

Vardhman

----- Forwarded message -----

From: **Sumeet Kaur Bal (Corp HR)** <corphr3@vardhman.com>

Date: Wed, 5 Jun 2019, 14:55

Subject: Summer Internship @ Vardhman

To: mahe3396@gmail.com <mahe3396@gmail.com>

Cc: Vinod Chourey (Corp - HR) <vinodchourey@vardhman.com>, Garima Sharma (Corp - HR) <corphr5@vardhman.com>

Dear Sir,

Refer discussion, kindly note below the Unit details for Internship of students from 7th June'18.

- 1) Jaspreet - VYTL 2 - HR
- 2) Kriti - VNGL - HR
- 3) Himashi - Ludhiana Branch - Marketing
- 4) Deepika - VSS - HR
- 5) Arushi - VYTL 2 - Marketing

Kindly update the same to the students and inform them to collect their letter from Corporate Office.

Thanks & Regards,

Kangaroo

----- Forwarded message -----

From: **Mahesh Kumar** <mahe3396@gmail.com>

Date: Mon, Jun 3, 2019 at 7:38 PM

Subject: Re: Summer internship-Aurobindo college

To: <aggarwal.ajay@kgocglobal.com>

Cc: Dr. Sushil Kumar <drsushilkumar@yahoo.com>, Rakesh College

<saccm2004@gmail.com>, Dr. R.L Behl <drrlbehl@gmail.com>,

<sangeet.sharma@kgocglobal.com>, <leenu.saccm@yahoo.com>,

<manyasharma295@gmail.com>, <kripajain11@gmail.com>, <palak8799@gmail.com>

Respected Sir,

Against Ms Prerana Jain mentioned below. Ms Palak Dewan will be joining you. She will report you with the other students with her credentials



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SRI AUROBINDO COLLEGE OF
COMMERCE & MANAGEMENT
LUDHIANA

Sorry for inconvenience

Regards
Prof Mahesh Kumar

On Sat, 1 Jun 2019, 10:26 Mahesh Kumar, <mahe3396@gmail.com> wrote:
Respected Sir,

Below is the complete list of all three students joining you for the internship

KRIPA JAIN	Bcom 4 Sem B	7888565368
MANYA SHARMA	Bcom 4 Sem	7508627315
PRERANA JAIN	Bcom 4 Sem	9877670545

Prerana will be joining you for Marketing

Thanks for your cooperation

Thanks and Regards
Prof. Mahesh Kumar


On Fri, May 31, 2019 at 4:28 PM Mahesh Kumar <mahe3396@gmail.com> wrote:
Respected Sir,

Referring below e-mail, below two students will join you for HR internship. The earlier one student **Mr. Avtar is not joining** for an internship due to some avoidable reasons. I apologize for the inconvenience. I shall send details of some other interested student in place of him

KRIPA JAIN	Bcom 4 Sem B	7888565368
MANYA SHARMA	Bcom 4 Sem	7508627315

Thanks for your cooperation

Thanks and Regards,
Mahesh Kumar
Assistant Professor
Sri Aurobindo College of Commerce & Management
Vill. Jhande,
Ludhiana -142021
Phone: 0161-2804226
Mobile: +91-98888-83396


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On Fri, May 24, 2019 at 5:04 PM Mahesh Kumar <mahe3396@gmail.com> wrote:
Respected Sir,

Jivvish	BBA 4th semester	9815440918	9815440918	Jiviii1799@gmail.com	70%	Human resource;Marketing;Designing
Muskan Kharbanda	Bcom4A	8360251527	8360251527	muskankharbanda99@gmail.com	69%	Marketing;Finance

Thanks and Regards,
 Mahesh Kumar
 Assistant Professor
 Sri Aurobindo College of Commerce & Management
 Vill. Jhande,
 Ludhiana -142021
 Phone: 0161-2804226
 Mobile: +91-98888-83396

Ralson

----- Forwarded message -----

From: **Mahesh Kumar** <mahe3396@gmail.com>
 Date: Mon, Jun 3, 2019 at 2:55 PM
 Subject: Re: Internship Programme for students of SACCM
 To: mdo <mdo@ralson.com>
 Cc: SRI AUROBINDO COLLEGE OF COMMERCE AND MANAGEMENT
 <sacm2004@gmail.com>, <chetangarg808@gmail.com>, <vk.khurana@ralson.com>,
 <avneetsingh199885@gmail.com>, <rp520073@gmail.com>

Respected Sir,

There is some change due to unavoidable circumstances. Against Mr. Babit and Ms. Muskan following two students will join the internship

Mr Avneet Singh	B.Com 6	8727026803	8727026803	avneetsingh199885@gmail.com
Mr Rahul Paul	B.Com 2	7986901236	7986901236	rp520073@gmail.com

Mr Rahul will report tomorrow and Mr. Avneet will report to Sh. V.K. Khurana on 6th June. They will bring the following docs are desired

1. Resume
2. One passport sized photograph.
3. Aadhar card copy

V.K. Khurana

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Thanks and Regards,

Mahesh Kumar
Assistant Professor
Sri Aurobindo College of Commerce & Management
Vill. Jhande,
Ludhiana -142021
Phone: 0161-2804226
Mobile: +91-98888-83396

On Mon, May 27, 2019 at 4:21 PM Mahesh Kumar <mahe3396@gmail.com> wrote:
Dear Sir

Noted with thanks

Regards

On Mon, 27 May 2019, 15:51 mdo, <mdu@ralson.com> wrote:

Dear Mr. Mahesh,

With ref. to the documents received through emails from Muskan, Chetan & Babita dated 25th May, 2019

Students have to report to our Sr. VP HRD, Sh. V.K. Khurana on 3rd June, 2019 at 09:00 AM along with hardcopies of the documents & passport sized pic as mentioned in my last email.

With regards

Naveen Tiwari

Naveen Tiwari

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Refer our telecom discussion regarding the internship. Plz find below the details list of a student that will join you from 3rd June for marketing. I shall send the details of pending students shortly. If anything else is required from our side, plz let us know.

Avtar Shivangpuri	BBA VI B	9815905184	9815905184
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Thanks and Regards,
 Mahesh Kumar
 Assistant Professor
 Sri Aurobindo College of Commerce & Management
 Vill. Jhande,
 Ludhiana -142021
 Phone: 0161-2804226
 Mobile: +91-98888-83396

Octave

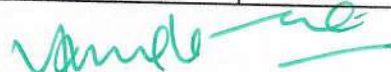
----- Forwarded message -----

From: **Mahesh Kumar** <mahe3396@gmail.com>
 Date: Sat, May 18, 2019 at 12:18 PM
 Subject: Summer internship-Aurobindo college
 To: Octave Balbir <balbir@octaveapparels.com>
 Cc: <suruchiarora924@gmail.com>, <Pranav99@ymail.com>, <chetangarg808@gmail.com>, <Jiviii1799@gmail.com>, <muskankharbanda99@gmail.com>

Respected Sir,

Refer our telecom discussion regarding the internship. Plz find below the list of students that may join you from 1st June. Their area of interest is mentioned alongside. Their resumes are attached herewith If anything else is required from our side, plz let us know.

Name	Class	Contact number	WhatsApp number	Email address	Aggregate marks	Area of interest(atleast 2)
Suruchi Arora	Bcom 4 - B	9855851630	9855851630	suruchiarora924@gmail.com	76%	Marketing;Finance
Pranav Jain	Bcom4A	7837299000	7837299000	Pranav99@ymail.com	75%	Marketing;Finance
Chetan Garg	B.Com 6-C	9814003331	9814003331	chetangarg808@gmail.com	70%	Human resource;Marketing;Finance


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OCTAVE APPARELS

Govt. of India Registered Export House

G.T. Road (W), Near Jalandhar Bypass Chk
Ludhiana - 141 008 (INDIA)

Tel. : 91 161 2782912,2782109,65388

Email : octave@octaveapparels.com

Web : www.octaveapparels.com

July 04, 2019

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Ms. Suruchi Arora, D/o Mr. Sunder Lal Arora, student of B.Com Hon. (Finance) from Sri Aurbindo college of Commerce and Management, Ludhiana has successfully completed one month internship in 'Marketing and Finance' (From 3rd of June, 2019 to 3rd of July 2019) in our organization.

We are satisfied with her findings and comments. She worked sincerely on her assignment and her performance was very good.

We wish Suruchi success in all future endeavors.

For Octave Apparels

A handwritten signature in black ink, appearing to read 'Jallhi Kaur', is written over a faint circular stamp.

A handwritten signature in green ink, appearing to read 'Vandeep', is written above the principal's name.

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LUDHIANA



neha

Compose

Inbox 1,548

Starred

Snoozed

Mahesh +

No Hangouts contacts
[Find someone](#)

Neha Kaushal <hr@sapphireinfo.net>

to me

Dear Sir,

Greetings of the day!!!

This to inform you that ,in yesterday's interview 4 candidates have b

- 1) Ankit
- 2) Dilpreet Kaur
- 3) Muskaan Gupta
- 4) Samarth Dhawan

Please share resumes of the shortlisted Candidates so that we

Regards
Neha Kushal
AM-hr

Reply

Forward

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🔍 Internship

Compose

Inbox 1,548

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Mahesh

+

No Hangouts contacts

[Find someone](#)

Neha Kaushal <hr@sapphireinfo.net>

to me

Dear Placement Officer,

We are pleased to offer the proposal of training for those

Company: Sapphire Info Solutions (P) Ltd

Address: 3&4, floor, nego Complex, Pakhowal Road, Lu

Phone: 0161-5005086, 2443434

We are accounts outsourcing company founded in year 2010. We have outsourced accounting services including VAT Return to their bottom-line and grow their business significantly using their existing resources.

Internship Duration: (1 March 2019, to 15th April, 2019)

Compensation: Rs.6000 per month

Department: Accounting

Desired Credit Hours: 4 hours in a day/5 days working

This is to clarify that as the policy your internship with us will be based on the performance of the candidate found satisfactory he/she will be offered a full-time job.

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Ph: 0161-2804226
0161-2804227
Fax: 0161-2804226

SRI AUROBINDO COLLEGE OF COMMERCE & MANAGEMENT
Accredited with Grade 'A' by NAAC

AFFILIATED TO PANJAB UNIVERSITY, CHANDIGARH

Village Jhande, P.O. Threeske, Ferozepur Road, Ludhiana-142021
E-mail: saccm2004@gmail.com Website: www.saccm.in

REF: SACCM/JUNE/2019-207

Date: 01.06.2019

The General Manager,
Verka Milk Plant,
Ferozepur Road,
Ludhiana

Subject: Regarding Summer Internship

Dear Sir/ Madam

We take immense pleasure in introducing Sri Aurobindo College of Commerce and Management (SACCM), affiliated to Panjab University, Chandigarh and established under the aegis of Padam Bhushan S. P. Oswal, Chairman of Vardhman Group of Companies. The College has been accredited with grade 'A' by NAAC. SACCM is currently running B.Com, B.Com Hons and BBA Programme. The College aspires to develop student's complete personality-physical, intellectual, moral and spiritual. The College seeks to be an innovative Centre for learning to develop socially responsive managers, fulfilling the contemporary needs of the business and community.

The College focuses on a blend of conceptual and experiential learning. SACCM emphasizes people management competence, dealing with future challenges and organizational transformation. The Teaching pedagogy is a combination of classroom training along with case studies, seminars, industry-related live projects and industrial visits.

Our student Ayush Aggarwal S/o Sh Parveen Kumar studying in B Com 2nd Semester would like to pursue the summer internship in your esteemed organisation for a period of 6 weeks from 4th June to 14th July 2019. You are hereby requested to allow him to carry out internship.

Looking forward for your positive response.

With Regards,

(Dr R L Behl)
Principal


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verka[®]
Phulo Phalo. Pure Khao Plyo.

No. LMU/PSE/A-2/ 18463

Dated: 23-7-19

The Principal,
Sri Aurobindo College Of
Commerce and Management,
Ludhiana.

Subject: - Training Certificate.

Dear Sir/Madam.

It is informed that your student Mr. Ayush Aggarwal
S/o Sh. Parveen Kumar student of B.Com has completed his
"In Plant Training" satisfactorily at this Milk Plant w.e.f.
05.06.2019 to 19.07.2019. His conduct remained good during the
training period.

RW
23/7/2019
Dy. Manager (H.R.),
Verka Ludhiana Dairy.

Vande
PRINCIPAL
SRI AUROBINDO COLLEGE OF
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THE LUDHIANA DISTRICT CO-OPERATIVE MILK PRODUCER'S UNION LIMITED
Verka Ludhiana Dairy Ferozepur Road, Ludhiana. PBX: +91 5203300, 5203336, 5203340 Fax: +91 0161-2552901

verka[®]
Phulo Phalo. Pure Khao Piyo.

No. LMU/PSL/A-2/ 8818

Dated:- 5-6-19

The Principal,
Sri Aurobindo College of Commerce & Management,
Village Jhande, P.O. Threake, Ferozepur Road, Ludhiana.

Sub: In-Plant Training/ Industrial Training.

Dear Sir/Madam,

This has reference to your office letter no SACCM/JUNE/2019-20 dated 01.06.2019 on the subject cited above.

In this connection, it is intimated that you may please depute your Ayush Aggarwal student of B. Com. (Bachelor of Commerce) of your institute for in Plant Training for forty five (45) days our organization subject to the condition that he will have to make him own boarding and lodging arrangement and this organization will not bear any liability in respect of this student except training. Further, he will be required to wear clean white coat during him training period in our factory and he will also submit a copy of him project report on completion of training. Training Certificate will be issued on the basis of attendance. Training Fee is non-refundable.

Su 5/6/2019
Dy. Manager (H.R.)
Milk Union, Ludhiana

Vandana
PRINCIPAL
SRI AUROBINDO COLLEGE OF
COMMERCE & MANAGEMENT
LUDHIANA

THE LUDHIANA DISTRICT CO-OPERATIVE MILK PRODUCERS' UNION LIMITED

Verka Ludhiana Dairy, Ferozepur Road, Ludhiana-141 004 (Pb.) PBX : +91 5203300, 5203336, 5203340 Fax : +91 0161-255290

Website : verka.coop



Ph. : 0161-2804226
0161-2804227
Fax : 0161-2804226

SRI AUROBINDO COLLEGE OF COMMERCE & MANAGEMENT

AFFILIATED TO PANJAB UNIVERSITY, CHANDIGARH

Village Jhande, P.O. Threeke, Ferozepur Road, Ludhiana-142021

Email : saccm2004@gmail.com Website : www.saccm.in

Ref: SACCM/JUNE/2018-2019/

Date: 1/06/2018

To

Branch Manager,
Stock Holding Corporation of India Limited,
Ludhiana Office.

Dear Sir,


We recommend the following students from our college for internship at your reputed organisation.

- | | |
|-------------------|--------------|
| 1. Shivangi | B.Com IV Sem |
| 2. Abhishek Jain | B.Com IV Sem |
| 3. Isha Singla | B.Com IV Sem |
| 4. Sankit Jain | B.Com IV Sem |
| 5. Harshdeep Kaur | BBA VI Sem |

Please feel free to ask if anything else is required from our side.

Looking forward to your positive response.

With Regards


(Dr R L Behl)
Principal


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LUDHIANA

----- Forwarded message -----

From: **Sapna Gupta (Corp HR)** <corphr7@vardhman.com>
Date: Wed, May 30, 2018 at 11:59 AM
Subject: Re: Summer Internship @ Vardhman
To: Mahesh Kumar <mahe3396@gmail.com>
Cc: Rakesh College <saccm2004@gmail.com>, Ravijot Singh <corporatepersonnel@vardhman.com>, Aman deep-HR <corphr9@vardhman.com>, <deepika@vardhman.com>, Gurbaksh Mehta VNGL <hr.vngl@vardhman.com>, <sumitaggarwal@vardhman.com>, Manoj Bansal <manojbansal@vardhman.com>

Dear Sir,

This is with reference to the trailing mail. Please find attached the details of unit/department of placement of the interns.

Kindly note that:

- 1) The candidates will not be paid any stipend during internship.
- 2) The timings of training on working days will be 0930 hours to 1700 hours.
- 3) The candidates will abide by the code of conduct/rules and policies of the company.
- 4) On the job training will be provided to candidates. They will be involved in day to day work. However they are required to submit their weekly report on learning/activities they handled during last week. further they are required to submit their final report on completion of internship.


The training shall commence from 4th June, 2018 to 14th July, 2018.

The candidates are required to report to the concerned HR person (mentioned in the sheet) on 4th June, 2018 at 9:30 AM.

May we request you to inform the candidates, accordingly.

Please feel free to contact to Ms. Amandeep –Corp. HR , on her mobile no: 7527026600 in case of any related query.

Regards


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P.T.O for list
of students.

From: Mahesh Kumar
Sent: Tuesday, May 29, 2018 10:28 AM
To: Sapna Gupta (Corp HR)
Cc: Rakesh College ; Ravijot Singh
Subject: Re: Summer Internship @ Vardhman

Dear Sapna Mam,

Thanks for your proposal. plz note our submission after discussion with students

S. No	Name	Course Sem Section	Area of Interest-1	Proposal	College's submission
1	Udit Dargan	B.Com VI C	Exports	Corp.Internal Audit	Yarn Marketing, Ludhiana Branch
2	Avtar Shivangpuri	Bba IV B	Marketing	VSGM-Commercial	VSGM-Commercial
3	Ankit Bassi	BBA VI A	VNGL Garment Manufacturing	VNGL-Garment business office.	VNGL in Manufacturing unit
4	Priyanka Sethi	BBA VI A	HR	VSGM- HR Department	VSGM- HR Department
5	Megha Monga	BBA VI A	HR	VSGM- HR Department	VSGM- HR Department
6	Lavish Chabra	BBA VI A	VNGL Garment Manufacturing	Yarn Marketing, Ludhiana Branch	VNGL in Manufacturing unit
7	Chanderkant	BBA VI A	Farbric Business Office	Yarn Marketing, Ludhiana Branch	VNGL-Garment business office.

Thanks and Regards,
 Mahesh Kumar
 Assistant Professor
 Sri Aurobindo College of Commerce & Management
 Vill. Jhande,
 Ludhiana -142021
 Phone: 0161-2804226
 Mobile: +91-98888-83396


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 COMMERCE & MANAGEMENT
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Industrial visit to Chokra Amrit Soap Company

An industrial visit to “chokra amrit soap company” was organised by Sri Aurobindo College of Commerce and Management as on **6th September, 2019 for B.com 3rd semester students**. 55 students along with two faculty members Prof. Priya Bali and Prof. Swati Gupta left the college premise at 9:30 am. The owner of the factory Mr. Rajesh Gupta along with the employees gave a warm welcome to the students and the professors.

The students were divided into two groups. The authorities formalised the students with the soap making process- conversion of crude oil into fatty acid and ester oil, filtration, purification , de-odourisation and adding of fragrances.the students then saw the ready material getting converted into soap noodles and soap cakes.

The group then headed towards another unit to see bottling of mustered oil and preparation of steric acid from processed fatty acid.

As the factory tour came to an end, refreshments were provided and the company products were given as complimentary gifts.

Overall, it was a very interactive and informative session for everyone.



Vardhman Nisshinbo Garments Ltd, Ludhiana visit plan

- Number of students = 70, from B.Com-IIInd Sem, Section-C
- Faculty Members : Ms Puja Jain (Subject : HR), Ms Amarjeet Kaur
- **Date & Time: 28th January, Departure 9:30 am**

Subject

- Production and Operations management
- Attracting and Retaining Labour- HR dept.

Detailed plan

1. On arrival visitors would be apprised of the VNGL business and its main activities.
2. The group will be divided into 2-3 subgroups for better understanding.
3. The subgroups will be taken for a round of VNGL plant, where the students will clear their queries by asking questions from the escorting official.
4. Post-round any question which is still unanswered will be handled by senior officials
5. It will take approximately 1-1.5 hour.

About the Company

- Joint Venture between Vardhman Textiles Ltd & Nisshinbo Japan
- **Business** : Shirts Manufacturing
- Clients India : Louis Philippe, Van Heusen, Color Plus
- World- Aoki Japan, Aeon Japan & Tokyo Shirts Japan

Contact Person:-Ms Sapna Tiwari 08146625709

Special Precautions and Rules-to-follow during factory visit.

1. A general responsible adult-person common-sense to follow.



Report on industrial visit to Vardhman Nisshinbo Garments Ltd, Ludhiana

Sri Aurobindo College of Commerce and Management organised an industrial visit to Vardhman Nisshinbo Garments Ltd, Ludhiana on **28th January, 2020** for the students of **B.Com first year (section C)**. The company is a joint venture between Vardhman Group and Japan-based Nisshinbo Textiles Inc. The Company is into manufacturing high-end premium quality shirts for large retail brands. Its clients include Aoki Japan, Aeon Japan & Tokyo Shirts Japan, Louis Philippe, Van Heusen, Color Plus, Wills Lifestyle. The students were divided into two batches. They visited the manufacturing site where they observed the various stages involved in the manufacturing of a shirt. After the plant visit, they interacted with Ms. Deepika Sukhija, Senior Manager - HR, IR and Administration who answered their questions related to HR concepts like training, leaves, engagement, challenges. They got to know about the practices adopted by the company for retaining the workers. She also discussed about the incentives and other measures taken by the company in order to encourage employees for better performance. It was an enriching experience, as students could understand the practical application of the theoretical concepts studied by them in the classroom. The students were accompanied by Prof. Puja Jain and Prof. Amarjit Kaur.



Report : Visit to Ludhiana Beverages (COCA COLA PLANT) on 29th Feb 2020

The college organized an industrial visit for the students of **BBA 2nd Sem Section B** to the COCA COLA plant in Hoshiarpur. **36** students along with two faculty members visited the plant.

A bus was arranged for the students. Students were supposed to report at 7:20 am at the college premises itself and a quick attendance was taken students boarded the bus by 7:30 am and left the college by 7:45. Students reached the plant around 11'O clock, where at the entrance, the students and teachers were provided safety jackets and visitor badges. Further on the students were taken to the induction area and for taught certain precautions and rules to be followed inside the plant. The instructor Parampal singh explained the rules through a presentation. The students were taken in groups of 12 -13 students each.

The factory had three manufacturing lines that is juices, water and aerated drinks. Being a food industry, hygiene was their top priority. They were so particular that before entering the manufacturing unit that the students were supposed to sanitize their hands and wear masks and cover their hair. Firstly, the students were taken to the area where bottle filling and capping was done. Due to high sensitivity, students were only allowed to see these processes from a glass window. Then the instructor explained and showed the students how the water was heated at 25 degrees, and mixed with sugar and secret syrup supplied by Coca-Cola USA. The machinery used was hi-tech and staff particularly ensured hygiene. Then, the students were shown the testing area where every manufactured bottle has to pass more than 160 food tests including shelf life and contents test, ensuring each bottle matched the levels of quality. Thereafter, bottles were moved to the packaging unit. The students were allowed to see each and every part of the area. There were machines to lift the packages, tape them and put them on shelves. The manual work was limited and every worker followed rules to maintain hygiene also they were given scores by their inspector on the basis of how well they follow hygiene friendly methods.

Students were then taken to the next segment where water was filtered. The process started with extracting 5000 gallons of water with the help of bore and storing in the tanks. Further the water was sent for 6 level purification. First, the water was chlorinated to kill harmful bacteria then next two processes included rock bed, then in fourth level, the effect of chlorine was nullified in



fifth step. The RO filter was used to purify water and finally in the last step UV rays were passed to get the final water that we get in KINLEY bottles. The water is used in making Coke and juices also. The water is transferred to respective areas through pipeline in the factory. The stay was concluded with a small interactive session with one of the instructor.

After leaving the plant the next stop was RANGLA PUNJAB where students got to eat exquisite delicacies of Punjab. Students took pictures and danced. Then the students left the place and were back at the college by 8pm.

Such educational excursions not only enhance the knowledge of the students but also broaden their outlook towards the outside world



Industrial Visit to Vardhman Spinning & General Mills, Ludhiana

With the objective to supplement the theoretical knowledge with practical industry exposure, the College organised an industrial visit for the students of B.Com I A class to Vardhman Spinning & General Mills. A total of 59 students along with two faculty members Ms Monica Sethi and Ms Manisha visited VSGM on 28th Feb., 2020. The idea was to provide the students with the live experience of the Production Process of a textile mill and to acquaint them with the implementation of the provisions of the Factories Act, 1948 in a factory. A technical production expert explained and showed the working of the whole production process of manufacturing of acrylic yarn followed by the process of dyeing of the yarn in the mill. An Industrial Relations Officer later explained various aspects of the application of Factories Act, 1948 provisions including the provision of Medical Room, Working Hours, Overtime, Annual Leave with wages, Welfare, Safety and Health provisions, employment of young persons and women workers. The students posed many queries so as to fill up the gap between theoretical knowledge acquired inside the classrooms and real life practical aspects. Overall, it was a great learning experience for them.



Manisha

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SRI AUR BINDO COLLEGE OF
COMMERCE & MANAGEMENT
LUDHIANA

REPORT ON INDUSTRIAL VISIT TO DRY PORT

An industrial visit to Inlogistics Innovative B2B Logistics was organized for students of BBA Fifth semester (Section B) on September 22nd 2018. The students departed from college at 9:15. The visit provided valuable insights to students in the field of International Business. The contact person at the port Mr..D.P. Gupta gave the students a tour of their facility and answered their queries. He enlightened the students on the various types of containers that are dealt with on the dry port. A practical demonstration of how these containers are lifted and placed on the railway carriages was shown. The use of precision in handling “Refrigerated containers” to transport perishable items was also talked about. The formalities required in the process of export/import documentation and custom clearance were also elaborated. The new developments by the government to enhance accountability through efforts like installing of a GPS tracking seal were also discussed. Overall, the visit contributed in enhancing the knowledge of students.



Visit to Inlogistics Innovative B2B Logistics dry port, Ludhiana

Plan of Visit

1. Total number of students = 40-45
2. Class = BBA V B
3. Teachers
 1. Ms Sugandh Ahuja
4. Date & Time to start from college :: 22nd September 2018, 9:30am to reach there by 10:30 am

Brief about place of visit

Innovative B2B Logistics Solutions Private Ltd. (Inlogistics), (Formerly Innovative B2B Logistics Solutions Ltd.) entered into a concession agreement under with the Ministry of Railways Government of India to undertake container train movement on Indian Railway network. Inlogistics is the First Private Container Train operator to start operations. Inlogistics started operations from April 1, 2007 and currently operates 14 container trains and 3,000+ containers with focus on domestic container cargo movement.

It also operates a state of an art rail linked inland container depot (ICD) spread over about 40 acres of land in Ludhiana (Punjab). It provides the following services:-

- End to End Logistic Solutions with rail as a back bone.
- Operate Rail linked terminals.
- Provide auxiliary services linked to rail logistics.

Purpose of the visit

1. Importance of Ports and containers in International trade (export/import business).
2. Types of containers
3. Statutory formalities to start export/import business.
4. Process of export/import documentation or custom clearance
5. General issues that arise frequently, and cautions in exporting

Contact person Detail:- Mr. Ravinder Rana- 08146658980



REPORT

INDUSTRIAL VISIT TO "SUPREME AGRO FOOD PVT.LTD."

by Harmanbeer Singh Waraich (Bcom 1A)

On 3rd November, 2018, Industrial visit was organized by college authorities to enrich the knowledge of the students with the state of art manufacturing, processing and technology adopted by a reknowned company. Students observed various processes required for manufacturing of milk products. The plant is fully automated and proper care of hygiene and purity of products is taken care of. There are cordial relations between superiors and subordinates and proper care of their needs is taken, which motivate them to work effectively and efficiently. Students developed a broader horizon on functioning of management. The owner Mr Jaspreet Singh shared that thirst to serve the society with quality products at reasonable prices and dedication of his father is the reason behind organization's success. The students and teachers enjoyed buttermilk and curd offered by organization. Students enjoyed the visit and extended their knowledge.

By Ms Kamalpreet kaur

The industrial visit of bcom went to Supreme Agrofoods Pvt. Limited . The factory produces milk products from past 7-8 years.

The students were welcomed warmly by the staff and Were taken to a visit around the plant. The process of unloading of milk from tanks, there quality testing, cooling of milk, pasteurization, condensation, churning of milk, separation of fat from butter, making of milk powder, ghee and curd and packing of all the end products were shown to the students. The staff was very particular about cleanliness and used eco-friendly methods like using rice husk to steam the milk as it has the least effects on environment. The students learned a lot new things of controlling and planning from the plant owner. The students witnessed how concepts of management had real life application. The visit was very fulfilling and knowledgeable.



We had a great experience over there and were given a very good welcome and response by the manager and owner over there . We got to know about the processing of ghee , butter , curd and lassi . The final product was made by passing the milk from cow through the process of pasteurizing , condensation , heating and cooling it immediately . We were also shown the separation of fat with the help of machines , demo of how the fat is tested . Last but not the least was the packaging of the products where we saw that how with the help of machines itself the cartels with large quantity are made . All in all we really got to know about their working and the control system was very accurate and managed hourly . Cleanliness was present in the entire industry . We are very lucky that we got a chance to visit this place and get knowledge about planning and controlling of industry.

By Vridhi Jain



Visit to SUPREME AGRO FOOD PVT. LTD, Focal Point, Ludhiana

Plan of Visit

1. Total number of students = 60-65
2. Class = B.Com Ist Sem A
3. Teachers
 1. Ms Amarjeet Kaur
 2. Ms Esha Jain
4. Date & Time to start from college 3rd Nov 2018, 9:00am to reach there by 9:45 am

Purpose of the Visit

Besides acquainting the students with the state of art manufacturing, processes, and technology adopted by a renowned company, students will interact with the concerned person for getting practical insights on the below topics :-

1. Planning
2. Control

Brief about place of visit

Supreme Agro was incorporated in 1996 and it took 11 years to become "Supreme Agro Foods Pvt. Ltd." Their vision was to enter the manufacturing segment on a small scale. Now, they are working towards providing high- quality products from their processing plants, locally and internationally. In 2014, by installing new plant and advancing as per the changing time, they have augmented the processing capacity ranging from 2 Lakh litres to 5 Lakh litres per day. Supreme Agro follows an integrated business model and is equipped with the latest technology available globally. The state-of-the-art facilities conform to international quality standards which have resulted in superior quality products at an excellent value proposition.



Keeping in mind the changing consumer of today, Supreme Agro has realigned its product portfolio to resonate with the needs of the modern consumer. All the items on the Supreme menu come with the promise of quality and consistency.

The company has set up the largest and strongest procurement network for procuring milk from farmers. Supreme enjoys a preferred buyer status with the farmers on account of the relationships built over a period of time.

Brands

Uttam Products- Milk, Ghee, Curd etc

Anmol Dairy Creamer/Dairy Whitener

Contact person Detail Mr. Kulwant Singh (Owner) 98140-22705



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REPORT

TITLE : INDUSTRIAL VISIT TO 'SANKESHWAR PACKAGING PVT. LTD'

9th March ,2019

A batch of first year students visited Sankeshwar Packaging Pvt. Ltd., a corrugated boxes manufacturing unit . Mr. Parth Jain addressed the students and briefed them about the functioning of the unit. There were two separate units inside the factory the smaller unit was a manual and semi automated unit and the larger unit was a unit where manufacturing was automated.



In the manual unit all processes were carried on by the workers . A series of steps were being followed.

- The first step was to manufacture a two ply corrugated cardboard sheet of appropriate size.
- The sheet was then pasted to a brown coloured paper with help of glue.
- The sheets were then arranged and stitching was done to make a three ply corrugated box. The thickness could be varied from three ply to five ply corrugated box.

This unit was being used to meet small orders .

The students were then taken to the other unit where they were shown the raw material used for making boxes. The paper used varies in quality. One type of paper is being made from sugarcane bagasse while the virgin paper which is superior in quality is imported from USA , Finland and UK. The machines used inside were imported from Bombay. In order to train the workers they took assistance from OEMs and then the co-workers were motivated to train the new joinees.

- The first step is to manufacture a corrugated sheet for which steam is used to heat up the machines.
- Once the two ply sheet is ready, it is pasted with a plain brown paper with the help of a glue.



- The sheets are then passed through a conveyor belt and are cut into required sizes. Sizes can be adjusted with the help of computerised automatic system.
- The sheets are stacked on one side and were taken to another machine for printing.
- Different blocks of different designs are used for printing. Along with printing the sheets are also cut into required size and are ready to be converted into a box.
- Last step is of stitching the sheets to make a ready to use corrugated box. Two types of rolls are used one made up of iron and other made up of brass. The former one is cheaper and is more prone to rust as compared to the later one.
- The boxes are then stacked, put in separate boxes and are ready to be delivered.

Then the students were shown the boiler plant which supplied the steam to heat up the machines. Wood is the main fuel used in the boiler plant as it is more cost effective and eco-friendly. The pressure reducer is used to reduce the pressure of steam from 16 kilos to 8 kilos to suit plant requirements .

The session was interactive and students got a first hand experience how the manufacturing activity is actually done at shop floor level. Mr. Deepak Jain said that they are looking forward to expand their business and doing more automation by installing fork lifts in the near future. He also wished good luck to students for their future and advised them to learn technicalities of manufacturing process. An overview regarding the management of the unit was also given. The session concluded with a refreshment for the students.



Visit to Sankeshwar Packaging Pvt Ltd, Ludhiana

Plan of Visit

1. Total number of students = 60-65
2. Class = B.Com II C
3. Teachers
 1. Ms Leenu Narang
 2. Ms Puja Jain
4. Date & Time to start from college :: 9th Mar 2019, 9:30am to reach there by 10:30 am

Brief about place of visit

Sankeshwar Packaging Pvt Ltd is involved in Manufacturing - Paper & Paper Products

Company is producing corrugated boxes and bobins on which yarn is wrapped for further usage.

Company has installed state of art automated technology plant for manufacturing its products in 2016.

Purpose of the visit

1. To see a plant having technology of automated manufacturing
2. To understand the payoff for installing such technology in terms of efficiency, quality and serviceability

Contact person Detail Mr. Parth Jain - 9915753294



REPORT

TITLE : INDUSTRIAL VISIT TO COCA COLA LBPL

11th March ,2019

A batch of third year students visited coca cola plant, a tetra packaging and manufacturing unit. The students were addressed and briefed about the functioning of the unit. There were two separate units inside the factory- tetra packaging was a semi automated unit and the bottling unit was a unit where manufacturing was automated.



A series of steps were being followed.

- The first step was to adding essence to the pulp to produce juices. There were different pulps for different juices. The essence was used commonly in all the juices.
- Sugar syrup is added to the juices.
- The juice was packed into tetra packs and were transferred into boxes
- The boxes were sent to storage for further dispatch.

The students were then taken to the other unit where they were shown packing of coca cola.

- The first step is to wash and disinfect the bottles.
- Computerized systems and software are used to check the authenticity of bottles.
- The sugar syrup is added into the essence.
- The gas used to increase the fizz is passed into the bottles.
- Bottles are then crowned and sent for packaging into crates.



- The crates are then stacked, put in storage and are ready to be delivered.

The session was interactive and students got a first hand experience how the manufacturing activity is actually done. An overview regarding the management of the unit was also given. The session concluded with a refreshment for the students.



Visit to Ludhiana Beverages Private Limited, Ludhiana

Plan of Visit

1. Total number of students = 40
2. Class = BBA VI A
3. Teachers
 1. Ms Amarjit Kaur
 2. Ms Japleen Kaur
4. Date & Time to start from college :: 11th Mar 2019, 9:30am to reach there by 10:45-11:00 am

Brief about place of visit

Ludhiana Beverages Private Limited is a Private incorporated on 04 January 1994

It is involved in bottling of soft drinks. Company is one of the authorized Bottler of The Coca Cola Company for the area.

Purpose of the visit

1. To see the plant and understand the manufacturing process of soft drinks
2. To understand the business model of the company
3. Now a day, bottling industry is quite often disparaged for depleting ground water. How company is dealing with such kind of disdain or complaints.

Contact person Detail Mr. Harpreet – 85588-08575



Visit to Oster India, Ludhiana

Students of BBA II B with tow faculty members visited Jawandsons unit 02 of Oster India on the 10th April 2019. This unit is primarily into garmenting of home furnishing where cutting and sewing are two important operations of products to manufactured

Mr. Sandeep, HR manager addressed the students and introduced them about the functioning of the unit. He explained different HR audit, HR policy, management structure and several other policies of the unit. They are involved in 100% exports mainly to IKEA and Mothercare. They manufacture wide product range for these brands.

During the session students interacted with the managers. All queries and doubts of the students very addressed immediately and satisfactorily. Their Main focus is on the managerial control and compliance of their customer's guidelines. Students were explained what are the Key Performance Indicators and their reward system (KAIZEN). Students gained practical knowledge on various subjects. After the session all the students were offered refreshment. All the students expressed their thanks to the officials for the given opportunity. The visit was highly useful for the students in terms of practical knowledge about manufacturing operations and controls



Visit to Oster India, Ludhiana

Plan of Visit

1. Total number of students = 35-40
2. Class = BBA II B
3. Teachers
 1. Ms Gurleen Kaur
 2. Ms Esha Jain
4. Date & Time to start from college 10th Apr 2019, 9:30am to reach there by 10:15 am

Purpose of the Visit

Besides acquainting the students with the state of art manufacturing, processes, and technology adopted by a renowned company, students will interact with the concerned person for getting practical insights on the below topics :-

1. HR: Various departments and hierarichal structure of the organization
2. The way Company markets its products- promotion and sales

Brief about place of visit

Oster began humbly in 1970 from Ludhiana under the leadership of S. Jagmohan Singh who set high targets for himself and those around him. The vision to provide all its customers with unmatched quality and affordability led to the massive growth of the company from a small scale unit to 5 state-of-the art units in just five decades. The name Oster Group of Companies is today synonymous with unmatched comfort, design, affordability and quality in its entire product range.

The growth pattern has seen it steadily improve its manufacturing systems and processes - improving technical inputs, maximizing worker efficiency, integrating



different elements of the value chains and reducing operating costs. Oster is fully integrated manufacturing set right from spinning, Knitting, weaving to dyeing, printing and cutting stitching packaging.

The company has set up the largest and strongest procurement network for procuring milk from farmers.

Products

Home furnishing, Garments, Mattress, Bedsheet, Fabrics

Brands

Contact person Detail



Industrial visit of Bcom students to Brightstar Telecommunications India Limited, Ludhiana dated 18th Aug'17

5. Quality testing

In Plastic moulding department, various moulding machines are producing plastic parts like dialer/buttons, receiver, and frame of the phone. In circuit board printing department, circuit boards are being printed on automatic machines, and thereafter, circuit boards were being prepared by soldering electronic parts on it through **a labour intensive single line flow preparatory line**. Mostly women workers were employed in this line. Thereafter, in another building, assembly section was there where speakers, microphone, circuit board, and other parts were being put together to give final shape to the phones. Quality testing department was testing the phones by using it, and monitoring the quality and loudness of voice through sound level meters.

The plant is having 3 lines. During our visit, production on 2 lines was going on, and third line was idle. Mr Vijendra Sharma, Manager, HR& Admin told that most of workers on shop floor are recruited from ITIs.

The visit was very informative and students learnt about the Production, Plant Layout, and quality control. It was great learning experience for students as well as faculty. They saw and learnt many new things apart from relating already known theoretical aspects with practical insights.



Industrial visit of Bcom students to Brightstar Telecommunications India Limited, Ludhiana dated 18th Aug'17

31-Aug-17

Faculty visited

Mr. Jinesh Jain Assistant Professor

Mr. Mahesh Kumar, Assistant Professor

Details of visiting students

B.Com III Sem-B = 35

Visit timings: 10:00 to 2:00 pm

College organised an Industrial visit for the BCom III Sem Students to a manufacturing unit of the Brightstar telecommunications, Hambhran Road, Ludhiana.

On arriving port at 10:45 am, students were briefed Brightstar telecommunications Ltd. Company is producing about 10,000 units of Landlines phones per day. On order, sometime they produce modem, and mobile phones also. There major customer in India is BSNL. They get ample amount of exports order also for countries like Africa, and South America. They are among top the three supplier Worldover, producing high quality reliable land line phones. Then safety measures to be complied during the visit were told by Mr Vijendra Sharma, HR& Admin Manager. It was told that taking photographs inside premises of manufacturing unit is prohibited .

Thereafter students visited the plant. Manufacturing unit was mainly divided into following 5 departments

:-

1. Plastic Moulding
2. Circuit board printing
3. Circuit board preparation
4. Assembly



Sharma <vijendra.sharma@brightstarcorp.in> wrote:

ok

Thanks & Regards

Vijendra Kumar Sharma

Executive-HR & Welfare

Email Add: vijendra.sharma@brightstarcorp.in

Mob: 98151-19500 | Landline: 0161-2871273 | Fax: 0161-2871361

Brightstar Telecommunications India Limited

Plot No.01-04, Rural Industrial Complex,

Village Humbran, Distt: Ludhiana-141110

www.brightstarcorp.in

From: Mahesh Kumar [mailto:mahe3396@gmail.com]

Sent: 09 August 2017 15:53

To: Vijendra Sharma <vijendra.sharma@brightstarcorp.in>

Cc: Jinesh Jain <jineshjain81@gmail.com>; Dr. R.L Behl

<drrlbehl@gmail.com>; Harindersingh Bhandal

<brighbhandal@rediffmail.com>

Subject: Re: Industrial visit ; Sri Aurobindo College

Respected Sir,

Refer our telecon today, We are planning the visit on 18th Aug'17

(Friday) of about 30-40 students. We shall reach there by

10:30-10:45 am

Looking forward to the confirmation from your side

Thanks and Regards,

Mahesh Kumar

Assistant Professor

Sri Aurobindo College of Commerce & Management

Vill. Jhande,

Ludhiana -142021

Phone: 0161-280422



REPORT ON INDUSTRIAL VISIT TO VARDHMAN

Students of B.Com IIIrd sem B Section accompanied by Dr. Leenu Narang and Ms. Esha Jain visited IT Data Centre of Vardhman on 18-08-17. The visit aimed at familiarising students with the e-commerce/IT infrastructure at Vardhman like ERP, Servers, Mail client etc., understanding, how IT infrastructure is seamlessly integrating various departments like marketing, planning production, despatch, accounting etc and improving their efficiency and also how it is helping in unification of various Vardhman units in M.P, H.P, Punjab to create one whole 'Vardhman group'. The visit helped the students gain an insight into the use of such infrastructure and benefit accrued or likely to accrue therefrom in terms of cost, manpower saving or improving efficiency etc. The students also got to see the practical application of various management lessons as proactive approach towards management evident from GST preparedness of the corporate system.



Dear Concerned

Please note the following details regarding the Industrial Visit and Interaction with Mr. Sanjeev Pahwa ji, Chairman and Managing Director, **Ralson India Limited, Planned for 23 and 24 October 2017.** Students of B.Com 5th Semester, Section-C will be going for this visit.

The case study is also attached herewith for the reference of the faculty members accompanying.

23.10.2017 (Monday) Bus will start at 12:45 PM from College

Group-1 of 33 Students going (List is attached)

Faculty Members accompanying Prof Meenu Goyal and Prof Jai Parkash

24.10.2017 (Tuesday) Bus will start at 12:45 PM from College

Group-2 of 32 Students going on 24 October 2017 (List is attached)

Faculty Members accompanying Prof Sanjay Gupta and Prof Ginni Syal

Prof Sanjay Gupta (Bus arrangement)

Prof Sarita Arora and Prof Esha Jain (Time table adjustment)

Concerned teachers for their information.

regards



SRI AUROBINDO COLLEGE ORGANISED INDUSTRIAL VISIT TO RALSON INDIA LIMITED

Sri Aurobindo College of Commerce and Management organised an Industrial Visit to M/S Ralson India Limited. This Industrial Visit has been organised under the guidance of Brigadier H S Bhandal, Director Education and Dr R L Behl Principal for the students of Bcom fifth semester. In 1974, Ralson started its humble beginnings by manufacturing cycle tyres . As time went by, Ralson grew exponentially in cycle tyre industry which laid the foundation of its entry into automobile tyre manufacture. Today, out of the three Ralson plants, two are devoted exclusively to automobile tyres where a wide range of two/three-wheeler and tractor tyres are manufactured. The journey of Ralson is marked by a relentless pursuit for quality spearheaded by constant upgradation of manufacturing technologies. This is how Ralson has been churning out a wide range of finest quality tyres offering a very high level of customer satisfaction. Prof Sanjay Gupta and Prof Ginni Syal told that the visit has helped the students to understand the manufacturing process involved in conversion of raw material to finished good of tyre and practical applicability of management theory.



Report on Industrial Visit to Vardhman Nisshinbo Garment Limited

An Industrial visit to Vardhman Nisshinbo Garment Limited, Focal Point, Ludhiana was organized by the college on Monday, 06th November 2017 for the students of B.Com I students. The main objective of the visit was to interact with the executives of Production and HR department to gain insight about the processes of the same. The Industrial Visit was organized to provide knowledge for the latest development in the field of production of garments. The students were first briefed about the processes of production involved in manufacturing of corporate shirts by Mr. Puneet Gautam, an HR executive which was then actually shown to them step by step.

The students witnessed the manufacturing of a shirt right from selecting of the fabric till the finishing and packing of the shirt. They were quite inquisitive about it and an interactive session was then organized after the whole process was shown to them. The HR Head of the plant then satiated the students by answering their queries. The students found the Industrial Visit to be quite fruitful from the hosiery point of view.



Vardhman Nisshinbo Garments Ltd, Ludhiana visit plan

1. On arrival visitors would be apprised of the VNGL business and its main activities.
2. The group will be divided into 3-4 parts for better understanding.
3. The split-groups will be taken for plant-round. The group can ask questions from the escorting-official.
4. Post-round any/all question will be handled by senior officials
5. We have a shirt-outlet and VNGL is happy to offer a special scheme of **“get a luxurious attractive men watch on purchase of 4 men shirts (range rs 700 to 900 per shirt)”**.
6. Ideally it may take 1 to 1.5 hours depending upon the visitor-queries and their learning interest.

Special Precautions and Rules-to-follow during factory visit.

1. A general responsible adult-person common-sense to follow.
2. Strictly follow the gate rules/ safety rules / instructions and announcements, if the case so arise.
3. The young students must respect the work-culture and all people working at shop-floor.
4. Respect can be shown by listening attentively, asking right questions and not talking/laughing within own-selves.
5. Loosely hanging attire is not allowed. Like duppatas or Sari-loose-ends must be secured properly. It is for self-safety and machine safety.
6. The visitors are requested to take-off their their shoes, footwear at a designated place and its not allowed inside shop-floor.
7. Strictly prohibited >> any chewing gums/toffees etc, Talking on phone during interaction, any phone / camera activities like taking selfies, music, chat etc.
8. Can speak or check any query with escorting-officials or even technical-managers, but not to disturb the workers
9. Strictly follow the escorting official while in the factory.

Contact Person

Ms. Richika HR Dept (0814 662 5709)



45.

Report on Industrial Visit to Rail Coach Factory, Kapurthala

Sri Aurobindo College of Commerce and Management arranged an industrial visit for its students to Rail Coach Factory, Kapurthala on 11th November, 2017. Twenty seven students from B.Com. first semester Section-A, along with two members of faculty, Prof. Jinesh Jain and Prof. Puja Jain visited the factory. Established in 1986, RCF is a coach manufacturing unit of Indian Railways. RCF has already carved a niche in the industrial scenario of the country at large and Indian Railways in particular. After turning out its first coach in March 1988, RCF has moved on to become the largest and most modern coach manufacturing unit of Indian Railways. At present more than 28,000 RCF built coaches are traversing the length and breadth of our nation. Every year RCF is adding more than 1600 coaches to this fleet, which includes AC and Non-AC coaches. It is equipped with a state-of-the-art machines to undertake design and manufacture of bogies. RCF is a self contained unit with its own shopping complex, schools, banks with ATM facilities, a hospital, golf course, lawn-tennis courts, skating rink and such other facilities. The officer, appointed by the factory for the industrial visit of college, showed the students various stages involved in production and for that students visited sheet metal division and furnishing division. This gave them a broad understanding of the process involved in production of a coach including the functioning of a laser cutting and welding machine. Students also came to know that RCF plans its production as per the directions given by the Rail Board. Employees are selected through Rail Recruitment Board and technical employees are given training as well, before being placed independently on work. Overall, it was a learning experience for the students.



Rail Coach Factory, Kapurthala visit plan

- Number of students = 70, from B.Com-I Sem, Sec-A
- Faculty Members : Ms Puja Jain (Subject PPM), JJ
- **Date & Time: 11 Nov, Time to reach 9:30 a.m.**
- **Departure- 7:00 am**

Subject

- Production and Operations management
- To see the functioning of planning department.

About the Company

Established in 1986, RCF is a coach manufacturing unit of Indian Railways. RCF has already carved a niche in the industrial scenario of the country at large and Indian Railways , in particular. After turning out its first coach in March 1988, RCF has moved on to become the largest and most modern coach manufacturing unit of Indian Railways. At present more than 28,000 RCF built coaches are traversing the length and breadth of our nation. **Every year** RCF is adding more than **1600 coaches** to this fleet, which includes AC and Non-AC coaches for Broad Gauge.

RCF is equipped with a state-of-the-art CAD centre and CNC machines to undertake design and manufacture of bogies, shells (both with stainless steel and corten steel).FRP interiors as per customer's requirement. The state-of-the-art manufacturing facilities and processes have enabled RCF to achieve excellence in Design, Development, Manufacture, Installation and after sales service of Railway Coaches with a view to ensure enhanced satisfaction of the Rail customer.

The factory is located at a distance of 7 kms. from the historical city of Kapurthala. RCF is a self contained unit with its own shopping complex, six schools, banks with ATM facilities and a 76 bedded hospital. Apart from this, RCF colony has a beautiful lake complex, a large sports stadium, an 18-hole golf course, synthetic lawn-tennis courts, Astroturf Hockey Stadium, international size swimming pool, skating rink and other sports facilities.

Products

Various types of coaches naming Broad Gauge Air Conditioned, non-air conditioned, Self Propelled Coaches, Coaches For Export

Contact person: MANJEET SINGH, Sr PRO, 9779241006



Industrial visit to Kangaroo Industries, Sahnewal

Visit to M/s Kangaroo was organised on 1st Nov 2017 by Sri Aurobindo college of commerce and management for Bcom 5th semester Section-A Production and Operations Management students in two shifts by dividing the students in 2 batches. In the first batch, 33 students visited the unit accompanied by Prof. Jinesh Jain & Prof. Priya bali. Purpose of this visit was to acquaint students about how concepts of Operations management studied in classroom are implemented in manufacturing of scissors and stapler pins..A specific emphasis was given on understanding of how **Quality management systems are placed in the operations.** In the plant Mr. Pvitar Singh of HR department talked to the students regarding each and every aspect of production and operations and answered the queries of the students in a very understandable manner. It was a good learning experience for the students and faculty as well.

In second batch, remaining students of the section visited the unit accompanied by Prof. Jai Parkash and Prof. Meenu Goyal. Beside plant visit, these students also got the opportunity to interact with Mr. Ambrish Jain, MD of Kangaroo Ind. Students asked quality questions regarding Entrepreneurship, and got lot of inspiration from interaction with a well-known entrepreneur. Students thanked Mr. Ambrish Jain and college for providing this kind of exposure.



Visit to Kangaroo Industries, Sahnewal, dated 1st Nov'17

Plan

Class -- B.Com V Sem Sec A

1st Batch of 30 students + 2 faculty members will visit at 11 am (start at 9:30 am from College) Purpose of visit: Plant visit only

Faculty : PB, SAH, JJ

2nd Batch of 30 Students + 2 faculty members will visit at 1430 Hrs (start at 1:00 pm).

Purpose of visit: Plant visit and interaction with Ambrish Ji at 4 pm.

Faculty : JP, ME

Learning objectives

- ✓ Operations management (Assembly line system, material flow, with specific emphasis on **Quality management systems, and R & D centre**)
- ✓ Lessons on Entrepreneurship from Mr Ambrish Jain, Owner/promoter

About Co.

KANGARO group which inter-alia includes KANGARO Industries(Regd.), Kanin (India), KANGARO Industries Limited & Munix (India) Pvt. Ltd. are well known manufacturers & exporters of various products such as Staplers, Staples, Staple Removers, Paper Punches, Scissors, Carbon Papers, Gun Tackers, Pneumatic Tools and Industrial staples.

Infrastructure

KANGARO houses a comprehensive sheet metal components manufacturing shop, a machine shop having a range of special purpose machines, fully automatic electroplating plant, fully automatic powder coating plant, plastic injection molding shop besides the heat treatment shop and all other required facilities right inside. In the staple manufacturing section, KANGARO has a fully automatic wire drawing line to manufacture desired quality of wire that is used to manufacture staples on completely automatic multiple wire staple manufacturing lines. KANGARO also has the traditional single wire machines for special applications



R&D Section And Tool Room

KANGARO has a well equipped Research and Development Center and an ultra modern Tool Room having all the latest facilities CAD / CAM using the latest softwares, CNC wire cuts, CNC EDM machines, CNC Milling machines besides other latest machinery and equipment required to develop quality Tooling Jigs and Fixtures which enables KANGARO to manufacture the required international quality of end products.

Quality Policy

We believe that quality is the life line of every business and we are committed to satisfy our customers by manufacturing and supplying our products to their entire satisfaction first time and every time with continuous upgradation in quality.

Market Presence

KANGARO has grown manifold in last five decades making KANGARO and MUNIX most trusted brands. Supported by an efficient distribution network and a dynamic sales team, KANGARO as on date cater to every nook & corner of India and its product are also available at all the modern trade channels and even used as gift items.



Industrial visit of BBA students to Octave Apparels, Ludhiana dated 8th Feb'18

20-Feb-17

Faculty visited

Ms. Bulbul Singh, Assistant Professor

Mr. Mahesh Kumar, Assistant Professor

Details of visiting students

BBA IV Sem-B = 20

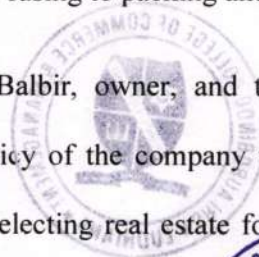
Visit timings: 10:00 to 2:00 pm

College organised an Industrial visit for the BBA IV Sem students to a manufacturing unit of the Octave Apparels, Jalandhar Road, Ludhiana.

On arriving port at 10:30 am, students were briefed about the business of Octave apparels. It has two manufacturing units. Visit started with interaction of students with their designers. Students met their head designer and saw design and development cell, which is the heart & brain of any Apparel brand. They draw inspiration from overseas visits to places like London, Paris and China etc, which are fountainheads of fashion trends. They also have subscribed many online fashion sites. One of their son is deeply involved in the development process, and other one looks after the operations of manufacturing and retailing.

Students visited both the manufacturing units and saw compete garment production process, starting from preparation of size patterns to cutting, sewing, logo, brand name fusing to packing and quality check.

Visit was concluded with interaction of students with Mr Balbir, owner, and their sons. Students quenched their curiosity by asking questions on incentive policy of the company to attract and retain employees and talent, their retail business model, process of selecting real estate for opening of a new



Industrial visit of BBA students to Octave Apparels, Ludhiana dated 8th Feb'18

store etc. It is shared that providing regular work over the year vis a vis seasonal employment--as prevalent in Ludhiana garment industry-- giving due respect to each employee, and providing family like culture are the key factors for retaining and motivating employees. Furthermore, in retailing, they work on company owned and company operated model in their retail stores. Also, they put considerable time & effort in due diligence before opening a new store. Moreover, they are very quick in closing a non-performing store before it becomes a drag for their overall profitability.

The visit was very informative and students learnt a lot about the Production, Plant Layout, and quality control. Furthermore, they are acquainted with complexity and challenges of Apparel Retail. In the end students & faculty were served very lavish refreshment which they relished thoroughly.

Overall, it was great learning experience for students as well as faculty. They saw and learnt many new things apart from relating already known theoretical aspects with practical insights.



Industrial Visit to Octave apparels-7TH, 8TH FEB'18

- **Number of students** = 40 from class BBA IVB. It will be split into 2 batches & each batch of 20 students will visit on 7th, and 8th respectively.
- **Faculty Members :**
 - **for 7th Feb :** BS (Marketing), Ms. AKB
 - **For 8th:** Ms Amarjit Kaur (Entpr.), PAH
- **Date & Time:** 7th & 8th Feb'18, Time to reach 11:00 a.m.
- **Departure-** 10:15 am

Subject

- Entrepreneurship- Vision, traits, & business model- How they selected casual segment over formal – where Zodiac, Madura, Raymond have been very successful- how they remain abreast with the changing trends
- To see the functioning of apparel plant.

About the Company

About Octave Apparels:-

Octave Apparels is one of the leading men's wear brand in India. It was founded in the year 1991. In 2011, Octave Apparels increased its product range by introducing a new brand "METTLE" in the women category. Presently Octave Apparels manufacture and export readymade garments especially designed for men, women and junior segment. Over the years octave has established as an International brand that offers comfortable garments at an affordable price. Octave has a strong market presence in India with over **115 Exclusive Business Outlets and over 500+ Multi Brand Outlets.** Currently Octave has **19**



25.

Industrial Visit to Octave apparels-7TH, 8TH FEB'18

Exclusive Business Outlets in UAE and exports to countries like New Zealand, Australia, Kenya and Sri Lanka. Plans are underway to open stores in London, Malaysia, Singapore etc., Currently Octave Apparels is manufacturing more than 2mn garments per annum.

Mr Balbir Kumar- Owner: 98151-70700

**Roll numbers for Batch-1- 7th Feb & remaining class will go on
8th**

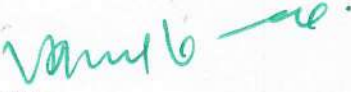
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INDUSTRIAL VISIT TO NIMBUA GREENFIELD (PUNJAB) LTD

The industrial visit for the students of BBA 2nd semester section B was arranged to suffice for their holistic learning. A group of 30 students along with Prof. Sarita Arora and Prof. Priya Bali visited nimbua green field (punjab) ltd. On 21st feb, 2018. This is an integrated common facility for storage, treatment and disposal of hazardous waste being generated by various industries in the state of punjab. Government of punjab in coordination with punjab pollution control board and leading industries of punjab, set up the plant under public private partnership at village nimbua(about 10 kms away from dera bassi) in the year 2003 and it became functional in 2007. NGPL along with its operator RAMKY (an environment management service provider company) makes arrangement for bringing the hazardous solid waste from industries to the site , then treating it and disposing it off in the secured landfill. The facility is spread over an area of 21 acres and till now approximately 2.21 lakh metric tonnes of waste was treated and dumped into landfill. The team NGPL was overwhelmed by the arrival of group visiting their site. They warmly welcomed the students and faculty of Sri Aurobindo College Of Commerce And Management Ldh. The Members of NGPL apprised the students about the quantam of waste being generated by the industries of punjab and the extent to which it is harmful for human life, plant life, animal life, acquatic life and above all the environment. The students were made aware about the methodology for testing the waste and how much waste is finally being treated and disposed off. Students vistied their laboratories, the landfill site and seenvarious equipments used in testing the waste. Being students of commerce, we all were amazed to hear that NGPL is trying to create positive energies in the form of fuel to be used in brick making industries from the waste generated by industries. Hospitality we receive at NGPL was outstanding. We were welcomed warmly and send off was also very pleasent and cheerful . students thanked the whole team of NGPL for increasing their knowledge base and concernsfor cleaner environment.


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Industrial Visit to Vardhman Special Steel-3rd Apr'18

- Number of students = 60-65 from class B.Com II C
- Faculty Members :
 - JK (Company Law), AS
- Date & Time: 3rd Apr (Tuesday). Time to reach 10:30 a.m.
- Departure- 9:15 am

About the Company

Vardhman has evolved through history, from a small beginning to a modern industrial major, under the dynamic leadership of its Chairman & Managing Director, Mr. S.P. Oswal. His vision and insight have given Vardhman an enviable position in the Indian industry. Under his able leadership, Vardhman is innovating, diversifying, integrating and building its various operations into a dynamic enterprise of today.

The Vardhman Group, driven by faith in the economy development of the country, specifically in core industrial sector, ventured into the steel industry back in the year 1973. Since then, the company has exponentially expanded its operations on all fronts, attaining a capacity of 150,000 metric tonnes per annum producing high-grade hot rolled bars for varied applications..

Placed among the leading producers of Special and Alloy Steels, Vardhman Special Steels Limited caters to diverse requirements of hot rolled bars for Engineering, Automotive, Tractor, Bearing and Allied Industries. The company, for more than 40 years, has emphasized on total customer focus in all operational areas, monitoring and nurturing relationships with all clients and business associates.

Vardhman Special Steels Limited incorporates some of the most advanced manufacturing facilities with equally reliable support facilities. The plant has well-conceived layout plan with modern material handling facilities-all designed for economic processing of materials and human skills. Vardhman's ability to adopt changes in technology is evident in its extensive use of automation and contemporary concepts.

Extensive list of clientele

Leveraging state-of-the-art manufacturing facilities and vast experience in the domain, the company has an extensive list of clientele, including various globally renowned corporations, such as Toyota, Hero Moto Corp, Caterpillar, Hino Motors, Bosch are some of the prominent names from the list.

Committed to delivering unmatched quality, Vardhman Special Steels Limited is an ISO 14001:2004; OHSAS 18001:2007; ISO 9001:2008; ISO/TS 16949:2009 certified organization



Industrial Visit to Vardhman Special Steel-3rd Apr'18

VSSL's Technology

Vardhman Special Steels Limited incorporates cutting-edge manufacturing technology, ensuring the highest levels of quality and compliance. In addition, the company acknowledges the significance of preserving the environment and therefore, leaves no stone unturned to minimize the carbon footprints of its facilities. VSSL's technical capabilities include:

- 30MT EAF (UHP-EBT) - GA Danielli, Italy
- LRF- 30MT Ladle Refining, Twin wire feeding for AI & S
- Vacuum Degassing Unit- VAI Technometal, Austria/Germany
- Bloom Caster - Concast Zurich, Switzerland
- Rolling Mill - Morgradshammer Sweden
- MFLT and Automatic UST
- Heat Treatment
- Bright Bar Shop

Agenda/subjects

Students will be taken to visit the plant wherein they will be shown the process of steel making, specifically how various provisions of Factory Act, Industrial dispute Act are implemented in practical setting- Shop floor as well as outside in the plant?

Contact Person:-

Mr. M.K Srivastav-HR Head: 75080 02503



**Industrial visit of B COM II Semester students to Vardhman Special Steels
Ltd, Ludhiana dated 3rd April 2018**

This visit was very informative and students learnt a lot about the Steel production, safety provisions followed in plant, plant layout and many other related concepts.

Overall, it was great learning experience for students as well as faculty. They saw and learnt many new things apart from relating already known theoretical aspects with practical insights.



**Industrial visit of B COM II Semester students to Vardhman Special Steels
Ltd, Ludhiana dated 3rd April 2018**

Presentation was succeeded by the interaction of the students with Mr. Sanjeev Singla. Students asked wide variety of questions related to Vardhman Special Steels, safety provisions followed in plant, steel products manufactured and their usage etc. During interaction with students, Mr. Sanjeev Singla emphasized and advocated students that they should believe on action rather than preaching. In the end of presentation students & faculty were served very lavish refreshment which they relished thoroughly.

After the interactive session, the students and teachers were taken to the manufacturing site of the plant to witness the process of steel making. But before that VSS personnel ensured safety of everyone visiting the manufacturing site. All the students and teachers were asked to wear safety helmets during the round in manufacturing site.

Students took a round of the entire manufacturing site of the plant and witness the steel making process especially the process of manufacturing steel bars and bright steel bars. Moreover, during the visit students were also able to relate the safety provision, followed in the Vardhman Special Steels Plant.



**Industrial visit of B COM II Semester students to Vardhman Special Steels
Ltd, Ludhiana dated 3rd April 2018**

4th April 2018

Faculty visited

Mr. Atul Shiva, Assistant Professor

Ms. Jaspreet Kaur, Assistant Professor

Details of visiting students

B Com II Sem C Section: 63

Visit timings: 9:15 a.m to 2:30 p.m.

College organized an Industrial visit for the B Com II Sem C Section students to the Vardhman Special Steels Plant, Ludhiana.

On arriving at VSS at around at 10:30 am, students and accompanying teachers were taken to a seminar hall and a detailed presentation about Vardhman Group and Vardhman Special Steels was given by Mr. Chandrika Rao (HR Manager, VSS).

The presentation included introduction to VSS, its management, the kinds of steels manufactured at VSS, the major clientele of Vardhman steel, the competitors of VSS. Moreover the manufacturing process was also explained right from acquisition of raw material to finished goods, and also the technology used at VSS was described.



INDUSTRIAL VISIT TO VARDHMAN NISSHINBO GARMENTS LTD

Overview about VNGL

Vardhman Nisshinbo Garments Limited is a joint venture between Vardhman Group and Japan-based Nisshinbo Textiles Inc. The Company is into manufacturing high-end premium quality shirts for large retail brands. Vardhman Nisshinbo Garments Co. Ltd is equipped with world class machines from Japan, Germany, USA, China etc. and capable of manufacturing over 1.8 million shirts per annum. VNGL is one of the Post Cure Wrinkle Free shirts manufacturers in India. A hallmark of quality, VNGL has earned the International Compliance Certificates through WCA and SEDEX Certification. VNGL is also a Green Channel Certification holder from top apparel brands of India. Its clients top domestic brands which include Louis Philippe, Van Heusen, Color Plus, Wills Lifestyle etc., and international brands like Tokyo Shirts, Pussers USA.

Sri Aurobindo College Of Commerce And Management organized an Industrial Visit to Vardhman Nisshinbo Garments Ltd on 23rd August 2016 for the students of B.Com 5th Semester. Three faculty members Prof. Mahesh Kumar, Prof. Suvidha Kamra and Prof. Priya Bali accompanied forty seven students who were further divided into three batches. All the students were briefed about the company profile as given above before the visit.

Objectives of the visit

Objectives of the visit were shared, which were to understand the systems, practices adopted by a world class manufacturing facility. To get an overview of how an assembly line operations work, quality managements systems being followed, and productivity management of the unit etc.

Detail of the visit

Forty seven visiting students were divided into three batches. Each batch was headed by escorting officers namely Richika Rana (H.R. Officer), Jaishree Chaturvedy (Labour Welfare Officer) and Rajiv Ranjan (Quality & Industry Eng. Head).

The escorting officers guided the students about the various stages of formal shirt manufacturing like designing, cutting of fabric, sewing, finishing, quality control, packaging, etc.



They learnt that how the whole process of manufacturing was divided into certain key sub process naming Designing (CAD), Cutting, Sewing, Assembling, Finishing and packaging. Each labor person is skilled at particular operation like sewing of placket, collar, pocket or cuff etc. It is helping improving productivity and quality. Furthermore, there are 5 such production lines each serving different brands keeping into mind their quality requirements (relatively stringent or not). Right quality is being insured in whole process, right from fabric inspection to finishing and packing of the final product. There are even special quality control person deployed on each line.

Students are studying Production and Operations Management in classroom, but here they felt elated as they got an opportunity to relate the theoretical concepts learnt in the class to the actual shop floor experience. They asked a number of quality questions regarding manufacturing which were satisfactorily answered by the escorting officers. All in all, it was a great learning experience for both students and faculty members.





Industrial visit : Students attending the annual general meetings of Vardhman group of Companies

On the same day, 5th Sep'16, three AGMs of 3 different companies of Vardhman Group were planned at different times. So, selected students from B.Com and BBA classes were divided into 3 groups to attend various meetings. Broad plan of attending meetings was as mentioned below:-

Class	No of students	Visit	Faculty accompanying
B.Com-Sem-3 - C, BBA-Sem-3-B	11	Vardhman Textiles Ltd, 9:00 am	Prof Jaspreet Kaur
B.Com-Sem-3 - A, BBA-Sem-3-A	14	Vardhman Acrylic Ltd, 11:00 am	Prof Monica Sethi
B.Com-Sem-3 - B, BBA-Sem-3-A	10	Vardhman Holdings Ltd, 3:00 pm	Prof Priya Bali

Objectives of visit

Theoretically, students who attended the meetings were well aware of as what AGM is, its purpose, and how it is conducted, but the objective of this visit was to provide them an opportunity to see how the company law provisions studied by them in classroom are being followed practically, so that they could relate and hence better assimilate the concepts/aspects already taught, or going to be taught in future, in the classroom.

Detail of the visit

ANNUAL GENERAL MEETING OF VARDHMAN HOLDINGS LIMITED

Students of B Com III semester and BBA III semester got an opportunity to attend the 52nd Annual General Meeting of (AGM) of Vardhman Holdings Limited' which was held on 5th September 2016. Students of Company Law and Regulatory Framework of Companies had a practical experience as to how in reality the AGM of the company is conducted. Theoretically students were well aware of as what AGM is and how it is conducted but this industrial visit was a great learning platform for them.

In the AGM, the Chairman addressed to the Shareholders and discussed about performance and future plans of the company. Then the CS continued with the resolutions which are to be passed and already being sent to the shareholders 21 days before the meeting and there was e-voting process for these resolutions. Those shareholders, who didn't vote in this process, participated in



the open voting through the medium of Ballot Box. There was a small interaction between the students and CS. The students of company law got the real picture of the meeting. Students and Faculty got practical exposure of company law which would be helpful and fruitful for both.

ANNUAL GENERAL MEETING OF 'VARDHMAN TEXTILES LIMITED

Students of B Com III semester and BBA III semester got an opportunity to attend the 43rd Annual General Meeting of (AGM) 'Vardhman Textiles Limited' which was held on 5th September, 2016 at 9:00 a.m onwards. Students of Company Law and Regulatory Framework of Companies had a practical experience as to how in reality the AGM of the company is conducted. Theoretically students were well aware of as what AGM is and how it is conducted but this industrial visit was a great learning platform for them. AGM, started with the welcome note by Company Secretary, Ms. Karan Kamal Walia. Followed by the speech of Chairman of the Company, in his address to the shareholders and others, The Chairman highlighted company's performance and position. Moreover, He also talked about the 'Self Renewal' concept of VTXL. He also answered the queries of the shareholders. After that, CS requested the shareholders to participate in voting through the medium of Ballot Box on proposed resolutions. There was a small interaction between the students and CS. Students were able to relate what they learn in class and what they observe practically. Overall, it was a great learning experience for both students and teachers, to observe as to how the company law provisions are followed while conducting AGM. All in all, it was a very productive and fruitful industrial visit.

ANNUAL GENERAL MEETING OF VARDHMAN ACRYLIC LIMITED

The students of Bcom 3rd semester and BBA 3rd semester got an opportunity to attend the 26th annual general meeting of (AGM) 'Vardhman Acrylic Limited' which was held on 5th September, 2016. The Company Law students got a real life experience of the working of a company through the medium of this industrial visit. Before taking the students to attend this meeting, they were taught and briefed about the forum of AGM and the objectives of holding this meeting by any company as they were yet to study the topic of meetings in their company law class. In the AGM, the chairman in his address to the shareholders, apprised them of the company's performance and future plans. He also answered the queries of the shareholders. Then shareholders, who didn't take part in e-voting on proposed resolutions, participated in voting through the medium of Ballot Box during the meeting. In all, students and faculty got practical exposure on the application of company law provisions and observe the proceedings of



shareholders' meeting live through this visit. Now, they will be able to relate to this topic in class in a better way. The visiting students will be sharing this experience in the class for the greater advantage of the entire lot of students.



Report on Industrial Visit to Bansal Spinning Mills Limited

Sri Aurobindo College of Commerce arranged an industrial visit for its students to Bansal Spinning Mills Limited, Sahnewal on 19th September, 2016. Nineteen students from BBA along with two members of faculty, Ms. Puja Jain and Ms. Priyanka Jain visited the unit. Bansal Spinning Mills Limited (BSML) incorporated as a Public Ltd. Company on 13th January 1998. BSML specializes in manufacture of woolen yarns, woolen fabrics, tops and combed materials. The Company is being managed by three directors viz. Sh. Sat Pal Bansal, Sh. Sanjay Bansal and Sh. Chintan Bansal. Nahar, Reid and Taylor, Raymond and Indian Army are among its domestic buyers while they also have customers in UK, Italy etc. BSML, having 12500 Spindles, wishes to grow by building its reputation as a caring organisation, utilizing all its resources through team work, and continuous emphasis on human resource development.

Objectives of the visit

Main objective of the visit was to understand Human Resource Management systems and practices followed by a small scale company. As most of the students who belong to business class family have business of small scale, it would be relevant for them to take an overview of the level of systems and practices being followed, extent of professionalism observed, and various challenges particularly in manpower management faced by a small scale business.

Details of the visit

Students were given a briefing about the company and also a few questions pertaining to HR practices were suggested to them, answers of which they should seek from the authorities there. Mr. S.M.Mishra, Quality Manager, gave a small introduction about the company and then took students out to see the production area where he showed them the various stages involved in manufacturing process. Thereafter, students had a discussion with Mr. Umesh Sharma, HR manager, and Mr. Chintan Bansal, Director of the company regarding various HR practices that the company followed. Mr. Chintan started with a note highlighting the importance of human resources and thereby stating the significance of HR department. He believed that HR has an important role to play because if people are charged up then they can do miracles for the organisation. Answering to questions regarding their selection process, he answered that after requirement generation, resumes are called from different management consultants/companies.



Thereafter the HR manager scrutinizes the resumes and call candidates for interview. For resourcing their workforce, company uses references and campus placements. HR manager takes care of induction of new joiners of staff and IR manager looks after the induction of workers. Talking on the motivational aspects he emphasized that employees' social needs are to be taken care of; they should be provided with good environment, incentives etc. to keep them stimulated. For this they organize various activities on 15th August, 26th January, sports day etc. At these social events, workers are commended for their efficiency, attendance, and the like. Internal promotions have resulted in few of the supervisors becoming plant heads. The worker who brings new candidates is also given monetary incentive. Answers for questions related to performance appraisal revealed that there are different appraisal criteria for different departments depending on the type of work. They give targets to workers and then at the end of the appraisal period their performance is measured against the standards. The workers are evaluated on targets achieved by them, wastages, breakdowns, condition of their machines, attendance etc. HODs prepare monthly reports on these aspects and people are graded into A, A plus, B, B plus and C categories. At the end their increments and promotions are decided accordingly. Though the company doesn't have a provision for developmental interventions for the staff for developing specific skills like decision making, leadership, communication etc. but a newly inducted worker undergoes On-the-job training for few days which includes training on machine operations, wastage control, fire and safety measures, knowledge about company and its products etc. If needed employees are also sent outside to learn about new technologies. Company takes due measures for health and safety of workers which include regular supply of water to combat with heat in production area, tea, medical insurances (despite not covered under ESI), and a medical practitioner for any casualty. Women workers are treated equally but leave provision for pregnant women is there. Company also has a committee for prevention of sexual harassment. Pick and drop bus facility is available. Though pro-active steps are taken to prevent any conflict or grievance arising mainly out of issues pertaining to salary, attendance, appraisals yet a Grievance Redressal Committee has been formulated headed by IR manager. Director of the company himself looks into the register maintained for grievances. Practice of 'Open window' on Saturdays is followed for grievance handling. Suggestion box is also placed in the unit. Company considers retention and care of employees as utmost important but at the same time expects its staff members to realize that they work for company and hence, owe their



commitment to it. Normal working hours are 8 for 26 days in a month but since people come from outside Ludhiana so they want to earn more and therefore they can work 11-12 hours for which they are paid overtime. Wages are fixed and paid monthly. Incentives are production based and paid on weekly basis. Inorder to manage labour absenteeism, they are motivated to intimate beforehand about their intention to go on leave. At the end, Mr. Chintan marked at the significance of robust MIS for the success of any organisation. He advised the students, that if they want to become good administrators then they must devise a strong MIS which can facilitate them keep a check on the functioning of the company.



Industrial Visit : Bansal Spinning, Sahnewal

Introduction

- Place of Visit : BANSAL SPINNING MILLS LIMITED, SAHNEWAL, Ludhiana
- Number of students = 40, from BBA III Sem, and BBA V Sem
- Faculty Members : Ms Puja Jain, Ms Priyanaka Jain (Both faculty members are teaching HR)

Broad plan of the visit

1. Total number of students = 40 accompanied by 2-3 faculty members.
2. We shall brief the students about your company in advance to save the time
3. Time to reach the unit will be 10:30 am
4. The group will be divided into 2 to 3 parts for better understanding
5. Students will be briefly apprised about the production processes of the unit
6. The split-groups will be taken for a quick plant-round
7. They will be briefed about the HR Related activities of your company, Covering Recruitment, its processes, sources, Training & Development, and Major challenges being faced by the company in manpower management

BANSAL SPINNING MILLS LIMITED : AN INTRODUCTION

Bansal Spinning Mills Limited (BSML) incorporated as a Public Ltd. Company on 13th January 1998. BSML specializes in manufacture of woolen yarns, woolen fabrics, tops and combed materials. The Company is being managed by three directors viz. Sh. Sat Pal Bansal, Sh. Sanjay Bansal and Sh. Chintan Bansal.

Markets

We are registered with DGS&D (**Directorate General of Supplies & Disposals**) department which covers all paramilitary forces i.e ITBP, BSF, CRPF etc, all State's Police and Railway supplies.

Export : We are exporting Worsted Weaving Yarns to various countries like U.K, Italy, Turkey, Spain, Iran, Israel, etc

Local Market : We are enjoying very good reputation and our quality has been very well approved in the local market.



Industrial Visit : Bansal Spinning, Sahnewal

Plants and Capacities

We are Bansal Spinning Mills Ltd. based at Ludhiana North India. We are having latest & well equipped Worsted Plant with production sections as under:

WOOL SCOURING & Combing---- We are having Wool Scouring Plant of Petrie Mc Naught U.K , Thibeau Carding Machines CA6, NSC Gill Boxes GC 13 with PB 30 & 31 Combers with a capacity of 1.20 Million Kgs Per Annum....

DYEING----- We are having Latest HTHP Dyeing machines ranging from 1 Kg to 250 Kgs , R/F Dryer of Strayfeild UK , NSC Deflater. In dyeing lab we have Data Color AC 400 , Washing Fastness Tester etc to ensure proper dyeing Fastness & shade matching.

SPINNING----- We are having 12500 Spindles with PB 30 Combers for Recombing. In preparatory we are having GC 13/14, GV 20 FMV 36 & FM 8. Zinser Ring Frames 421E with Siro & Lycra attachments. In Winding we have Schlafhorst 338 & Savio Polar along with VTS09 & Muratta TFO's. We are having two seperate lines for Ecru & Dyed Yarns.

We are manufacturing Worsted Yarns in 100% Wool, Poly/Wool Wool /Nylon & Wool/Acrylic blends from Count Range of 18Nm ---- 120 Nm. We are also manufacturing Siro & Lycra yarns in Ecru & Dyed.

We ensure quality is achieved by checking it at every stage of production. In our lab we have Uster UT3 , Almeter, Uster Tensorapid, TPI Tester Jweigle Switzerland, Air Flow Meter Vira KDG England etc. We are having strong Technical staff members with well trained workforce to manufacture quality yarns. We are having a capacity to manufacture 1.10 Million Kgs per annum.

Management

1. Sh. Sat Pal Bansal is Managing Director of the company and looking after Export Marketing and Govt. procurement and supply. He also looks after the production infrastructure of the company.
2. Sh. Sanjay Bansal is whole time director of the company and is looking after the finance of the company and other day to day activities of the company.
3. Sh. Chintan Bansal is also whole time director of the company and is looking after production and purchases and other administration related activities of the company.

Contact Person:-



Industrial Visit : Bansal Spinning, Sahnewal

Mr. Umesh, HR, 09217500666

Main Subject Area for the visit : HR

Questionnaire for visit

Recruitment

1. To understand the Recruitment process (from identifying/requisitions the need of manpower from various departments to selection process & induction of newly joined persons)
2. Main preferred sources of recruitment e.g. Job portals, employee referrals, Walk ins, Campus recruitment etc.
3. Method of selection i.e. Interview, any test, checking references, Fitness medical test etc
4. Any Issues/Challenges being faced while recruiting the suitable candidates.

Training & Development

1. Is there any formal structure for imparting training to newly recruited workers or staff?
2. Training methods used :-
 - a. On Job training : Mentoring, Position rotations, Apprenticeship etc
 - b. Off Job : Classroom, Internship, Vestibule training etc.
 - c. Any other

Challenges

3. Major challenges being faced by the company in manpower management

Overall

HR processes being followed in a **small scale organization** and issues faced by them.



Industrial Visit : Bansal Spinning, Sahnewal

Note:- The given questions are representatives not extensive. Accompanying faculty can include more questions in it wherever felt necessary



Industrial visit of BBA students to Dry port in Sahnewal naming "Innovative B2B Logistics" dated 25th Feb'17

Faculty visited
25-Feb-17

Mr Mahesh Kumar, Assistant Professor

Mr Ashish Bajaj, Assistant Professor

Ms Priya Bali, Assistant Professor

Details of students

BBA II Sem Sec-A = 36

BBA IV Sem Sec-A+B = 13

Total Students = 49


Visit timings: 10:00 to 2:00 pm

On arriving port at 10:30 am, students were briefed about the safety measures to be complied at the port during the visit by Safety in charge of port, and Terminal manager Mr R.M.Rana. It was told that taking photographs is prohibited in the custom area.

Thereafter, students were **briefed** by about the plan of their visit in the port. Moving forward as per plan, they visited examination warehouse. It was a place where containers, which are selected for examination are opened, and goods are physically verified to match it with the declaration given about goods by its sender. Here Mr. Pramod Lodhi, Inspector, Customs told that as per Custom Act 1962, goods are classified into 3 categories as given here under :-

1. Prohibited Goods
2. Restricted Goods
3. Freely Exportable Goods

1. **Prohibited Goods** : prohibited goods are those which are not allowed to enter into our country from outside such as wild animals. He showed skin of wild animals seized at port under this category to the students.
2. **Restricted Goods** : Restricted goods are allowed to be imported but after taking specific permissions/License. Paper for printing news paper was showed to students under this category. It was being imported by Danik Jagran after taking License from Registrar of Newspapers for India (RNI).


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Industrial visit of BBA students to Dry port in Sahnewal naming "Innovative B2B Logistics" dated 25th Feb'17

3. **Freely importable/exportable goods** : All other goods not included in the above two categories are allowed to be imported freely after paying requisite duty without any restrictions.

Thereafter, students saw other seized items for wrong declaration while importing like Heavy metal scrap which draw high import duty was being imported as normal scrap with lower duty. Here it was told that assessing & declaring the goods correctly under the proper categories as per custom act is critical task, and mistake here can draw heavy penalty. Therefore, all companies including large export/import houses outsource this job to CHAs (Clearing House Agents or Custom Brokers).


Students were also briefed about type of containers. They learnt that size of the container is standardized world over in terms of 2 specifications :-

- a) 20 ft Standard (20 ft length, and height of 8 ft) or High Cube (20 ft length, height of 9ft)
- a) 40 ft Standard (40 ft length, and height of 8 ft) or High Cube (40 ft length, height of 9ft)

Container all over the globe are registered with the International Container Bureau (BIC) and bear a unique 11 digit number. Without this standardization and unique identification, international trade would have been very difficult and would never have achieved scale it has reached.

In the last part of the visit, a presentation was given by Mr Pramod Lodhi, which briefly gave outline of import/export procedure. It covered areas like :

- a) Options of factory stuffing of goods in presence an officer from central excise department, or warehouse stuffing at port.
- b) Necessary documents for export and import like Invoice, packing list, shipping bill, and bill of lading.
- c) Parking imported goods in bonded warehouse on the port without paying import duty & custom clearance, or custom clearing the imported goods for home consumption.
- d) Risk Management System (RMS) adopted by custom department which select automatically the containers to be examined at port, once information of bill of entry, or shipping bill has been entered in the EDI system of custom dept by the importer/exporter. It select the containers based on the historical data of import and export, mis-declaration by importer/exporter. It is shared that RMS detect only 10 to 20% of the total containers to be examined at port. Rest are allowed to go after appraisalment only as 'Let Export' or 'Let Import' basis.


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Industrial visit of BBA students to Dry port in Sahnewal naming "Innovative B2B Logistics" dated 25th Feb'17

Mr Amanjeet Singh, Deputy Customs, Mr G.D Bansal, Mr Parshuram, Mr Malik, Supertindents Customs, welcomed students, and shared the role of custom department in export and import system. They also guided students for choosing it as the option in their career. It was great learning experience for students as well as faculty. They saw and learnt many new things apart from relating already known theoretical aspects with practical insights.

Vandana

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ANNEXURE--9

INDUSTRIAL VISIT TO VSGM, Ludhiana Unit

Vardhman Spinning and General Mills, Ludhiana, 28 February 2017.

SACM organized an industrial visit to the Vardhman Spinning and General Mills for the students of B.Com Second Semester Section A with a view to overcome the gap between theoretical and practical knowledge in the area of Indian Factories Act, 1948. A total of 57 students from Section A and 4 students from Section C visited the organisation and management of Indian Factories Act in the Vardhman Unit in detail. The students were accompanied by teacher in charge of the subject Mr Atul Shiva and co-ordinated by Mr Mahesh. After reaching there, the class was divided into a group of two each being appointed with a guide. The industrial visit was well organized by Ms Deepika, Industrial Relations (IR) Head of VSGM, Ludhiana.

On arrival a comprehensive presentation was given to the students on PowerPoint explaining the details of Various Section and Schedules of Indian Factories Act, 1948 like Health, Safety and Welfare provisions, appointment of Adult, Women and Young persons. The students were also apprised about the statutory norms followed by the VSGM unit in day to day working inside the unit.

After the presentation, the students were divided into two groups where the shop floor level functioning was seen by the students and the actual practice of Vardhman as a company in day to day functioning was observed. The students visited various sections of the unit like payment of wages, training center, creches, rest rooms, cotton openers and employment of women and adults in the factory. In addition to this the provisions of Health like cleanliness and disposal of wastes were observed by the students. The entire staff and management of the VSGM unit helped the students in effective learning of the provisions related to Indian Factories Act.

The students thanked the College authorities and Vardhman for organising such a wonderful and effective industrial visit for them and urged to organize such practical exposure for them in the coming future as well.

Atul Shiva



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Date of visit 05.04.2017

**SRI AUROBINDO COLLEGE ORGANISED
INDUSTRIAL VISIT TO MADHUR KNIT CRAFTS
PRIVATE LIMITED**

Sri Aurobindo College of Commerce and Management organised an Industrial Visit to M/S Madhur Knit Crafts Private Limited. This Industrial Visit has been organised under the guidance of Brigadier H S Bhandal, Director Education and Dr R L Behl Principal by Prof Meenu Goyal and Prof Jai Parkash for the students of B.COM second semester. This company is owned by one of the alumni of SACCM Mr Piyush Gupta. The company manufacture blankets under the brand name PENGUIN. Prof Meenu Goyal told that the visit has helped the students to understand the manufacturing process and practical applicability of management theory.

Mr. Pawan, Plant Manager guided the students that how fibre is converted into fabric followed by the working of splitting machine. The next steps involved were about designing and printing of blanket with the help of steam. The blankets are then washed in both cold and hot water to remove any chemicals and make it smooth. They are further sent for poly cutting and finishing which is done manually. Before cutting the blankets are embossed by embossing machine by providing heat at temperature 250 degree.

While students asked about the CSR work, Mr. Piyush Gupta said, the company takes special care of society by donating surplus blankets and involving workers in different co-curricular activities to increase their morale and motivation. At last he told the student's various challenges faced by him. Brigadier H S Bhandal, Director Education and Dr R L Behl Principal said that the students relished the visit as it added to their practical knowledge and experience. Prof Jai Parkash said such visits to industries is a part of teaching learning pedagogy at Sri Aurobindo College and SACCM will be adding more practical activities to provide students better learning and experience of real world.


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LUDHIANA

Date of visit 05.04.2017
Industry Name: M/s Madhur Knit Crafts Pvt. Ltd.
Village Seerah, Ludhiana Punjab

Class Going: B.Com 2nd Semester C Section
Faculty Accompanying Prof Meenu Goyal and Prof Jai Parkash

INDUSTRIAL VISIT TO MADHUR KNIT CRAFTS PRIVATE LIMITED

ABOUT US

Incorporated in the year 1997 at the industrial town Ludhiana in Punjab, India, Madhur Knit Crafts Private Limited is involved in manufacturing and exporting an exclusive array of highly comfortable Blankets. Since our establishment, we are focused at offering finest array of Blankets to our customers present all across East / Middle Africa, Indian Subcontinent, South America and Middle East.

INFRASTRUCTURE

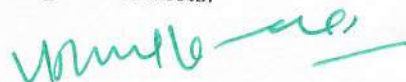
We have a well established infrastructure that stretches over our widely spread out facility in Ludhiana, Punjab. Our technically advanced production facility plant is equipped with the latest technology available for knitting, dyeing, cutting, processing and printing, and packaging. The technologically advanced machines enable us to meet the varying demands of our customers with finesse and meet our deadlines effectively.

OUR QUALITY

Our technological capabilities and strict quality measures ensure highest quality products and customer appreciation. Orders are closely monitored from sampling to shipment. Status on sampling, production and shipment are transmitted to customers regularly. We maintain a pro-active approach towards identification of problem area and corrective measures are taken immediately to ensure timely deliveries.

High quality designing, printing and processing units are well equipped with modern computerized machinery. Our technological capabilities and strict quality measures ensure highest quality products and customer appreciation.

We as an organization, are headed by Sh. Kastoor Chand Gupta and are managed by group of enthusiastic professionals whose constant support and painstaking efforts have helped us to establish a strong grip not only over the national market but international markets as well. His leadership and industrial acumen has helped us to extend our product range to suit direct demands of our customers. Our product range includes Floral Mink Blankets, Polyester Mink Blankets, Mink Blankets, Acrylic Blankets, Printed Blankets, Woolen Blankets and Designer Blankets.



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MISSION & VISION

We think beyond business. Our motto is to work for customers' delight with a penchant for quality and creativity.

INFRASTRUCTURE

We have a well established infrastructure that stretches over our widely spread out facility in Ludhiana, Punjab. Our technically advanced production facility plant is equipped with the latest technology available for knitting, dyeing, cutting, processing and printing, and packaging.

We are a company with world class infrastructure facilities under one roof. We are having complete Polar Fleece Plant, Spinning Mill Plant, Dyeing Plant along with associated resources and manpower to ensure smooth functioning of our plants. Being an experienced company, all our plants are backed by team of skilled work force and technocrats.

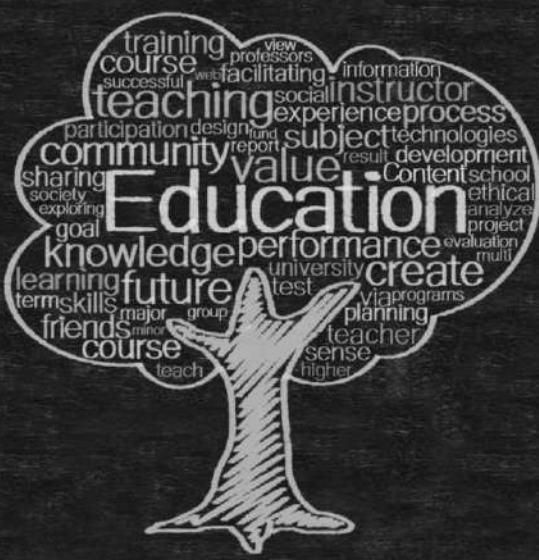
We have a retinue of modern machinery too. It consists of high performance Circular Knitting Machines, Flatbed Textile Printing Machines, Rotary Textile Printing Machines, Stunter, Imported Razing Machines & lot more. Alongside, we have highly trained workers. We are also equipped with capacious warehouses that facilitate storage of voluminous stock to meet all kinds of demand eventualities.

PRODUCTS

Our collection of elegant blankets are a perfect match to the contemporary room decor. These blankets are luxuriously soft and are cozy to the core. The subtle colour scheme give these blankets a rich look. Available in standard sizes, these blankets require no special care. Our range of elegant blankets can be availed at the most competitive prices.

Questions- Pending

Vijay K. Singh
PRINCIPAL
SRI AUROBINDO COLLEGE OF
COMMERCE & MANAGEMENT
LUDHIANA



PROBLEMS OF INEQUALITY LOOMING LARGE IN TIMES OF COVID19 PANDEMIC

A webinar on global management education in post-COVID19 times in association with Academy of Management, USA was organised on 6th July 2020. It was attended by 190 participants from across the world, witnessed rigorous deliberations on various facets of the global education during and after the pandemic. The webinar was chaired by Prof (Dr) Mahesh Verma, vice-chancellor of Guru Gobind Singh Indraprastha University, New Delhi. In his presidential address, Prof Verma emphasized on the need for academic administrators to deal with the contemporary challenge in an equitable way so that the students from developing and underdeveloped countries do not suffer. Ms Cyndi McLeod, CEO of the Global University Systems, maintained that the global education is bound to be disrupted by the pandemic. Dr

Marta Hawkins questioned the narrative of calling the contemporary situation as a 'new normal'.

Prof Anubha Kaushik, Director, International Affairs of Guru Gobind Singh Indraprastha University, raised the challenges being faced by researchers and academic collaborators during the times of social distancing. Dr Gagan Deep Sharma, representative of the Critical Management Studies division of the Academy of Management, built a case for looking at the ongoing situation with a lens of criticality so that what doesn't meet the naked eye can also be understood. Dr Kathleen Riach from University of Glasgow illustrated the themes that researchers may try to address for fighting the crisis being faced.



**SRI AUROBINDO COLLEGE OF COMMERCE
AND MANAGEMENT, LUDHIANA**

in association with

Academy of Management, Critical Management Studios Division
NEWYORK, USA

and Directorate of International Affairs, GGSIPU, New Delhi

is organizing a WEBINAR on

**GLOBAL MANAGEMENT EDUCATION
in Post Covid-19 Era**

**Monday, July 6, 2020
08:00 PM - 10:00 PM IST**

Registration Link: <https://bit.ly/2NpnHkD>

This webinar engages with the discussion related to the swift changes in the global management education towards online alternatives during the pandemic and questions the implications on international education system post Covid-19 pandemic crisis.

- SPEAKERS -



Prof. Mahesh Verma
Vice Chancellor
Guru Gobind Singh
Indraprastha University



**Dr. Cyndi Werbowski
McLeod**
CEO
Global University Systems



Dr. Marta Hawkins
Consultant, Researcher, Educator
In-light-of Knowledge
Exchange Social Enterprise



**Dr. Gagan Deep
Sharma**
Guru Gobind Singh
Indraprastha University

Dr. AJAY SHARMA
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