



**A STUDY ON PERFORMANCE APPRAISAL SYSTEM WITH SPECIAL
REFERENCE TO VEEJAY LAKSHMI ENGINEERING WORKS LIMITED**

By

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of

Department of Management Studies

Kumaraguru College of Technology

Coimbatore

A PROJECT REPORT

Submitted to the

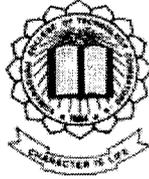
FACULTY OF MANAGEMENT SCIENCES

In partial fulfillment of the requirements
for the award of the degree

of

MASTER OF BUSINESS ADMINISTRATION

August, 2007



DEPARTMENT OF MANAGEMENT STUDIES
KUMARAGURU COLLEGE OF TECHNOLOGY
COIMBATORE

BONAFIDE CERTIFICATE

Certified that this project report titled “A STUDY ON PERFORMANCE APPRAISAL SYSTEM WITH SPECIAL REFERENCE TO VEEJAY LAKSHMI ENGINEERING WORKS LIMITED” is the bonafide work of Ms.PADMA PRIYA.B (71206631036) who carried out the research under my supervision. Certified further, that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.


Faculty Guide


Director

Evaluated and viva-voce conducted on29/12/19.....


Examiner I


Examiner II

DECLARATION

DECLARATION

I, hereby declare that this project report entitled as “A STUDY ON PERFORMANCE APPRAISAL SYSTEM WITH SPECIAL REFERENCE TO VEEJAY LAKSHMI ENGINEERING WORKS LIMITED”, has undertaken for academic purpose submitted to Anna University in partial fulfillment of requirement for the award of the degree of Master of Business Administration. The project report is the record of the original work done by me under the guidance of faculty guide Dr.B.SUBRAMANI during the academic year 2007-2008.

I, also declare hereby, that the information given in this report is correct to the best of my knowledge and belief.

PLACE: COIMBATORE

DATE : 29/10/07

B. Padma Priya

(PADMA PRIYA.B)



Veejay Lakshmi Engineering Works Limited

UNIT-I, SENGALIPALAYAM

19th September 2007

CERTIFICATE

This is to certify that MS.B.PADMA PRIYA (Roll No.06MBA36), a student of KCT Business School, Kumaraguru College of Technology, Coimbatore-641006, had undergone a project between 19th June 2007 and 31st July 2007 entitled "a study on performance appraisal system".

During the tenure, her performance was good.

For VEEJAY LAKSHMI ENGG.WORKS LTD.,


(R.SARGUNAM)
VICE PRESIDENT (HR)

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EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

The study entitled **“A STUDY ON PERFORMANCE APPRAISAL SYSTEM WITH SPECIAL REFERENCE TO VEEJAY LAKSHMI ENGINEERING WORKS LIMITED”** to know the employees level of performance and potential. This study has mainly oriented on how the company measures the performance of each employee. It is the systematic examination of an employees strengths and weaknesses in terms of the job specifications. Performance appraisal is a scientific or objective study. Formal procedures are used in this study. The same approach is adopted for all job holders so that the results are comparable. It is an ongoing or continuous process where in the evaluations are arranged periodically according to a definite plan.

Performance appraisal is the periodical, formal evaluation of employee performance for making career decisions. Performance appraisal is a systematic and objective way of judging the relative work or ability of an employee in performing their task. Performance appraisal helps to identify those who are performing their assigned task well and those who are not and the reasons for such performance. It provides opportunities for individuals to express their aspiration and expectation about work. Performance appraisal systems are generally regarded as a necessary part of the organization's management system.

To suggest suitable measures for improving the existing performance appraisal system, hundred respondents were identified from the total of 563 employees by using simple random sampling method at Veejay Lakshmi engineering works limited. The researcher collected both the primary and the secondary data for analysis. This also deals with the percentage analysis of data collected and interpretation is done based on statistical chi square test.

ACKNOWLEDGEMENT

ACKNOWLEDGEMENT

It is inevitable that thoughts and ideas of other people tend to drift into the subconscious when one feels to acknowledge helping derived from others. I acknowledge to all those who have helped me in the preparation of this project work.

I would like to thank **Dr. Joseph V.Thanikal**, Principal, Kumaraguru College of Technology, Coimbatore who gave us the scope and infrastructure to the project.

I wish to express my sincere thanks to **Dr. S.V.Devanathan**, Director, KCT Business School, for his continuous encouragement throughout my project.

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I extend my sincere gratitude to **Mr.R.Sargunam**, Vice President-Human Resource, Veejay Lakshmi Engineering Works Limited, for his guidance to complete my project successfully.

I would like to thank all the employees in the organization who were involved knowingly or unknowingly to make this project work successful.

Above all, I thank **Almighty** and **my family** for giving me the grace and constant support in successfully completing this project to the best of my ability.

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CHAPTER 1
INTRODUCTION

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INTRODUCTION

1.1 BACKGROUND OF THE STUDY

Performance Appraisal can be defined as the process of evaluating the performance of an employee and communicating the result of the evaluation to him for the purpose of rewarding or developing the employee. According to MICHAEL ARMSTRONG, "Performance Appraisal is a formal assessment and rating of individual by their managers at- usually-an annual review meeting".

Once the employee has been selected, trained and motivated, he is then appraised for his performance. Performance appraisal is the step where the management finds out how effective it has been at hiring and placing employees. If any problems are identified, steps are taken to communicate with the employee and to remedy them. A "performance appraisal" is a process of evaluating an employee's performance of a job in terms of its requirements. Heyel observes; "It is the process of evaluating the performance and qualifications of the employees in terms of the requirements of the job for which he is employed, for purposes of administration including placement, selection for promotions, providing financial rewards and other actions which require differential treatment among the members of a group as distinguished from actions affecting all members equally." Hence most of the appraisal systems are linked to rewards system as well as employee's development system.

Performance Appraisal is the systematic description of an employee's job relevant strengths and weakness. The basic purpose is to find out how well employee is performing the job and establish a plan of improvement. In all industrial organizations by far the greatest asset is the human resources. This asset has to be evaluated periodically to know their potential, strength and weakness for the growth and development of individual and the organization. The evaluation of the employee in the industrial organization is done by what is called as 'Performance Appraisal'.

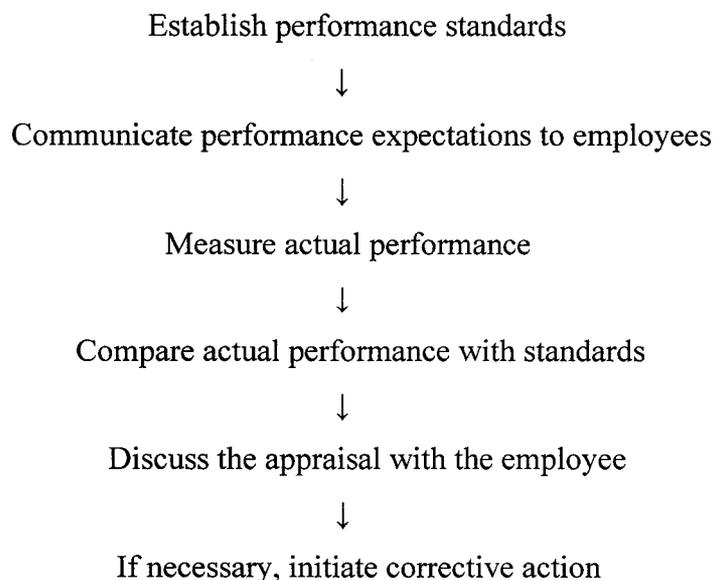
Performance appraisal aim at attaining the different purpose. They are,

- To create and maintain a satisfactory level of performance.
- To contribute to the employee growth and development through training and management development programmes.
- To facilitate fair and equitable compensation based on performance.
- To provide information for making decision regarding lay off, retrenchment.
- To help the superiors to have a proper understanding about their subordinates.

Performance Appraisal is needed in order to,

- Provide information about the performance ranks basing on which decision regarding salary fixation, confirmation, promotion, transfer and demotion are taken.
- Provide feedback information about the level achievement and behaviour of subordinates.
- Provide information, which helps to counsel the subordinate.
- Provide information regarding to diagnose deficiency in employee regarding skill, knowledge, determine training and development needs and to prescribe the means for employee growth provides information for correcting problem.

THE EVALUATION PROCESS



METHODS OF PERFORMANCE APPRAISAL

There are two different types of methods in performance appraisal. They are,

Traditional Methods	Modern Methods
1. Straight Ranking Method	1. Assessment Centre
2. Man-to-man Comparison Method	2. Appraisal by Results or Management by Objectives.
3. Grading	3. Human Asset Accounting Method
4. Graphic Rating Scales	4. Behaviourly Anchored Rating Scales
5. Forced Choice Description Method	
6. Forced Distribution Method	
7. Check Lists	
8. Free Form Essay Method	
9. Critical Incidents	
10. Group Appraisal	
11. Field Review Method	

TRADITIONAL METHODS

- **Straight Ranking Method**

It is the oldest and simplest method of appraisal in which a person is ranked against others on the basis of certain traits and characteristics.

- **Man-to-man Comparison Method**

It is the slight variation of ranking system designed to increase its value for use in the large groups. In this method each person is compared with other persons taking only one at a time, usually only trait over all suitability to perform the job, is considered.

- **Grading**

In this method certain categories of ability of performance are defined well in advance and persons are put in particular category depending on their traits and characteristics.

- **Graphic Rating Scales**

In this method, a printed appraisal form is used for each appraisee. This form contains various employees characteristics and his job performance. The rating is done on the basis of scale which is continuum.

- **Forced Choice Description Method**

This method contains a series of group of statements and the rater checks how effectively the statement describes each individual being evaluated. The most common method of forced choice contains two statements both of which may be positive or negative.

- **Forced Distribution Method**

In this method, the appraisal is forced to appraise the appraisees according to the pattern of the normal curve. The basic assumption in this method is that employees performance level conforms to a normal statistical distribution.

- **Check Lists**

In this method of appraisal the rater provides appraisal report by answering a series of questions related to the appraisee. These questions are prepared by HR department and each question has two alternatives, yes or no.

- **Free Form Essay Method**

The rater assess the employees on certain parameters in his own words. Such parameters may be as employees strength, weakness, potential, promotability and over all suitability.

- **Critical Incidents**

This method involves a list of noteworthy on the job behaviour, a group of experts then assigns scale value for them depending on the degree of desirability for the job and finally a check list of incidents which define good and bad employees is prepared.

- **Group Appraisal**

In this method employee are rated by an appraisal group, consisting of their supervisor and three or four other supervisors who have some knowledge of their performance. The supervisor explains to the group the nature of his subordinates duties.

- **Field Review Method**

In this method employee is not appraised by his direct superior but by another person, usually for the HR department. The rater, in the case appraises the employee based on his records of output and other quantitative information.

MODERN METHODS

- **Assessment Centres**

The basic purpose of this method is to test the candidates in a social situation, using a number of assessors and a variety of procedures.

- **Appraisal by Results or Objectives**

It is a joint process between superior and subordinate. The subordinate prepares his plan for specific period usually for one year. Superior discusses the results of his evaluation with the subordinate, corrective actions are suggested if necessary.

- **Human Asset Accounting Method**

This method refers to activity devoted to attaching money estimates to the value of the firms internal human organization and its external customer goodwill. If teamwork and high morale prevail, the human organization is a valuable asset.

- **Behaviourally Anchored Rating Scales (BARS)**

This is a new appraisal technique which has been recently developed. The procedure for BARS follows steps such as generate critical incidents, develop performance dimensions, reallocate incidents, scale of incidents and develop final instrument.

1.2 REVIEW OF LITERATURE

According to Hydel(1973), “Performance appraisal is the process of evaluating the performance and qualification of the employees in terms of requirements of the job for which he is employed, for the purpose of administration including placement, sections for promotions, providing financial rewards and other actions which need differential treatment among the members of a group as distinguished from actions affecting all members equally”. So performance appraisal is the systematic evaluation of the individual employed in the industry with respect to his performance in the job and his potential for development.

Srinivas R.Kandula & B Hari Bapuji(2000), states that the focus must shift from ‘appraisal system’ to ‘appraisal processes’. Organizations must make sincere efforts to foster a climate where performance is appraised in its true spirit and in the context of organizations. Appraisal system can, continue its existence in present form, but those responsible must realize that punishing poor performance is as important as rewarding good performance.

Edward Deming(2000), states the performance appraisal system is devastating to individuals and destructive to organizations, appraisal rating system nourishes short term performance, annihilates long term planning, builds fear, demolishes team work, nourishes rivalry and politics. It leaves people bitter, crushed, bruised, battered, desolate, despondent, dejected, feeling inferior, some even depressed and unable to comprehend why they are inferior.

Ritesh Agrawal and Varun Gupta (2001), state that the appraiser should convene an open meeting with the appraises to discuss the performance of all employees before, during and after performance review discussion. In such meetings, everyone should be encouraged to comment on each others achievements and areas requiring improvement. The idea behind proposing such a meeting is that an appraiser should be given a chance to tell the truth and reality to his subordinates. If he is confident that he has been fair and objective while appraising, why not tell and take others in confidence about what has made him rate the

subordinates themselves would come to a consensus as to who is the most eligible of them all to be promoted and why there cannot be more than a specific number of promotions.

Brown, Michelle; Heywood, John S. has conducted a study on the title 'Performance Appraisal Systems: Determinants and Change', December 2005. Using establishment data from the Australian Workplace Industrial Relations Survey, this paper estimates the determinants of performance appraisal systems. The results indicate that performance appraisal is associated with workers having shorter expected tenure and greater influence over productivity. We argue these results reflect those circumstances in which the net benefits of performance appraisal are likely to be greatest. The results also show that complementary human resource management practices, such as formal training and incentive pay, are associated with an increased likelihood of performance appraisal, but that union density is associated with a reduced likelihood of performance appraisal.

Catano, Victor M.; Darr, Wendy; Campbell, Catherine A, has conducted a study on the title 'Performance Appraisal of Behavior-Based Competencies: A Reliable and Valid Procedure', Spring2007. A new performance appraisal system, developed for promotions in the Royal Canadian Mounted Police non-commissioned officer ranks, fairly differentiated among candidates. Members (N= 6,571) illustrated their performance on core competencies with behavioral examples. Supervisors and then review boards used a BARS procedure to reliably rate performance. Both candidates and supervisors supported the system. The performance appraisal scores predicted career advancement in the organization.

Qureshi, Zafar Iqbal has conducted a research on 'Performance Challenges at Masood Textile Mills', June 2005. Shahid Nazir, Chief Executive Officer of Masood Textile Mills in Faisalabad, Pakistan wanted to turn his company into one of the leading apparel companies in the world. To achieve this vision, Nazir wanted to transform his employees into what he called 'corporate athletes' through his vision and a more credible Performance Appraisal System. However, the results of an employee survey earlier in the year indicated that the company's performance appraisal was perceived by the employees to be subjective, inadequate and lacked credibility. This was of serious concern to Nazir. He therefore developed a new Performance Appraisal and Reward System. Implementation of the new system, however, was delayed temporarily due to the events of 9/11 and Nazir now aimed at its enforcement by mid 2002. He was of the opinion that the implementation of the new system would help in improving the motivation of his employees which, in turn, would lead to sustained high performance so essential to realize his vision. This case is useful in examining the design and implementation of an employee performance appraisal and reward system.

Roberts, Gary E., has conducted a study on the title 'Employee Performance Appraisal System Participation: A Technique that Works', 2002. A performance appraisal is one of the most complex, and controversial, human resource techniques. The participatory performance appraisal is an essential and proven attribute of an effective performance appraisal system. This article summarizes the conceptual foundation for participation including its intrinsic motivational value, the expansion of available information, and the opportunity to interject employee voice. The moderating role of goal setting and feedback in enhancing participation effectiveness is outlined. The article concludes with factors that attenuate the effectiveness of participation including lack of training, absence of rater accountability strategies, and organizational and supervisory resistance to honest subordinate feedback.

1.3 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To study existing performance appraisal system in Veejay Lakshmi Engineering Works Ltd.

SECONDARY OBJECTIVE

- To study the existing performance appraisal system in the organization.
- To study the employee's opinion on the performance appraisal system used by the organization.
- To analyse the various implications of the performance appraisal system adopted by the organization.
- To offer suggestions to the organization based on the findings of the study.

1.4 SCOPE OF THE STUDY

- The study concentrates on the assessment and development of performance appraisal system at Veejay Lakshmi Engineering Works Limited. Appraising an employee and rewarding him on high performance will be a motivating factor for high performers in future also.
- Veejay lakshmi engineering works conducts the performance appraisal program. Output of the appraisal process should be information that identifies the kind and level of knowledge and skill currently possessed by the employee.
- Here the project deals to know the workers mentality after the performance appraisal about the company.
- The study will help the organization to find out the drawbacks of the performance appraisal system and to take up remedial measures.

1.5 RESEARCH METHODOLOGY

Type of study

The study assumes the characteristics of descriptive research. The study helps to learn about and describe the characteristics of a group of employees, think systematically about aspects in a given situation, offer ideas for further research and help to make certain simple decisions.

Sampling design

To suggest suitable measures for improving the existing programme, 100 respondents are identified from 563 employees by using simple random sampling method at Veejay Lakshmi Engineering Works Limited.

Data collection

Personnel study can be conducted by two types of data collection methods. They are primary and secondary data. In the present study the researcher collected primary data through the questionnaire. The secondary data is obtained from records, files, brochures of organization.

Tools of analysis

In the study the researcher followed simple percentage method. The data collected were carefully analyzed and processed. The employees were selected on the basis of simple random sampling techniques. Statistical techniques such as Chi square test is used in this study.

1.6 LIMITATIONS OF THE STUDY

- The sampling size of the study restricted to only 100 respondents due to time constraints.
- The study is limited to Veejay Lakshmi Engineering Works and it cannot be generalized to other organizations.
- The samples represent only a small percent of the work force.
- Collecting details about the performance appraisal methodology used in various industries was difficult.

1.7 CHAPTER SCHEME

The study is reported in five chapters.

The first chapter discusses the background to study, objectives, scope, limitations and methodology of study which includes type of study, data collection and tools of analysis.

The second chapter discusses about the organization profile that includes the history of the organization, management, organization structure, products profile and market potential, competitive strength of the company, future plans and the description of various functional areas.

The third chapter discusses about the macro-micro economic analysis which deals with the prevailing economic scenario with the industry.

The fourth chapter deals with data analysis and interpretation.

The fifth chapter deals with the results and discussions and considered recommendations.

CHAPTER 2
ORGANIZATIONAL PROFILE

CHAPTER 2

ORGANIZATION PROFILE

2.1 HISTORY OF THE ORGANIZATION

It was established in 1975 at sengalipalayam, Coimbatore. The promoters established the company to face the problem of improving quality and increasing productivity in the textile industry by modernization the machinery manufacturing industry. The company developed new products and accessories for indigenous availability as against expensive imports, with the collaboration of M/S Carl hamel, Switzerland to ensure high quality and to build up ring twisting process in the Indian textile industry and by bringing up higher productivity level and smooth efficiency in the industry.

The company also manufacturing a high range of precious components as a substitute for import items. On 1st July 1992, the company was converted into a public limited company based on the sweeping development of the past 11 years. The company plays a vital role in providing high quality and high efficient twisting machines for indigenous manufacture.

The company has markets across the globe. It has also achieved numerous prestigious awards for export performance in the twisting machinery sector. There are also many sophisticated textile machinery project in the pipeline.

2.2 MANAGEMENT

OBJECTIVES OF THE COMPANY

- To reduce cost of quality due to non-conformance.
- To reduce lead-time for delivery of machines to customers.
- To improve service responses.
- To promote group activities like quality circle, suggestion schemes and value analysis.
- To reduce overall cost of production by enhancing competitive strength.

VISION

To bring to the Indian textile industry technology that was setting the pace for higher productivity abroad and to meet this growing demand indigenously.

QUALITY POLICY OF THE COMPANY

Veejay Lakshmi Engineering Work Ltd is a company dedicated to the concept care and committed to manufacturing products of high quality to be an organization focused on continuous improvement and to serve value customers up to their satisfaction.

Company provides and maintains an environment congenial to employee involvement and teamwork and strives to up grade skills and to serve their customers better.

LICENCED AND INSTALLED CAPACITY

The company has obtained a licenced and installed capacity for 20 to 25 textile machinery per month. Rewards and now with 610 machines per year as capacity both licenced and installed.

The textile machinery manufactures association (TMMA) award endores the industries growing confidence of the company as grown maximum of 1% per year for manufacturing of goods. From date commencement to the date of celebration of golden jubilee it has attained the growth of 24.4%(from 1975-2000).

Veejay Lakshmi Engineering Works Ltd recognizing the significant contribution towards import substitution, the trend selling achievements and the standard of achievements of the company year after year.

On 16th September 2000 the organization celebrated its golden jubilee by building a godown for assembling automatic cone winding in unit II at Karimpalayam and also by selling of 3000th two in one twisting machine and 100th automatic cone winding

machine in collaboration with Italian Company Savio Ltd., under the name Veejay Savio Engineering Works Ltd.

Company not only interested in manufacturing of textile machinery, it also diversified its fund in textile mills and wind mills in various mills.

REWARDS

The textile machinery manufactures association (TMMA) award endorsed the industries growing confidence of Veejay Lakshmi Engineering Works Ltd. Recognizing the significant contribution towards import substitution, the trend setting achievements and the standard of achievement of the company year after year.

DIVERSE UNLINED

In 1976 the first Veejay Lakshmi two for one twister rolls out of the engineering units in Sengalipalayam. Today three independent divisions are there:

- a) The TFO twister division
- b) Automatic cone winder division
- c) Textile division

With the numerous production units, it is one of the largest players in the Indian global market.

TRADITION AND INNOVATION

An unbroken tradition in quality is spread over a quarter of a century. The company has a pioneering name in the innovative concepts. Ever since the first engineering unit was set up in 1975, in Sengalipalayam. The combination of tradition and innovation has paid off. The commitment to quality and innovation, combined with cutting edge technology, has ensured a strong presence in the global textile machinery market.

TECHNOLOGY APPLICATION

Research and Development are the key words in the vision of Veejay Lakshmi. The uncompromising search for the most advanced technology is evident in every division. With CNC controlled machines from the leading names in Europe, Japan, Korea and Taiwan, the best technology in the world is harnessed for the highest quality products. The international certifications like ISO 9002 are a testimony to this commitment. But at Veejay Lakshmi, technology is just the beginning. The skilled, committed and dedicated 1500 strong work force in three divisions turns the vision of quality into reality.

INTERNATIONAL INDIGENOUS

The company has the winning edge of international technology and the advantage of indigenous prices. The double advantage has made the product of Veejay Lakshmi technologically advanced and competitively priced. Veejay Lakshmi is among the leading exporters of textile machinery from India. With exports to far east, middle east, Africa, America and prestigious national awards for exports, the perfect synergy of the global and the indigenous works with exciting results at Veejay Lakshmi.

PRODUCTION FACILITIES

Veejay Lakshmi Engineering Works has four engineering units, two of them are at Sengalipalayam and the other two are at Annur. It has two textile units and a wind mill. It has a workforce over 1500.

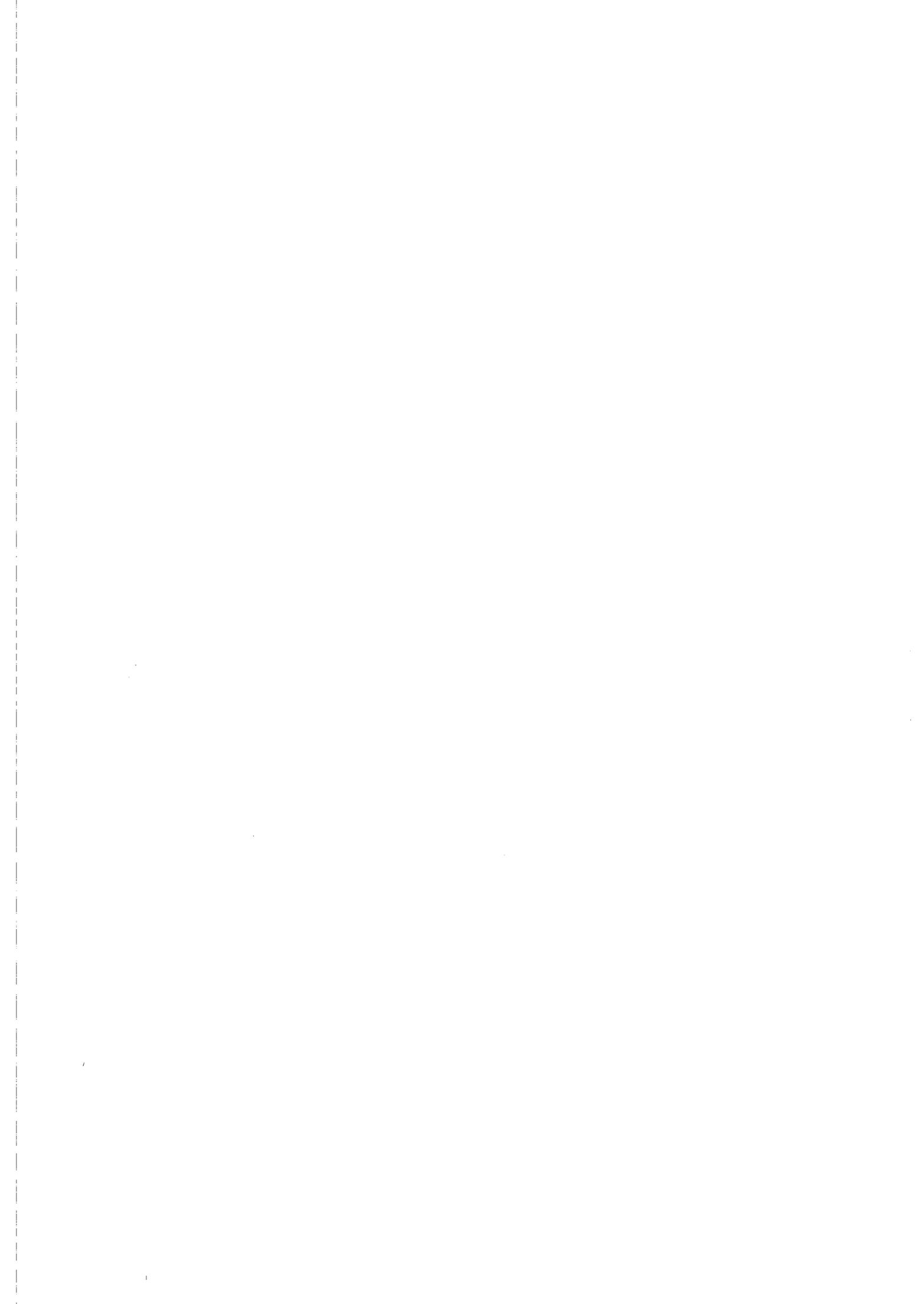
EXPORT DESTINATIONS

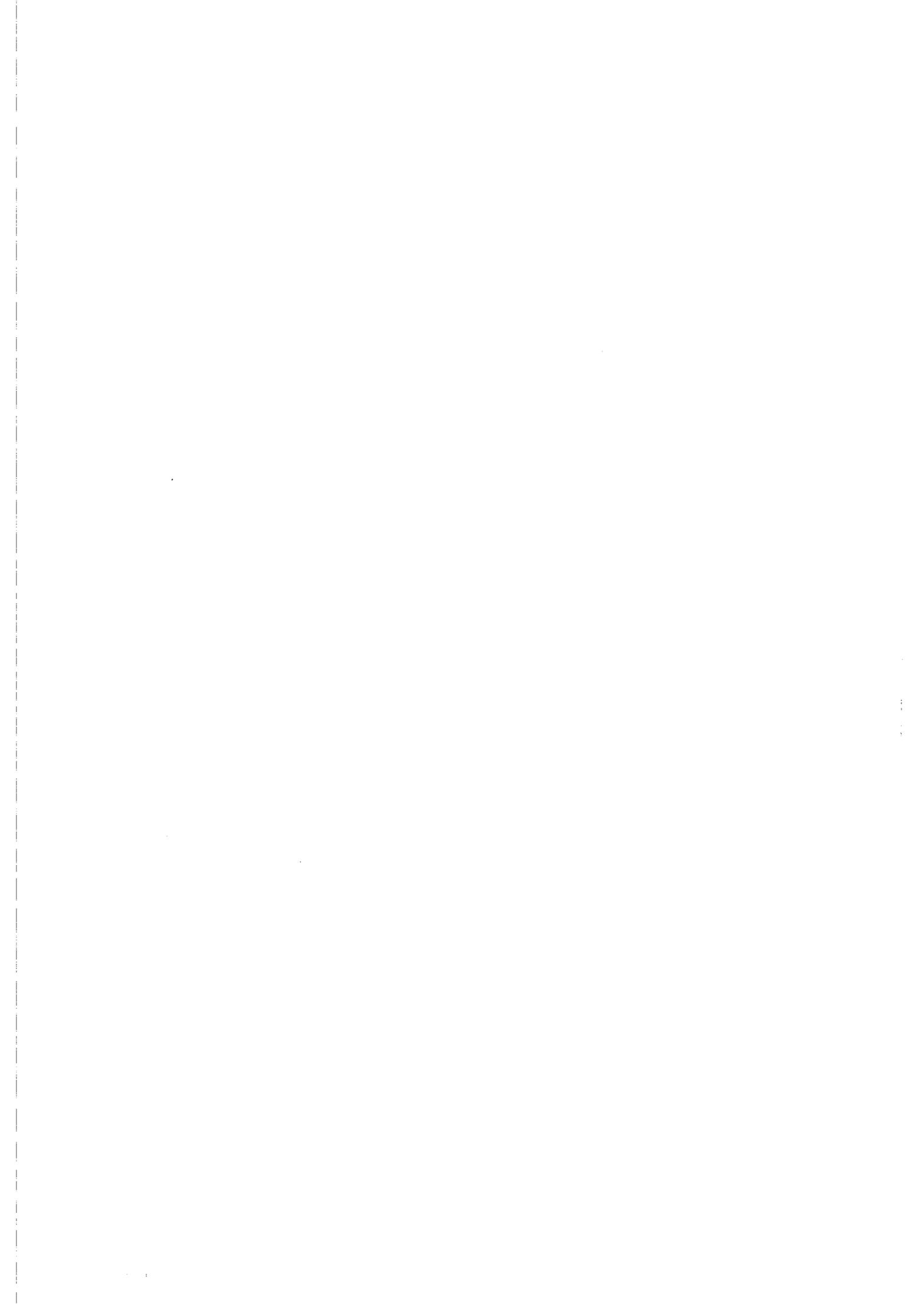
Countries in south-east asia including Indonesia, Thailand, Malaysia, Philippines, middle east and America.







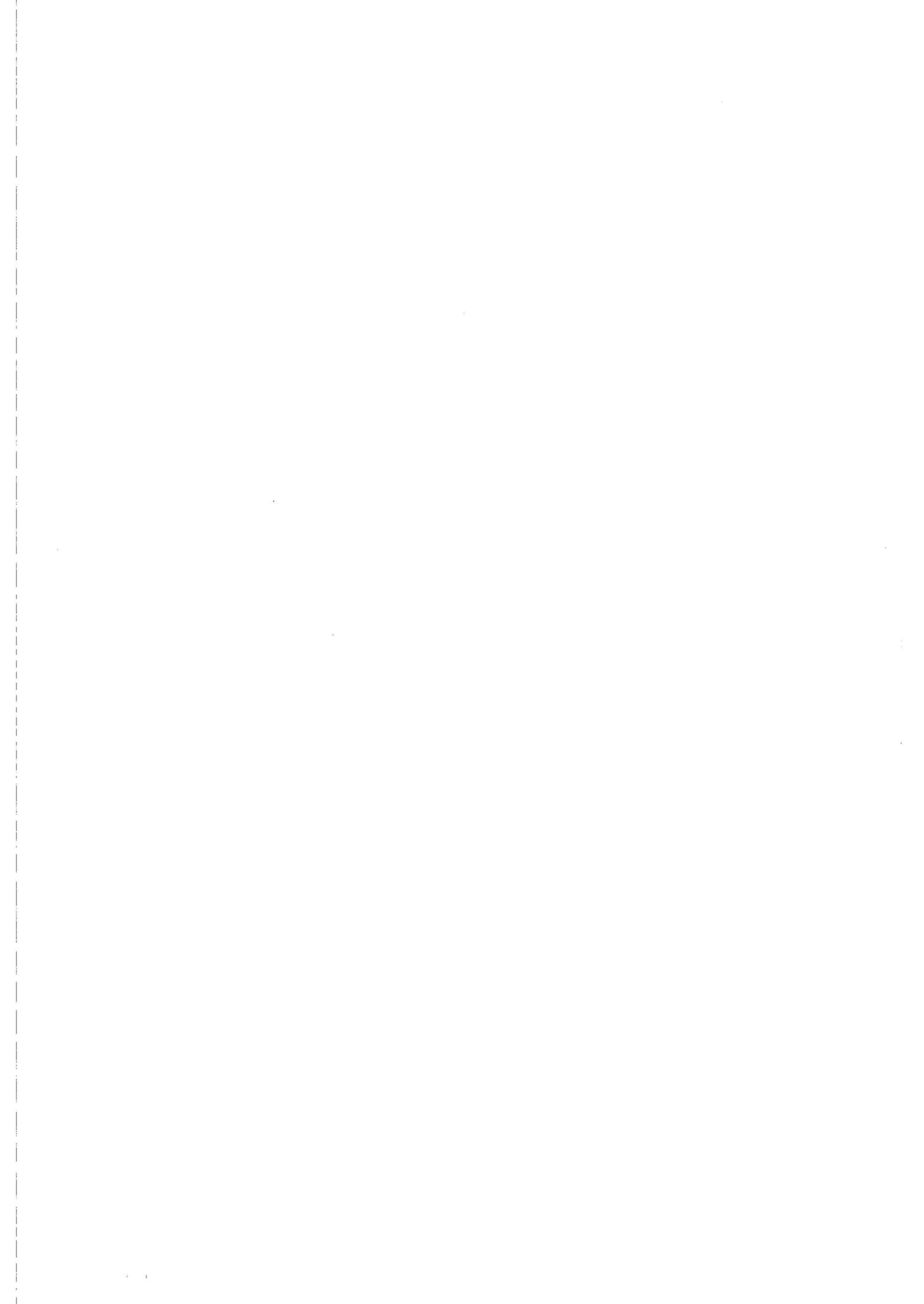




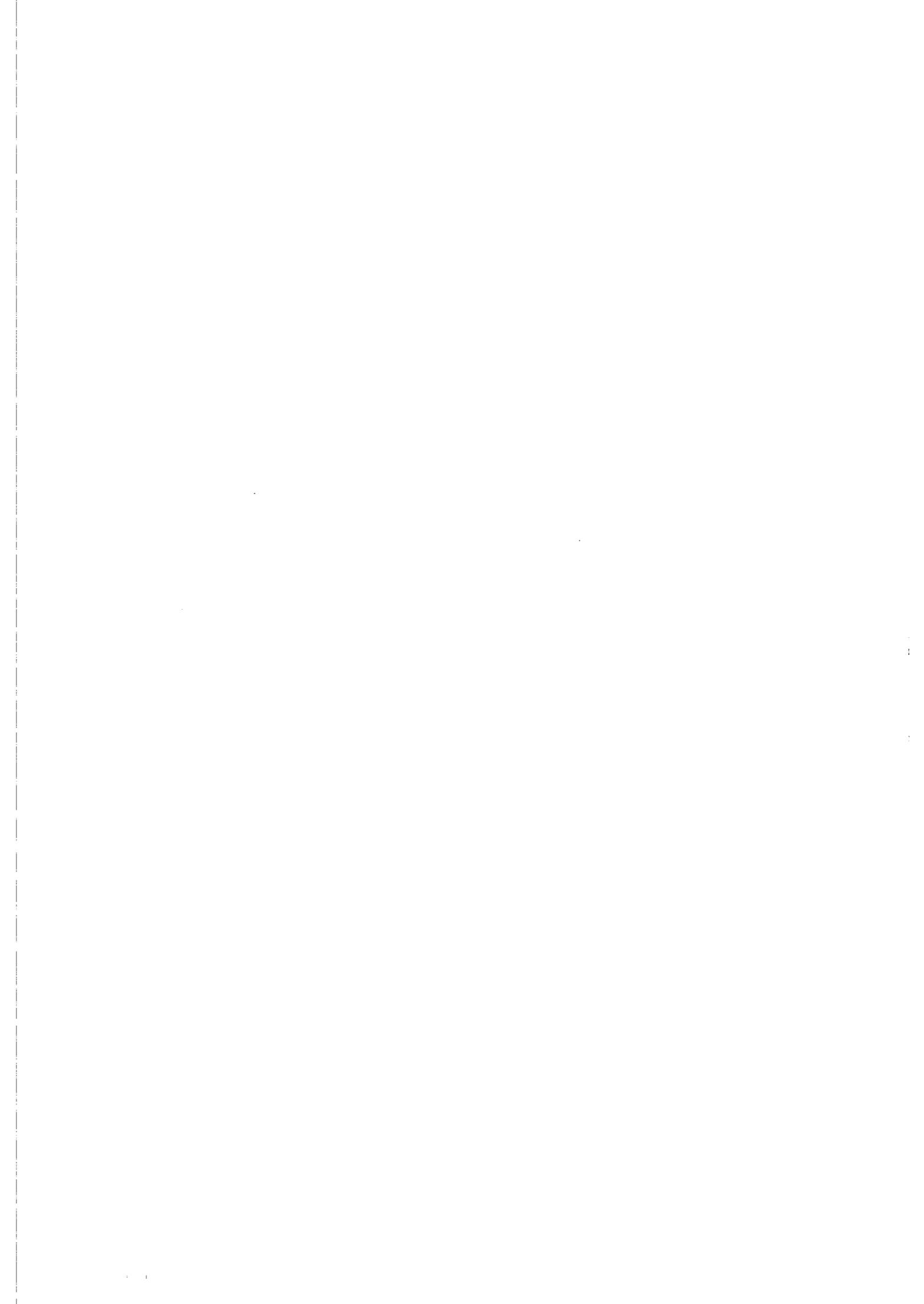












2.3 PRODUCTS PROFILE

TFO (two for one) twister:

1. Suitable for twisting spin yarn
2. Modular construction
3. 'S' & 'Z' twist can varied.
4. High grad gears immersed in oil bath for silent running.
5. Yarn path provided with ceramic guide
6. Spindles driven by endless belts
7. Cradles lift is a automatic when yarn brakes
8. Cradles provided with self aligning cantering discs.
9. Bunching device provided.

VITAL PARTS

The vital parts like drums, yarn clearer, splices, springs circles, critical plastics injection molded and dominium pressure die cast parts remaining imported from savio.

MAIN PRODUCT

Some of the main products in Veejay are:

1. Two-for-one twisting for spun yarns.
2. Automatic cone winding machines.
3. Heavy duty ring twisting machines.
4. Textile yarns.

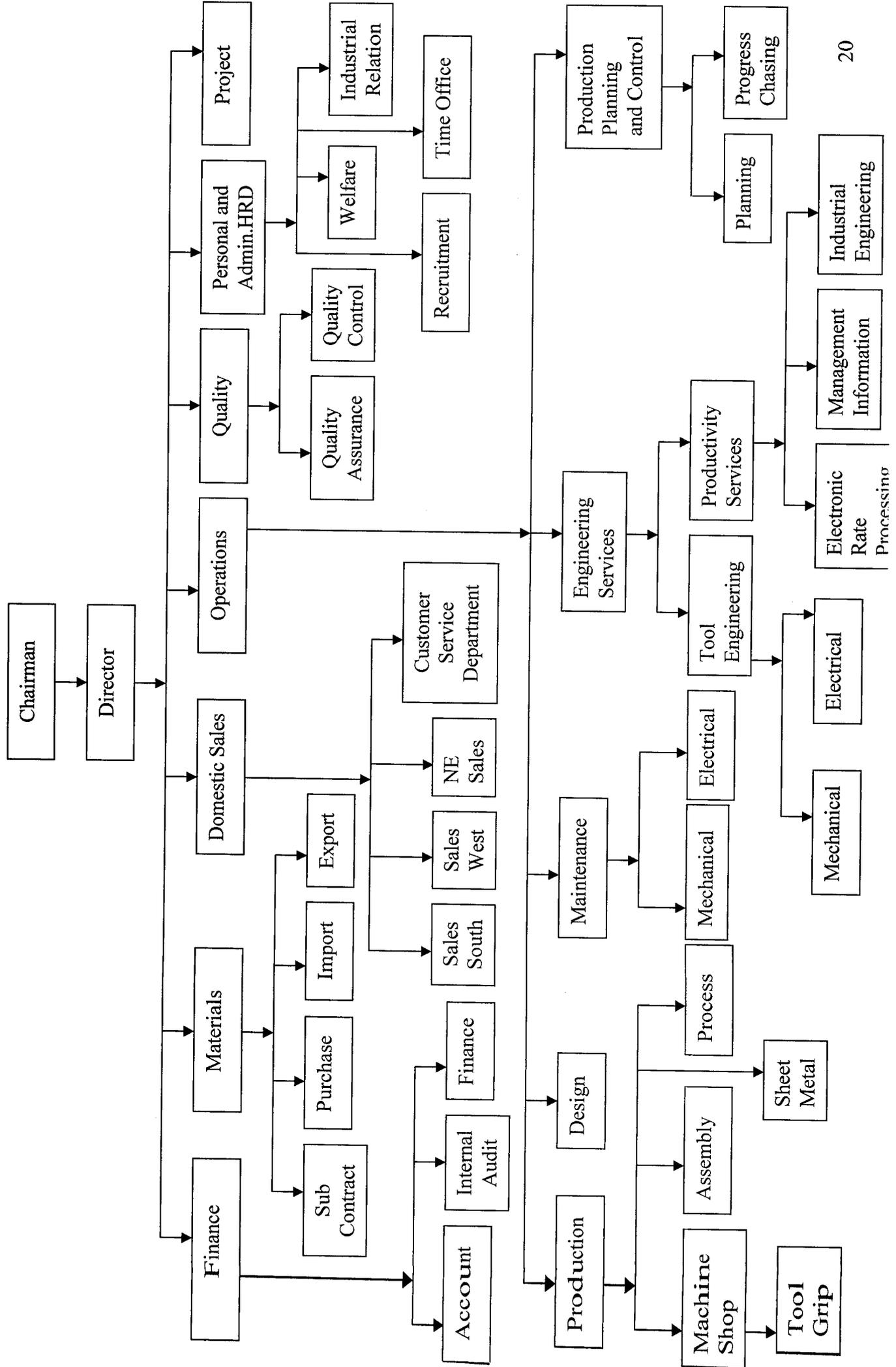
NOW BEYOND

A turnover of \$35 million and growing. An over-subscribe public offering, more markets access the globe. Numerous prestigious awards for the export performance in the twisting machinery section. Quality certifications like ISO 9002 many sophisticated textile machinery projects in pipeline. No doubt, the millennium will be a continuation of the Veejay Lakshmi tradition of quality and growth.

LIST OF CUSTOMERS

- Rajasthan spinning and weaving mill Ltd., Banswara
- Loyal Textiles Mills Ltd., Kovilpatti
- Modern Syntex (India) Ltd., Jaipur
- Bhoruka Textiles., Karnataka
- Jiyajeerao cotton Mills Ltd., Jyajeeroa Nagar
- Pasupathi spinning & weaving Ltd., Delhi
- East India Syntex Ltd., Calcutta
- Gujarat Spinners Ltd., Ahmedabad
- The Tutucorin spinning Mills Ltd., Tutucorin
- Prakash cotton Mills Pvt Ltd., Bombay
- Midnapur cotton Mills, Calcutta
- Banswara syntax Ltd., Banswara

2.4 ORGANIZATION STRUCTURE



CHAPTER 3
MACRO-MICRO ANALYSIS

CHAPTER 3

MACRO-MICRO ANALYSIS

India has a large textile industry, whose origin goes back into history. But textile machinery buildings activity is relatively recent in origin. In the initial stages of the growth of textile mill industry, the country depended almost exclusively on imported machines. Besides the uncertainties of the market deferred textile entrepreneurs from supporting indigeneous machinery. The textile machinery manufacturing industry has developed into a vast complex industry with a capacity to produce a wide variety of modern sophisticated machines. Besides the progress achieved in manufacturing machinery item the industry has build up a sound base in the ancillary sector for production of all essential components and accessories.

During the course of II world war, period textile machinery prices rose steeply and Indian textile produces found it extremely difficult to get replacement of machinery within a reasonable period of time and at economical prices they had adequate resources but no machinery for modernization realization downed that total dependency on imported machinery was not really the way towards self sufficiency and growth. A few of the textile entrepreneurs there after ventured into machinery manufacturing activity.

The first ring frame made in Coimbatore without any collaboration as early as 1946. But very soon a number of companies came in to being the machinery manufacturing in collaboration with various manufacturers in Europe. Since, those early days inspite at periodic recessions in the textile industry, machine building has made a steady and continuous progress and total nearly 90% at Indians requirements are met from within the country. In recent years the industry has taken steps to modernize its manufacturing facilities and adopt advance technologies. Because of reduction of labour, highest profitability, less maintenance cost, time saving.

India is now making all the types of spinning machines, weaving machines, processing machines at latest design suitable for all types of fibres. Equipped with micro dust extracting machinery for rotox spinning. Two stage self cleaning dust fillers. Automatic lab doffing and clute feed systems for high production, cards complete with dust extraction arrangement, auto levelers are produced. These are suitable for cotton synthetic and blends and are equipped with as without auto levelers.

CHAPTER 4
DATA ANALYSIS AND
INTERPRETATION

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DATA ANALYSIS AND INTERPRETATION

Table – 1
Gender Wise Distribution

Gender	No. of Respondents	Percentage (%)
Male	74	74.0
Female	26	26.0
Total	100	100.0

Inference:

The table indicates that 74% of respondents are male and remaining 26% of respondents are female.

Chart – 1
Gender Wise Distribution

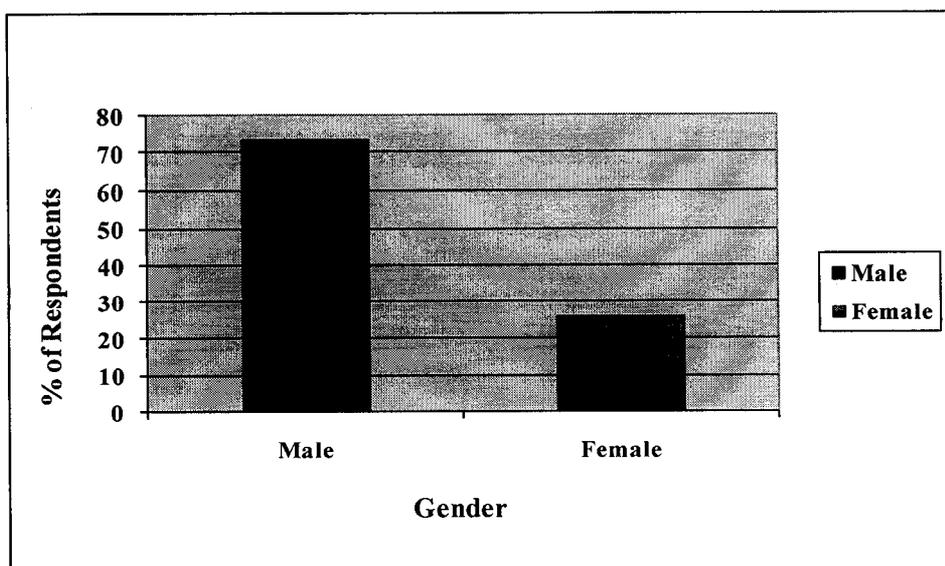


Table – 2
Age Wise Distribution

Age	No. of Respondents	Percentage (%)
Below 20	3	3.0
20 – 29	34	34.0
30 – 39	51	51.0
40 – 49	10	10.0
50 and above	2	2.0
Total	100	100.0

Inference:

The table indicates that 51% of respondents belong to the age group of 30 to 39, 34% of respondents belong to the age group of 20 to 29, 10% of respondents belong to the age group of 40 to 49, 3% of respondents belong to the age group below 20 and the remaining 2% of respondents belong to the age group of 50 and above.

Chart – 2
Age Wise Distribution

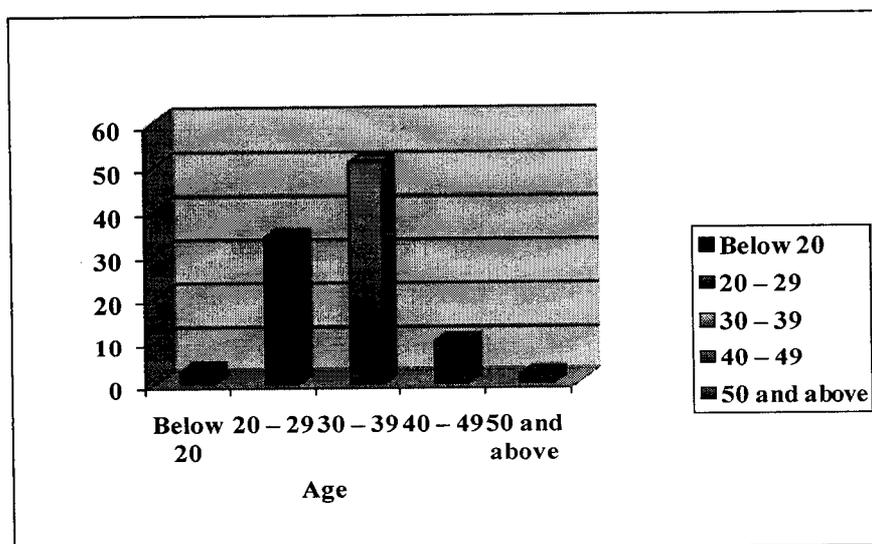


Table - 3
Educational Qualification of Respondents

Qualification	No. of Respondents	Percentage (%)
School Level	37	37.0
Graduate Level	28	28.0
Post Graduate Level	17	17.0
Illiterate	17	17.0
Others	1	1.0
Total	100	100.00

Inference:

The table shows that 37% of the respondents' qualification is school level, 28% of the respondents are graduates, 17% of the respondents are Post Graduates and 18% of the respondents are illiterates.

Chart - 3
Educational Qualification of Respondents

