is one of the best marketing tools as during face to face conversation we have the power to influence our customer and change his mind for the better of our company.
- I have also learnt the work done in the different departments and got an experience to work for a company.
- I got the opportunity to study the company and the manufacturing process of a packaging unit.
- I learned about organization structure, functioning, objectives, processes etc. and also noticed how the departments are related to each other, when one department stop functioning all the other departments stops functioning in most of the cases also I got to know about the products they sell and how's it is manufactured specially the manufacturing process and the responsibilities and duties all the departments heads have also how they delegate tasks to their subordinates also learned to fill various forms and enter data into their software in their computers.
- Learnt how a small mistake by an operator in the Production department can create problems in the smooth functioning of the department.
- Learnt that how a Quality department plays a important role in the company as from when the raw material come in till the finished products. Learnt how maintenance is important when breakdown takes place.
- I learnt about various components manufactured using Brass and various products, which is very interesting.
- After this internship I am more confident about working in the corporate world. I conclude with, whatever I have learnt in the company will help in my future and career perspectives.

10 Conclusion

J.B. PRODUCTS is very good company. All their staff were very co-operative with me

They gave me their full support, help and time during the course of My Internship. My summer internship for eight weeks here was a great experience. The exposure in the corporate world was needed as MBA student. I studied how all departments work and contribute towards the company. I learnt about the Brass industrys. The work culture is very good and each employee gives its best for maximising the wealth of the company.

11 Recommendations / Suggestions

- Company should start giving the staff benefits of Provident fund and ESIC (Employees state Insurance Scheme).
- The machines makes lot of noise they should start using new technology which are environment friendly.
- They should clean their working place daily.
- They should try to increase their business.

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- Financial Management
 - G.Sudarsana Reddy
 - Pg. No. 158 to 162
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 - Images
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