

Rajamane[®]

Delivering Solutions

GRAPHITE INDIA MAIN RD, GARUDACHAR PALYA, MAHADEVAPURA, BENGALURU,
KARNATAKA 560-048



**NEW HORIZON
COLLEGE OF ENGINEERING**

New Horizon Knowledge Park, Ring Road, Marathalli
Autonomous College Permanently Affiliated to VTU, Approved by AICTE & UGC
Accredited by NAAC with 'A' Grade, Accredited by NBA

DEPARTMENT OF MANAGEMENT STUDIES

Presents Report

On

**SURVEY & DEMOGRAPHIC DIMENSIONS FOR RAJAMANE &
HEGDE SERVICES PVT**

UNDER THE GUIDANCE OF

FACULTY CONSULTANT (HR)

DR. PRIYAMEET KAUR KEER

(ASSOCIATE PROFESSOR)

&

STUDENT COORDINATORS

MS. DEEPTHI P R(MBA-I SEM Students)

MR. TOSHITH ASHWIN T(MBA-I SEM Students)

ON

25th MAY 2024

INTRODUCTION ON RAJAMANE INDUSTRIES PVT LTD

Established in the year 1975 in the garden city of Bangalore, India, for the manufacture of coolant pump for the machine tool industry. The Company has started a Green Field Facility at Dobbs pet for future Expansion. Starting with 3 models, today the company produces over 100+ models to meet the various needs of the industry namely machine tool, printing, packing, filtration and chemical.

Today the company is a leading manufacturer of coolant pump in India with a wide dealer network and a large OEM customer base. The company has a comprehensive product line to cater to ever changing requirement of the market. The company has been a leader in the Indian market with its continuous change to meet the demands of the customer and environment. The TEAM Rajamane excels in meeting the customer satisfaction by continuously improving the product and realizing a very high on time delivery.

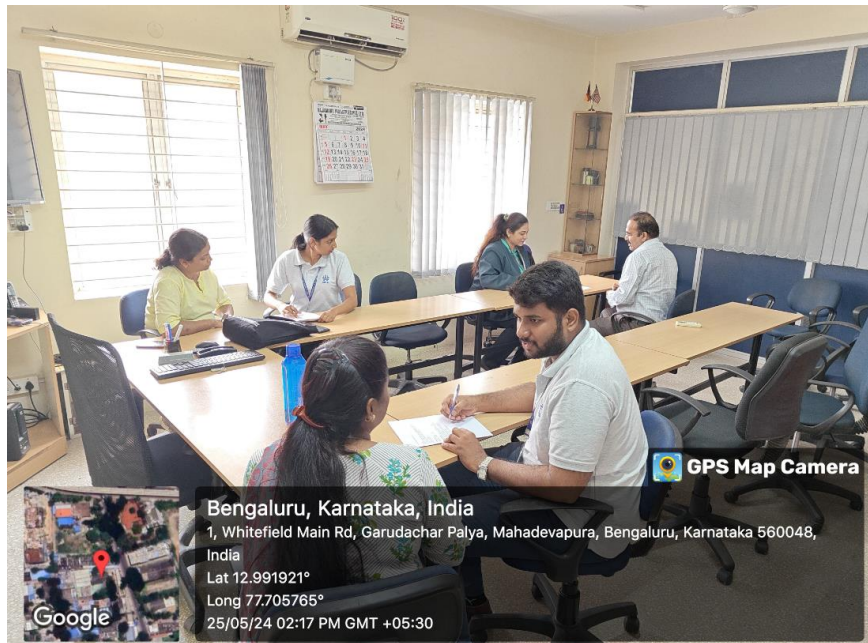
The company has a good management structure supported by qualified personal in all departments with a strong IT backbone Powered by SAP. The workforce is trained through the in-house training program for achieving effective work on the shop floor. The company manufactures standard pumps in batches ensuring low cost and off the shelf delivery with some model being shipped within 48 hours. We have a full-fledged separate machine shop with well-equipped CNC machines and SPM for high productivity and quality.

The Electric motors required for the pumps are made in- house on automatic winding machines thereby providing the flexibility to manufacture motors in various voltage and frequencies. Special pumps are assembled on order basis ensuring guarantee of quality and delivery.

The company is an **ISO 9001:2015** certified and the products are CE Marked, making the pumps acceptable in the worldwide market. On line testing of every pump with a computerized system ensure that every product is quality certified. Database of 10 years of products establishes a good traceability of custom-made products. The company is a leader with a large OEM customer base, has a country wide dealer network. The company manufactures a wide range of products with various material of construction (MOC) Catering to the needs of changing liquid application. The company Continuously meets the customer requirement in terms of value for money and has been able to satisfy the challenges of the customers through its philosophy of product of proven performance. Special pumps are assembled on order basis ensuring guarantee of quality and delivery.

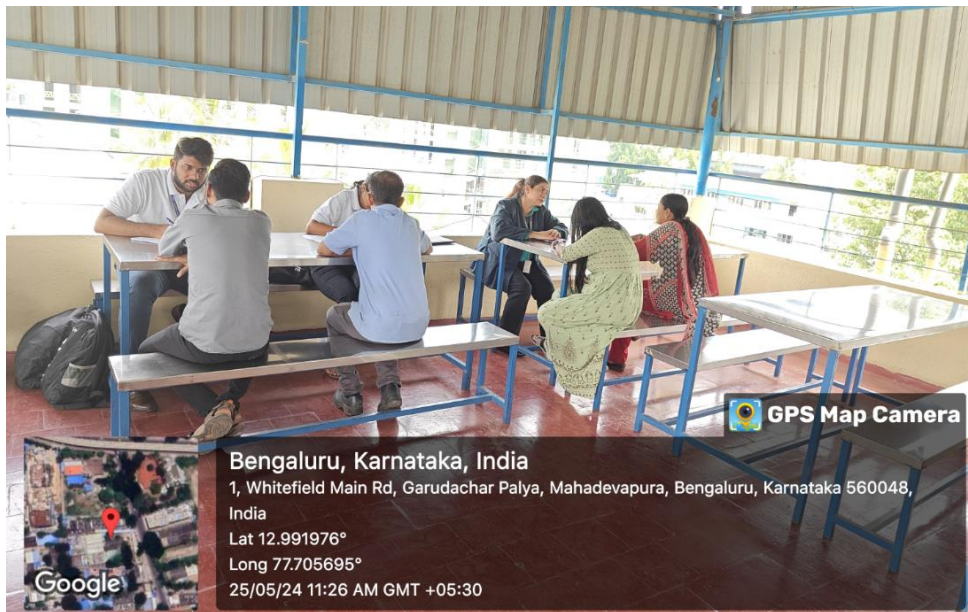
SURVEY CONDUCTED ON 25TH MAY 2024 AT RAJAMANE INDUSTRIES PVT LTD

BY DR. PRIYAMEET KAUR KEER, MS. DEEPTHI P R & MR. TOSHITH ASHWIN T(MBA Team)





Bengaluru, Karnataka, India
1, Whitefield Main Rd, Garudachar Palya, Mahadevapura, Bengaluru, Karnataka 560048, India
Lat 12.991976°
Long 77.705695°
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Bengaluru, Karnataka, India
1, Whitefield Main Rd, Garudachar Palya, Mahadevapura, Bengaluru, Karnataka 560048, India
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1, Whitefield Main Rd, Garudachar Palya, Mahadevapura, Bengaluru, Karnataka 560048, India
Lat 12.991976°
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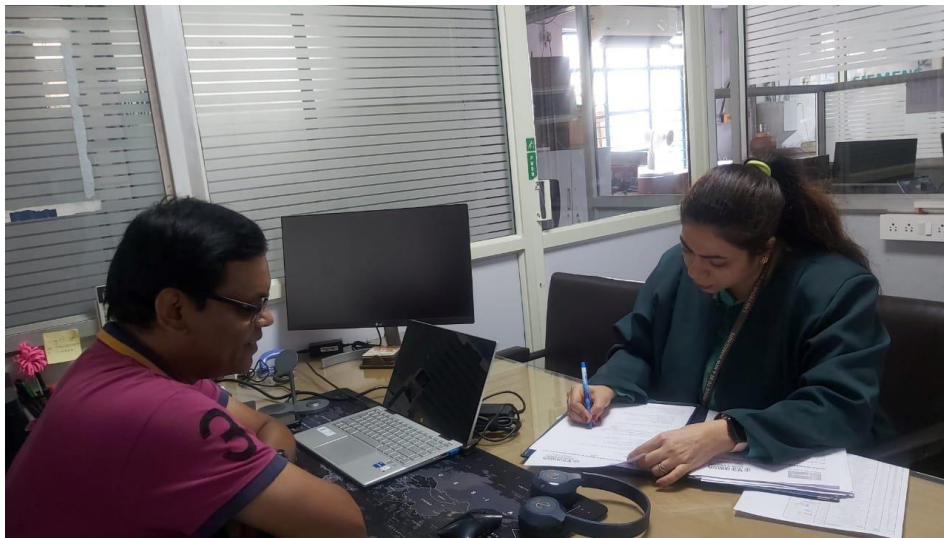
SUGGESTIONS GIVEN BY THE EMPLOYEES FOR THE BETTERMENT OF WORK LIKE BALANCE

AREAS OF CONCERN SUGGESTED BY THE EMPLOYEES:

- Hygiene condition should be taken care.
- Follow the employee guidelines given by the government.
- Skilled labours and supervisors required.
- Employment safety.
- Testing with quality.
- New instruments needed.
- Basic amenities to be provided.
- Work area improvement.

With regards to the above-mentioned suggestion few employees also desire a hike in their salary as well as their designations.

**PERSONAL INTERVIEWS CONDUCTED BY
DR. PRIYAMEET KAUR KEER
WITH THE
GENERAL MANAGER MR SANTOSHKUMAR P PATTAR
OF
RAJAMANE INDUSTRIES PVT LTD**



INTERACTION WITH THE SIEMENS DEPARTMENT EMPLOYEES



INTERACTION WITH THE FEMALE EMPLOYEES OF RAJAMANE INDUSTRIES PVT LTD





GPS Map Camera

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1, Whitefield Main Rd, Garudachar Palya, Mahadevapura, Bengaluru, Karnataka 560048, India

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CONCLUSION

RAJAMANE INDUSTRIES PVT LTD is a company with lots of potential with effective utilization of their resources (machine, labour) they can improve their overall efficiency.

With respect to the survey conducted, the study shows us the key areas of improvement which are listed below:

- Hygiene
- Lack of supervision
- Lack of team work
- Lack of communication

With respect to the above issues suggestions provided to RAJAMANE INDUSTRIES PVT LTD for the future of the company are suggested below:

- Improving communication between the lower level and upper-level management.
- Frequent team building activity needs to be conducted.
- Training and skill development programs to be conducted.
- Infrastructure development (restrooms).A

In conclusion, keeping in mind the key areas of improvement, RAJAMANE INDUSTRIES PVT LTD can adopt the above suggestions to further improve their management structure benefiting the both employees as well as the management.




 **GPS Map Camera**



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 **GPS Map Camera**



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