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AN INTERNSHIP PROGRAMME AT PARISONS FOODS PVT. LTD., CALICUT An internship report submitted to the University of Calicut for the partial fulfillment of the requirements for the award of the degree Of MASTER OF BUSINESS ADMINISTRATION 2010 — 2012 Submitted by RASHIDA . P Register No : ctakmba038 DEPARTMENT OF MANAGEMENT STUDIES KMCT COLLEGE OF ENGINEERING KALLANTHODE, CALICUT DECLARATION I Ms. RASHIDA. P do here by declare that the internship report titled “ An Internship Programme At Parisons Foods Private Limited Calicut" submitted to the KMCT College of Engineering in partial fulfillment of the requirements of award of the degree of Master of Business Administration is a genuine record of original work done by me, during the period of study 2010-2012. I also declare that this internship report or any part of this has not been published or used for the award of any degree, diploma title or recognition. Place : Calicut Rashida. P Date : ACKNOWLEDGEMENT No words are enough to thank the almighty, still thank the supreme for the blessing me to accomplish the endeavor. I am profoundly thankful to Mr. N. K. Mohammed Ali (Managing Director), for allowing me to complete my internship work in his well reputed organization. I would like to express my sincere gratitude to Mr. Gopinath (Deputy General manager) and all staff of the PARISONS GROUP for helping me in completing the work by providing the necessary details and guiding me during my internship period at PARISONS FOODS PVT. LTD. I also express my immense thanks to my guide Mrs. Rehna and other faculty members of the department of management studies KMCT College of Engineering, for their able guidance and valuable suggestions. I wish to express my special thanks to my, lovely parents and my dear friends for the help and co-operation that they have provided during the study. Rashida . P

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LIST OF CONTENTS CHAPTERS CONTENTS 1 INTRODUCTION 2 PROFILES 3. 1 Industry Profile 3. 2 Organizational Profile 3. 3 Product Profile 3 FUNCTIONAL DEPARTMENTS 4. 4 Purchase Department 4. 5 Production Department 4. 6 Marketing Department 4. 7 Human Resource Department 4. 8 Finance Department 4 SWOT ANALYSIS 5 FINDINGS, SUGGESTIONS AND CONCLUSIONS 6. 9 Findings 6. 10 Suggestions 6. 11 Conclusions 6

BIBLIOGRAPHY CHAPTER - 1 INTRODUCTION GENERAL INTRODUCTION An organization is a planned coordination of a number of people and their activities for the achievement of organizational goals through division of labour, hierarchy of the authority. Organizations have been described as group of people who work interdependently towards some purpose. This definition clearly indicates that organizations are not building or places of machinery. Organizations are indeed, people who interact to accomplish shared objectives. The study of organization and its affiliated subjects helps us understand what people think, feel and do in organizational settings. An organization study involves the study of structure and functioning of its departments organizing is one of the important functions of management. Almost all organizations are different but they have certain common features. All are collection of people linked by formal and informal relationships. The organizational study aims to ensure that students are familiar with the nature and functioning of organization in the real world. This study enables us to explore issues and problems in an organizational setting, collect analyze and present data systematically and assess the validity and usefulness of the available information and understand the significance of team work and develop the skills needed to function effectively as a team member. For the future managers it is imperative to study the structure and

functions of a successful organization, so that they as future managers may glide organizations towards success and profitable functioning. Hence this study is significant. The study was done by me during the period from 5th May 2011 to 31st May 2011. OBJECTIVES OF THE STUDY * The main objective of the study is to get a practical awareness about the day to day activities taking place in an organization and an effort to relate the theoretical with the actual organizational scenario. * To get an idea about the work culture in the organization. * To study about the structure of an organization. * To study about the problems faced by an organization * To know about the finance department of the organization and it's functioning. * To study about their financial position. SCOPE OF THE STUDY The internship was conducted in PARISONS FOODS PVT. LTD., CALICUT. This study is confined to only 25 days, mainly relies on the data collected from the company officials, staffs and workers in the factory. This program was conducted with the purpose of getting some valuable practical knowledge about the day to day activities taken place in an organization and an effort to relate the theoretical knowledge that we have got from the class rooms to the actual organizational scenario. LIMITATIONS OF THE STUDY * Extensive study was not possible due to time constraints. * Default in meeting with the officials because of their busy schedule. CHAPTER - 2 PROFILES * INDUSTRY PROFILE * ORGANISATIONAL PROFILE * PRODUCT PROFILE EDIBLE OIL INDUSTRY We know that food, cloth and shelter are the three basic requirements in the life cycle of a human being. Clothing and Shelter are important, but the most important is food, without which a living being can't survive. Particularly, in India where Edible oil in one or other form is consumed in almost every household. The peculiar Indian food habits prefer fried vegetables and

several other fried snacks. India is one of the world's leading producers of oil seeds and oil, contributing to 9.3% of world oilseed production and is the fourth largest oilseed producing country in the World next to USA, China, and Brazil, harvesting about 25 million tons of oilseeds per annum. The edible oil sector occupies a distinct position in Indian economy, as it provides job to millions of people, achieves on an average a domestic turnover of about US \$ 10 billion per annum and earns foreign exchange of US \$90 million per annum. India is fortunate in having a wide range of oilseeds crops grown in its different agro climatic zones. Groundnut, mustard/rapeseed, sesame, linseed, Niger seed/castor are the major traditionally cultivated oilseeds. India is a vast country and inhabitants of several of its regions have developed specific preference for certain oils largely depending upon the oils available in the region. India has emerged as the world's largest importer of vegetable oils since 1998-99. Ever since that time, the annual imports have kept hovering. The edible oil industry is now one of the leading sustainers of the positive annual economic growth rates India has enjoyed for over a decade now. India's demand for edible oil has been growing at a rate of 8-9 per annum. The national demand for edible oil gives investment opportunities into the edible oil industry. Trained, trainable as well as unskilled labour is readily available for prospective investors in the sector to utilize. Considerable opportunities exist in the edible oil sector of the Indian economy. The edible oil sector has shown steady growth. The index of industrial production has been positive and this trend is expected to continue over the foreseeable future. India is one of the world's leading producers of oil seeds and oil, contributing to 9.3% of world oilseed production. It produces the largest number of commercial varieties of oil

seeds over nearly 28.4 million hectares of land. The major edible oils produced in India are groundnut, rapeseed, Soya, cottonseed, sesame seed, castor seed, sunflower, safflower etc. India is the fourth largest oilseed producing country in the World next to USA, China, and Brazil, harvesting about 25 million tons of oilseeds per annum. The edible oil sector occupies a distinct position in Indian economy, as it provides job to millions of people, achieves on an average a domestic turnover of about US \$ 10 billion per annum and earns foreign exchange of US \$ 90 million per annum. Soybean is the third largest oilseed crop in India.

IMPORTANCE OF EDIBLE OILS IN THE COUNTRY'S ECONOMY Oilseeds and edible oils are two of the most sensitive essential commodities. India is one of the largest producers of oilseeds in the world and this sector occupies an important position in the agricultural economy and accounting for the estimated production of 28.21 million tones of nine cultivated oilseeds during the year 2007-08. India contributes about 6-7% of the world oilseeds production. Export of oil meals, oilseeds and minor oils has increased from 5.06 million Tones in the financial year 2005-06 to 7.3 million tons in the financial year 2006-07. In terms of value, realization has gone up from Rs. 5514 crores to Rs. 7997 crores. India accounted for about 6.4% of world oil meal export.

TYPES OF OILS COMMONLY USE IN INDIA India is fortunate in having a wide range of oilseeds crops grown in its different agro climatic zones. Groundnut, mustard/rapeseed, sesame, safflower, linseed, Niger seed/castor are the major traditionally cultivated oilseeds. Soya bean and sunflower have also assumed importance in recent years. Coconut is most important amongst the plantation crops. Efforts are being made to grow oil palm in Andhra Pradesh, Karnataka, Tamil Nadu in addition to Kerala and Andaman &

Nicobar Islands. Among the non-conventional oils, rice bran oil and cottonseed oil are the most important. In addition, oilseeds of tree and forest origin, which grow mostly in tribal inhabited areas, are also a significant source of oils. Figures pertaining to estimated production of major cultivated oilseeds, availability of edible oils from all domestic sources and consumption of edible oils (from Domestic and Import Sources) during the last few years are as under: - (In lakh Tonne) Year(Nov-Oct) | Production of Oilseeds | Net availability of edible oils from all domestic sources |

Consumption of Edible Oils (from domestic and import sources) | 2000-2001 | 84. 40 | 54. 99 | 96. 76 | 2001-2002 | 06. 63 | 61. 46 | 104. 68 | 2002-2003 | 48. 39 | 46. 64 | 90. 29 | 2003-2004 | 51. 86 | 71. 40 | 124. 30 | 2004-2005 | 43. 54 | 72. 47 | 117. 89 | 2005-2006 | 79. 79 | 83. 16 | 126. 04 | 2006-2007 | 42. 89 | 73. 70 | 115. 87 | 2007-2008 | 97. 55 | 86. 54 | 142. 62 |

CONSUMPTION PATTERN OF EDIBLE OILS IN INDIA India is a vast country and inhabitants of several of its regions have developed specific preference for certain oils largely depending upon the oils available in the region. For example, people in the South and West prefer groundnut oil while those in the East and North use mustard/rapeseed oil. Likewise several pockets in the South have a preference for coconut and sesame oil. Inhabitants of northern plain are basically hard fat consumers and therefore, prefer Vanaspati, a term used to denote a partially hydrogenated edible oil mixture. Vanaspati has an important role in our edible oil economy. Its production is about 1. 2 million tonnes annually. It has around 10% share of the edible oil market. It has the ability to absorb a heterogeneous variety of oils, which do not generally find direct marketing opportunities because of consumers' preference for traditional oils such as groundnut oil, mustard oil, sesame oil

etc. For example, newer oils like soya bean, sunflower, rice bran and cottonseed and oils from oilseeds of tree and forest origin had found their way to the edible pool largely through vanaspati route. Of late, things have changed. Through technological means such as refining, bleaching and de-odourisation, all oils have been rendered practically colorless, odorless and tasteless and, therefore, have become easily interchangeable in the kitchen. Newer oils which were not known before have entered the kitchen, like those of cottonseed, sunflower, palm oil or its liquid fraction (palmolein), soya bean and rice bran. These tend to have a strong and distinctive taste preferred by most traditional customers. The share of raw oil, refined oil and vanaspati in the total edible oil market is estimated at 35%, 55% and 10% respectively.

MAJOR FEATURES OF EDIBLE OIL ECONOMY There are two major features, which have very significantly contributed to the development of this sector. One was the setting up of the Technology Mission on Oilseeds in 1986. This gave a thrust to Government's efforts for augmenting the production of oilseeds. This is evident by the very impressive increase in the production of oilseeds from about 11.3 million tonnes in 1986-87 to 24.8 million tonnes in 1998-99. There was some setback in 1999-2000 because of the un-seasonal rain followed by inclement weather. The production of oilseeds declined to 20.7 million tonnes in 1999-2000. However, the oilseeds production went up to 27.98 million tonnes in 2005-06 and was 24.29 million tonnes during 2006-07 oil year. As per the 3rd advance estimate by Ministry of Agriculture dated 22.4.08 the production of nine major oilseeds is estimated to be about 28.21 million tonnes during 2007-08. The other dominant feature which has had significant impact on the present status of edible oilseeds/oil industry has been the

programme of liberalization under which the Government's economic policy allowing greater freedom to the open market and encourages healthy competition and self regulation rather than protection and control. Controls and regulations have been relaxed resulting in a highly competitive market dominated by both domestic and multinational players.

ORGANISATIONAL PROFILE HISTORY, GROWTH AND DEVELOPMENT OF PARISONS GROUP OF COMPANIES

Parisons, a legacy of trust envisioned by late Janab A. V. Kunhipari in the 1950's. From its humble beginnings in a small hamlet to a leading corporate entity in South India, the group recorded a phenomenal growth over the years. Thanks to the farsighted vision of the founder and the commitment of the younger generation to carry forward this glorious legacy. The Parisons Group with their corporate base in Calicut Kerala is the largest manufacturers and marketers of two basic food commodities, Wheat Flour and Edible Oils in South India. Started in a humble way, PARISONS has reached a stage that it has grown into a formidable Omni-presence at every phase of the Agri Business cycle including Production, Processing and Distribution. Having made their presence felt in the food commodities market, Parisons diversified their activities into Rubber, Tea Plantations and Infrastructure Leasing. The Parisons group of companies are the largest manufacturers and marketers of two basic food commodities i. e. Wheat flour and edible oil in South India. Having started as a trading outlet in the business hub of Malabar in 1982 the group has consistently achieved turnover of more than 900 Crores in the past few years in such diversified business segments like Wheat flour milling, Edible oil refining, Tea and Rubber Plantations and Infrastructure development activities. The group today is headed by Mr. N. K. Mohammed Ali, a very resourceful leader and

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futuristic thinker. His dynamic leadership combined with the illustrious efforts of his brothers, Mr. N. K. Ashraf, Mr. N. K. Khalid and Mr. N. K. Haris has been the motive force behind what Parisons is today, - “ a major presence in the agribusiness industry.” The Parisons Group has distinguished itself as one of the leading business groups in Kerala notching up a total turnover exceeding 1000 crores. The Group started out as a Trading outlet in Big Bazaar, the business hub of North Malabar in 1982, and has reached this distinction during the past decade and a half. The first manufacturing unit was established in 1992, and now the group has a total processing capacity of 600 MT for Wheat flour milling and 380MT for edible oil refining per day. The saga of success of the Parisons Group started in 1992 when the flagship company The Parisons Roller Flour Mills Pvt. Ltd. was set up in West Hill Calicut. The company owns a 120 TPD Roller Flour Mill is now the market leader in its segment with the ultra premium Parisons Liberty brand of wheat products. The success of this venture led the group to acquire several flour mills and key brand names. Parisons with its rich experience and expertise in the field of food- processing and trading, has well succeeded in planning, implementing and running of new projects, as well as, taking over sick and ailing units and making them viable in the shortest possible time. This has led to the emergence of Parisons as the largest producers and marketers of wheat products and edible oils. Out of the 31 active owned by the group. Our presence in the market can be gauged by the fact that 3 out of 6 flourmills in Kozhikode District. The Parisons Group is already a brand presence in South India, especially Kerala with an established market, distribution network and high brand equity for its products coming from its existing six units namely: * Parisons Roller Flour Mills Private Limited * Yenkey Roller Flour Mills *

Khemka Flour Mills Private Limited * Kodandaram Roller Flour Mills Private Limited * Trivandrum Flour Mills Private Limited * Parisons Milling Company Private Limited PARISONS GROUP OF COMPANIES N K MOHAMMED ALI & BROTHERS N K MOHAMMED ALI & BROTHERS PARISONS ROLLER FLOUR MILLS (P) LTD. PARISONS ROLLER FLOUR MILLS (P) LTD. YENKEY ROLLER FLOUR MILLS YENKEY ROLLER FLOUR MILLS KHEMKA FLOUR MILLS (P) LTD. KHEMKA FLOUR MILLS (P) LTD. KODANDARAM ROLLER FLOURMILLS (P) LTD. KODANDARAM ROLLER FLOURMILLS (P) LTD. PARISONS GROUP OF COMPANIES PARISONS GROUP OF COMPANIES PARISONS AGROTECH (P) LTD. PARISONS AGROTECH (P) LTD. PARISONS FOODS (P) LTD. PARISONS FOODS (P) LTD. PARISONS MILLING COMPANY (P) LTD. PARISONS MILLING COMPANY (P) LTD. PARISONS INFRASTRUCTURE (P) LTD. PARISONS INFRASTRUCTURE (P) LTD. BOYCE RUBBER ESTATE (P) LTD. BOYCE RUBBER ESTATE (P) LTD. PARISONS ESTATE AND INDUSTRIES (P) LTD. PARISONS ESTATE AND INDUSTRIES (P) LTD. TRIVANDRUM FLOUR MILLS (P) LTD. TRIVANDRUM FLOUR MILLS (P) LTD. PARISONS EXPORTS INC. PARISONS EXPORTS INC. PARISONS TRADING (P) LTD. PARISONS TRADING (P) LTD. PARISONS GROUP OF COMPANIES The Parisons group of companies are the largest manufacturers and marketers of two basic food commodities i. e. Wheat flour and edible oil in South India. Having started as a trading outlet in the business hub of Malabar in 1982 the group has consistently achieved turnover of more than 900 Crores in the past few years in such diversified business segments like Wheat flour milling, Edible oil refining, Tea and Rubber Plantations and Infrastructure development activities. N K MOHAMMED ALI & BROTHERS This is a partnership concern set up in 1982 by making a foray into trading. They began as general merchants and

commission agents for food grains and wheat flour products like Atta, Sooji, Maida, etc. A decade and half later, the Groups trading house and primary holding firm, located at business hub of Kozhikode, Big Bazar, has grown into one of the most respected names in the trade. This firm controls the Group's well-knit marketing network of dealers and distributors, spread all over Kerala. PARISONS ROLLER FLOUR MILLS PRIVATE LIMITED Having established a steady foothold in trading business, they decided to embark on a strategic business expansion mission and set up the Parisons Roller Flour Private Limited at West Hill, Kozhikode in October 1992. It began operations with an installed capacity of 80 MT per day. In 1995 this capacity was expanded to 100 MT per day and again to 120 in the year 1997. The plant has an extensive in-house laboratory with latest equipment to serve the high quality of the products. A modern state-of-art facility located at West Hill, Kozhikode producing 30000 TPA of high quality wheat products, this Rs. 300 Million Company markets the famous ultra-premium ' Parisons Liberty' brand of wheat products viz Maida, Sooji and Atta. The company apart from feeding bulk market also markets the products in consumer packs packed in a high-tech automated packing facility. YENKEY ROLLER FLOUR MILLS This is a partnership firm established on 13. 08. 1991. The partnership firm consists of 6 partners N. K. Mohammed Ali, N. K. Khalid, N. K. Harris, N. K. Ashraf, N. K. Mariambi W/O T. P. Abdulla and T. P. Abdulla are partners. In 1992, the group took over the 90 T PD capacity KERALA WHEAT ROLLER FLOUR MILLS. This plant was later renamed as Yenkey Roller Flour Mills and started production in 1994. The mill is located at West Hill Kozhikode. It is now performing with capacity utilization of more than 100% and is earning profits consistently. Products of the firm are marketed in the brand name of ' Coconut tree'. They

are one of the front-runners in the Group enjoying sizeable share in the market for wheat products. The unit is running profitably. KHEMKA FLOUR MILLS PRIVATE LIMITED The group was hardly able to meet the increasing demand for their products with the increased levels of awareness and brand equity for their products in the market. With the existing levels of production it could only cater to the North Kerala market. Further, the launch of mass media advertising and other marketing activities naturally widened the demand-supply gap for their products. So the group decided to tap the unexploited potential of the market in a planned manner. In 1994, in an effort to capitalize on the opportunities in the market place and to establish its position as the market leaders, the group took over Khemka Flour Mills Private Limited, the plant with largest installed capacity, 120 TPD in Kerala. After renovation and modernization, the plant commenced operations in 1997. This unit is earning profit consistently since starting operation after modernization in 1997. KODANDARAM ROLLER FLOUR MILLS PRIVATE LIMITED This unit is situated at Angamaly. Capacity of the plant is 80 TPD. This was a sick company. The Group took over the unit on 19. 01. 2000. The unit was partially revived in the year 2000 and within a short span of 2 years full-fledged operations has started and achieved a remarkable turnaround. The brand name of the Wheat products of unit is ' Chakra'. This is an established brand name in Ernakulum and Trissur Districts of Kerala. The unit is performing profitably since 2001-02. PARISONS AGROTECH PRIVATE LIMITED Having established themselves as market leaders in the field of Wheat trading and processed wheat products. In the whole of South India, the group embarked on a diversification plan. Edible oil being the most necessary ingredient next only to wheat flour in the making of food products

consumed by people, it was thought fit that diversification into trading and processing of edible oils was the next natural choice. The group incorporated a company by the above name on 24. 11. 1994. They started trading of oils and after capturing the market, set up a unit for refining edible oils and manufacturing Vanaspathi at West Hill, Kozhikode. The unit was commissioned in the year 2001 and has since been running at more than 100% of its capacity. A second factory with capital cost of Rs. 2500 Lakhs is being set up at KINFRA Park Mazuvannur, in Ernakulum district for manufacturing and refining activities of edible oils. PARISONS FOODS PRIVATE LIMITED The ever increasing demand for the group's edible oil brands prompted the group to increase its refining capacities. Moreover the Group had to devote the entire capacity of the first unit for refining of edible oils though the unit was intended to Vanaspathi also. This prompted the Group to start a second unit for edible oil refining under the newly formed company Parisons foods Private limited. This unit is located at KINFRA Food Park at Kakkancherry, Malappuaram district. This 150 TPD plant was commissioned in record time and started production by the end of 2001. Capacity of this unit has been expanded from 150 TPD to 300 TPD in May 2003. Later in May 2004, an additional plant was commissioned in the factory to fractionate RBD Palm oil, which helped the unit to avoid importing of Crude Palmolien. Importing of Crude Palmolien had become unavailable due to customs duty structure. This plant with an installed capacity of 300 TPD has boosted the image of the Group. The company was in profit till 2003-04. During the FYs 2004-05 the unit incurred losses due to various reasons including fall in price of the palm oil in the international markets. Little difference in the rate of customs duty between Crude Palm oil and

refined palm oil etc. performance of the company has since been improved and the unit is in profit in the year 2006-07 onwards. PARISONS MILLING COMPANY PRIVATE LIMITED This company was formed to takeover a 100 TPD wheat flour mill owned by a sick company named Star Agro Wheat Products Private Limited at Kuttippuram. The unit is under revival. This unit has an added advantage of benefit of ideal location. It can market its products in townships in three districts VizMalappuram, Thrissur and Palakkad without incurring much of transportation cost. PARISONS INFRASTRUCTURE PRIVATE LIMITED This company was formed for setting up of Tank Farms with a capacity of 52000 kilo liters with an outlay of Rs. 1850 Lacs at Willingdon Island in the land allotted to the company on 30 years leases. Out of the eighteen tanks for the storage of Petroleum Class A/B products and vegetable oils, five tanks for the storage of vegetable oil have been completed in all respects and put into operations. The balance tanks are in the final stages of completion. BOYCE RUBBER ESTATE PRIVATE LIMITED The group has entered into plantation segment by acquiring 1665 acres of Rubber Estate and processing facilities located at K. K. Road, (Kottayam-Kumali Road), NH 220 Kokkayar Village, Peerumedu Taluk in Iddukki District from M/S Harrison Malayalam Limited, Willingdon Island, Cochin. The estate comprises of two divisions namely Boyce division and Peruvanthanam Division of this area, 1400 acres of land is presently cultivated. About 30 acres of land consists of the roads, building and other facilities. The estate has drying yard, smoke house for the total area and crape rubber. Spurred by the increased level of prices of raw rubber soon after the take over the company is poised to show impressive results in the very first year of its acquisition. PARISONS ESTATES AND INDUSTRIES PVT. LTD. This is one of the

latest companies in the Parisons Group. The Group has acquired the tea plantations and other assets of Assam brook Limited at Mananthavady, Wayanad district, Kerala. The tea plantations include four estates namely Chirakkara, Thalapuzha, Jessie and Tatamala with a total extent of 3400 acres. The project also includes two state-of-the-art manufacturing facilities at Thalapuzha and Chirakkara Estate for processing tea leaves. The Thalapuzha factory has an annual capacity of 20 Lacs Kg of Made Tea and withering capacity of 40000 kg. The Chirakkara factory has an annual capacity of 16 lacks Kg of Made Tea and withering capacity of 30000Kgs.

TRIVANDRUM FLOUR MILLS PRIVATE LIMITED After consolidating its wheat flour mill business in North and Central Kerala the Parisons Group made its foray into South Kerala by acquiring Trivandrum Flour Mills Private limited. It is a 100 TPD wheat flour mill at kazhakootam in Trivandrum district. The takeover is made by purchasing the entire lot of shares of the company by the promoters of Parisons Group. The unit is being revived. In the initial year performance at 60% capacity utilization is expected and sales turnover of Rs. 2023 lack is estimated for this unit.

PARISONS EXPORT INC. This is a partnership firm of Parisons Group in the activity of trading. The Group is engaged in trading of imported edible oils and imported wheat through Parisons Export Inc. A substantial portion of the Group's international sourcing of raw materials is done through this partnership concern. After being food grain surplus for the major parts of last decade, of late our country's food grain reserves dwindled considerably in last year. This has prompted the Central Government to allow import of wheat into the country to buffer food grain stocks by private players. The depleting stock of food grains including wheat coupled with spiraling prices has created an

atmosphere where adequate measures need to be taken to ensure continuous supply of raw wheat for our milling units. Moreover as a leader in the industry Parisons Group also ensures that it is able to supply enough wheat to the market. This is to ensure stability of the market even while cashing in on the opportunities arising due to the demand supply gap for wheat in the market. PARISONS TRADING PRIVATE LIMITED This company is latest unit in the Group Procuring and Trading of Coconut products, especially Copra, is being initiated by this unit in the year 2009. A sales turnover of about 615 lacs per month is projected by this unit. The company is sanctioned Working Capital Credit limit of Rs. 300 Lacs by South Indian Bank Ltd. Kozhikode.

MISSION AND VISION OF THE COMPANY MISSIONS * The continued pursuit of excellence in relation to the quality of its products, reliability of supply and building of close links with its vast client. * To strive hard to uphold its reputation as leader in F. M. C. G * To abide by rigorous ethical standards in our strategies and our day to day business activities. * To diversify into other segments. * To generate a climate of locality and mutual respect among our employees. * To sustain long standing relationship crucial for the onward march with focus on accelerated growth and development. * Parisons group established in 1982 as a general merchant now has grown into a corporate body, with 16 production units at different locations across Kerala. * Parisons Group complies Total Quality Management system both in raw material sourcing and product manufacturing. * Parisons today manufactures and markets total 12 product lines and commands market leadership in wheat products and edible oil segment. * Parisons attained a cutting edge in raw materials sourcing. * Parison group's supplies chain system is firmly matured through years of experience. * Parisons group also lays importance to green

field marketing. Being one of the pioneers in agribusiness Parisons group is competent to handle the market needs both in India and Middle East countries professionally and successfully. VISION * To be a premium company with a clear focus in future. * To develop market opportunities by creating new innovative products. * To become the market leader in agribusiness and provide the world market with healthy food. * To employee path breaking technology in all our ventures. * Aspire for and achieve leadership in existing areas of operation, simultaneously raise resources and capabilities to move into new areas. BOARD OF DIRECTORS The PARISONS groups have their corporate office at, Cherooty Road, Calicut. The group name, which becomes a household name already, derives its name from the name of late KUNHIPARI, the illustrious section from a well known business family in north Kerala. The group was founded by his industrious sons namely; 1. Mr. NK MOHAMMED ALI 2. Mr. NK ASHRAF 3. Mr. NK KHALID 4. Mr. NK HARRIS The directors are well experienced in processing and trading in food products especially in the field of edible oil and wheat products. They have proven their track record in planning, implementing and running new projects successfully. The group has also the reputation of tackling sick units and reviving them within a short period of time after taking over. They have a strong team of professionals and technocrats to support them in their ventures. ORGANIZATIONAL STRUCTURE Deputy General Manager Deputy General Manager Managing Director Managing Director Marketing Manager Marketing Manager Production Manager Production Manager Finance Manager Finance Manager Human Resource Manager Human Resource Manager Assistant Production Manager Assistant Production Manager Assistant Marketing Manager Assistant Marketing Manager Assistant HR

Manager Assistant HR Manager Assistant Finance Manager-1 Assistant Finance Manager-1 Assistant Finance Manager-2 Assistant Finance Manager-2 Assistant Finance Manager-3 Assistant Finance Manager-3 Supervisors and Employees Supervisors and Employees Labors and Foremen Labors and Foremen

PRODUCT PROFILE WHEAT PRODUCTS Wheat and wheat products forms part of the staple diet of almost all Indians. In the field of wheat products, Parisons group is the largest manufacturer in South India. Parisons Liberty brand is the only one brand, which is available through out Kerala and it is the market leader in this segment. The group has established itself as the manufactures of High Quality Wheat Products. Their produce include *

MAIDA * SOOJI * ATTA * BRAN | | **ATTA** Atta is used throughout the country to make Chapathis, Roti and Puries. It is one of the largest selling flour in the country. **MAIDA** It is mainly used in Bakery and Pasta industry. In Bakery industry Maida is used for making Breads, Cakes, Pastry, Naan etc., and while in Pasta industry it is used to make Spaghetti, Macaroni, Cannelloni, Vermicelli, Noodles etc. It is also used for making Parathas and Halwa. **SOOJI** Wheat Semolina or Sooji is mainly used in Pasta industry to make Macaroni, Raccioir, Farfalle etc. It is also for Sweet making, Kesirawa making and Upma making. **BRAN** Wheat Bran is mainly used for poultry feed and cattle feed industries as raw material.

EDIBLE OILS BRANDS | | * **Prisons Liberty Refined Coconut Oil * Prisons Liberty Gold Palmolien** | | Edible Oil being the most necessary ingredient next only to wheat flour for making food products consumed by people, it was thought fit that diversification into trading and processing of edible oil and its trading as a natural choice. Parisons is the first and one and only manufactures of refined edible oil in Kerala. The group has 2 Edible oil refineries ParisonsAgrotech (P) Ltd & Parisons Foods (P) Ltd.

ParisonsAgrotech was incorporated in the year 1996 with an aim to capitalize on the edible oil market. The company started the trading of oils initially and after having gained a foothold in the market, a unit for refining edible oils and manufacturing of Vanaspathi was commissioned in the year 2001. After the success of the first venture the group went for another refinery at KINFRA PARK Kakkanchery with double capacity. With assured quality and modern production standards the group has become one of the leading suppliers of Bulk Palmolein in the state. It has also got storage terminals at Beypore Port, Calicut and Cochin Port from where sales are also made. Palmolein is the common people's cooking medium, it is mainly used for cooking purposes at homes, bakeries and hotels. The group has also entered the retail market in a big way Parisons Liberty Gold Palmolein brand is a premium brand in the market. Palmolein is available in 15 kg tin; 15 kg jar packing, 1 litre and half litre & 200 ml saches. Parisons also manufactures Palmoil in the brand name, Kerala Palmoil which is also used for cooking purposes. | VANASPATHI AND SPECIALTY FATS Here again Parisons is the one and only manufacturers of Vanaspathi in Kerala. For manufacturing vanaspathi it has set up a state of the art most modern Hydrogen plant with Belgian technology for the first time in India. Vanaspathi is an alternate cooking medium for tasty preparations. It is mainly used in homes, hotels and other catering industries for cooking purpose. For the preparation of Biryani & Ghee Rice vanaspathi is an integral part and Parisons Liberty Vanaspathi is the most preferred choice for that extra flavour it gives to cooking these delicious preparations. Parisons Agrotech manufactures Vanaspathi. They have two brands of vanaspathi. As far as the sales is concerned Parisons Liberty has already become one of the leading brands in

north Kerala. It has now opened a new Depoat Ernakulum to enter the southern markets more effectively, where its presents is limited now.

BRANDS * Liberty * Premier No. 1 * Bakery Shortening * Parisons Chakra *

Golden PuffPARISONS group is the first and one and only manufacturer in Kerala of Specialty fats or Bakery Shortening. It is used in the Catering Confectionery & Bakery industry for the preparation of bakery items. Within a short period of introduction with quality and Parisons groups goodwill support it has captured a major share of North Kerala market. With the introduction of new products it hopes to capture a good part of south Kerala market also and become a market leader in this segment. There are 4 brands of specialty fats manufactured by Parisons. | Chakra

Dream Premier No 1 G olden Puff | The products are manufactured in combination on grinding of wheat. Depending on the market conditions, the proportion of their output can be changed. ATTA, MAIDA and SOOJI are daily consumption food products while BRAN is used by the market as the cattle feed. The products are supplied in the bulk and consumer markets under the premium brand “ PARISONS LIBERTY” and regular brand “ COCONUT TREE”. Both the brand are well accepted by the market. Parison liberty is the largest selling premium brand in Kerala in the category. There are a number of another brands marketed by the group. Already there exists a highly favorable word of mouth for the groups products in their existing market thanks to their superior level of quality. The group also successfully launched mass media advertising and other brand building activities. This made demand for their products increased by leaps and bounds. The raw material wheat is produced with in India and also imported. The group imported some 84000MT of wheat during 1999-2000

from various countries — Canada, Turkey, Australia etc. the promptness in clearing the wheat bill has given such confidence in the suppliers that they have agreed to supply it without any bank guarantee. PALMOLEIN is the new addition to the above list. It is also marketed under brand name. This item is available plenty in the international market at very competitive prices. For their new venture VEGETABLE OIL REFINARY AND VANASPATHI MANUFACTURING UNIT, PARISONS AGROTECH PVT LTD < more quality of CRUDE PALMOLEIN will be required. Edible oil being the most necessary ingredient next only to wheat flour for making food products consumed by people, it was thought fit that diversification into trading and processing of edible oil and its trading as a natural choice. Parison is the first and one and only manufacturer of refined edible oil in Kerala. CHAPTER — 3 FUNCTIONAL DEPARTMENTS * PURCHASE DEPARTMENT * PRODUCTION DEPARTMENT * MARKETING DEPARTMENT * HUMAN RESOURCE DEPARTMENT * FINANCE DEPARTMENT FUNCTIONAL AREAS The various functional areas of the organization are divided into different departments for the smooth functioning. They are 1. Purchase Department 2. Production Department 3. Human Resource Department 4. Marketing Department 5. Finance Department PURCHASE DEPARTMENT Purchasing is an important boundary function that supports operations by acquiring major resources for the converting process. Purchasing functioning which provides materials supplies and services from the outside vendors. The company follows superior and sound procedures and methods in purchasing of raw materials from different suppliers. Certain policies are being introduced and implemented successfully as regards of making purchases. The company has a purchase department which takes care of placing orders of adequate quantity as and

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when required by the production department. The purchase department takes utmost care in keeping in touch with the production department to know the need of variety of raw materials for smooth running of the production process and overall performance of the company. The purchase manager updates the requirement of raw materials for the production department, and invites quotations from different suppliers for supplying the required materials. The quotations are being invited from both regular and non-regular suppliers. The purchase manager goes through a scrutiny of the received quotations and selects from among them the supplier offering superior quality raw materials at reasonable price and which suits the company's expectations. Orders are then placed before the supplier which involves the time period during which the supplier should make the delivery of the ordered goods. It also contains the terms and conditions regarding the amount to be paid by the vendor company. Payment may be made either through cheque or Draft after the delivery, or advance payments may be made as the case may be.

LAY OUT OF THE PLANT The company has an excellent plant layout for successfully carrying the manufacturing process and meeting the huge demand for the company's products in the market. The layout of the plant is being designed and implemented in such a manner to facilitate huge and bulk production. The plant layout has been done in such a way that the machines are arranged in the order which involves various stages in converting a raw material into finished goods. The plant is so beautifully and logically designed according to international standards.

QUALITY CONTROL Parisons believe quality is of paramount importance in customer satisfaction. Their commitment to quality starts right from the procurement of raw materials and continues till the final products are packed

for delivery. Their ultimate objective is to bring continuous development by incorporating the latest technology that helps them in achieving better quality. The company's incomparable state-of-the-art infrastructure consists of well-equipped and high-tech plants to cater the increased demand of their products. The range of products is tested and quality checked by them in house labs provided with latest state of the art equipment. They have in-house facilities for bulk packing to small packing and all the operations are performed in dust free and hygienic conditions. The company believes in competing with ourselves and this encourages them to increase their manufacturing potentials and to augment them from time to time. It is a customer driven company and aim to achieve "total client satisfaction" through timely delivery, right quality and competitive prices of the products. The Parisons Foods Private Limited being the giant in the manufacturing of Palm Oil and Vanaspathi has being carrying out strong policies regarding the quality assurance of the products manufactured by it. It has a separate quality assurance cell which successfully carries out the job of assuring superior quality products to the public. The cell ensures that the product is being manufactured in clean and hygiene conditions and raw materials used are of superior quality. Special care is being taken to prevent any fall on the part of labourers in the manufacturing process and the customer is ensured good quality products.

RAW MATERIALS SUPPLIERS The Parisons Foods Private Limited has a wide range of permanent customers with whom the company has being doing business for more than 18 years. They form an important part of suppliers of raw materials to the company. The company also makes dealings with suppliers who are not regular but temporary as and when the situation demands. The purchase manager updates the

requirements of raw materials for the production department, and invites quotations from different suppliers for supplying the required materials. The quotations are being invited from both regular and non regular suppliers. The purchase manager goes through a scrutiny of the received quotations and selects from among them the supplier offering superior quality raw materials at reasonable price and which suits the company's expectations

PRODUCTION DEPARTMENT RAW MATERIALS The major raw material being in market of VANASPATHI is CRUDE PALM OIL. The pure CRUDE PALM OIL is being imported from various countries like Australia, Austria, Thailand, Germany etc. the CRUID PALM OIL is being imported by following all the standards laid down by the home and foreign Government. The Company does not compromise in Quality & thus the Crude palm oil imported is of Superior Quality to ensure higher levels of Quality in the manufacture of PALM OIL and VANASPATHI. The Crude palm Oil is being imported through Ship from Australia, Germany, Thailand and Austria. **MACHINERY** Modern flour mills are highly automated plants. The wheat is stored in silos after thorough cleaning. This then are channeled to Roller mills where they are ground to flour. The flour is then shifted and purified in plan sifters and the hygienic fine product is obtained. The roller mills are able to produce fine and wholesome wheat products in large quantities. Latest and Superior Technology Machineries are being implemented in the oil Refining Plants of the company. Latest and Sophisticated Machineries is implemented in the production department which helps in eliminating the wastage of time and maximum efficiency at low cost. The highly Sophisticated Machineries also ensure Superior Quality product to consumers at reasonable cost and also helps in eliminating Manufacturing Defects committed by the humans. The

machineries are being imported from countries like Germany, Canada, Australia, Thailand etc.

PRODUCTION PROCESS PHYSICAL REFINING OF CRUDE PALM OIL PRE TREATMENT

Crude palm oil is pre heated upto 60 Deg. C for which required quantity of Phosphoric Acid is added for conditioning the Phosphatides (Gums) present in the oil and retained in the retaining vessel for sufficient period.

BLEACHING

The pre treated oil is then fed into Bleacher under vacuum at required quantity of Bleaching earth is dosed and allowed to retain in the vessel for removing the impurities as well as coloring the material present in the oil. The oil is then filtered the PLF's for removing the spent earth. The clear filtered Bleached oil is then collected in the BOT.

DEODORIZATION.

The bleached oil is then allowed to pass through the deaerator which is under a high vacuum and then this oil is allowed to pass through a set of heat exchangers and further heated upto 260 Deg. C by means of Thermeric fluid for distilling of the free fatty acids as well as the odour present in the oil with the help of scrubber and collected and stored separately in the Fatty Acid Tank which is a by product of the process. The resultant oil obtained is called RBD PALM OIL (Refined Bleached Oil). This is ready for human consumption.

PROCESS FLOW CHART FOR PHYSICAL REFINING

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    graph TD
      A[Crude Palm Oil] --> B[Pre Treatment]
      B --> C[Bleaching Earth]
      C --> D[PLF]
      D --> E[Bleached Oil]
      E --> F[Deodorizer]
      F --> G[Scrubber]
      G --> H[Refined Oil Tank]
      I[Spent Earth] --> J[Vacuum]
      K[Vacuum] --> L[Scrubber]
      L --> M[Refined Oil Tank]
      N[Palm Fatty Acid] --> O[Spent Earth]
      O --> P[Vacuum]
      P --> Q[Scrubber]
      Q --> R[Refined Oil Tank]
  
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Refined Oil Tank Refined Oil Tank Spent Earth Spent Earth To Vacuum To Vacuum Scrubber Scrubber Deodorizer Deodorizer Vacuum Vacuum Bleached Oil Bleached Oil PLF PLF Bleaching Earth Bleaching Earth Phosphoric Acid Phosphoric Acid Bleacher Bleacher Pre Treatment Pre Treatment Crude Palm Oil Crude Palm Oil

VANASPATHY PROCESS: 1. PHYYSICAL REFINING OF CRUDE OIL

This is same as the method mentioned in palm oil refining. Refined Oil Tank Refined Oil Tank Palm Fatty Acid Palm Fatty Acid Spent Earth Spent Earth To Vacuum To Vacuum Scrubber Scrubber

Deodorizer Deodorizer Vacuum Vacuum Bleached Oil Bleached Oil PLF PLF
Phosphoric Acid Phosphoric Acid Bleaching Earth Bleaching Earth Bleacher
Bleacher Pre Treatment Pre Treatment Crude Palm Oil Crude Palm Oil 2.
HYDROGENATION Refined vegetable oil is fed into the auto clave and heated
up to 150 Deg. C and dried under vacuum. Required quantity of hydrogen
gas is then passed into the oil in the presence of the Nickel catalyst till the
desired melting point is obtained. This oil is called as Hydrogenated oil. Filter
Filter Refined Oils Refined Oils Autoclave Autoclave Spent Catalyst Spent
Catalyst Hydrogen Gas Hydrogen Gas Nickel catalyst Nickel catalyst
Hydrogenated Oil Tank Hydrogenated Oil Tank hY 3. POST NEUTRALISATION
The hydrogenated oil is then post neutralized with weak alkali then washed
with hot water removing the Nickel content and soap traces. The oil thus
obtained is known as Post Neutralized hydrogenated oil. Hot Water Hot
Water Caustic Lye Caustic Lye Post Neutralized Oils Post Neutralized Oils
Neutralizer Neutralizer Hydrogenated Oils Hydrogenated Oils 4. POST
BLEACHING The post neutralized hydrogenated oil is fed into the post
bleacher for removing the color with the help of Bleaching earth which then
filtered in the filter for separating the spent earth from the oil and a clear
post neutralized bleach Hydrogenated oil is obtained. Bleaching Earth
Bleaching Earth Filter Filter Bleacher Bleacher PNOT PNOT Spent Earth Spent
Earth Post Neutralized Bleached Oils Post Neutralized Bleached Oils 5.
DEODORIZATION The PNBH oil is fed into the deodorization process which is
similar as in physical Refining deodorization step for obtaining the Refined
Hydrogenated oil (vanaspathi). Post Neutralized Bleached Oil Post
Neutralized Bleached Oil Deodorizer Deodorizer To Vacuum To Vacuum
Scrubber Scrubber Palm Fatty Acid Palm Fatty Acid Refined Hydrogenated Oil

Refined Hydrogenated Oil 6. BLENDING The refined Hydrogen oil is then fed into the churns at where Vitamin A & D are added along with the Tilli Oil as per the statutory requirements laid down by the ISI. And thus the product vanaspathi is ready for human consumption. Vitamin A &D Vitamin A &D Tilli Oil Tilli Oil Churns Churns Refined Hydrogenated Oil Refined Hydrogenated Oil VANASPATHI VANASPATHI PACKING &STORAGE The vanaspathi thus obtained is then sold out in consumer packs by packing it in various sizes of consumer packs and is allowed to store in cold rooms for 24 hours for obtaining the required texture in the product before dispatching to consumer process. Various Size Packing Machine Various Size Packing Machine VANASPATHI VANASPATHI COLD STORAGE COLD STORAGE Different Size packs Different Size packs Ready for Consumer Disposal Ready for Consumer Disposal size BAKERY PROCESS Bakery shortening means Vanaspathi meant for use as a shortening or leaving agent in the manufacture of Bakery products for promoting the development of desired cellular structure in the Bakery product with an accompanying increase in its tenderness and volume. This is being achieved in specially designed machine called Votators. Tilli Oil Tilli Oil Vitamin A & D Vitamin A & D Vanaspathi Vanaspathi Churns Churns VOTATORS VOTATORS CONSUMER PACKS CONSUMER PACKS Tempering Rooms Tempering Rooms Ready for Consumer Disposal Ready for Consumer Disposal MARKETING DEPARTMENT PRODUCT The Parisons Foods Pvt. Ltd. Has been currently dealing with the manufacture and marketing of two products namely PALM OIL and VANASPATHI. The company has a dynamic marketing department with a head called Marketing Manager who is continuously trying to explore and implement new and innovative methods for Marketing the company's products towards the customers. PRICE The

pricing policies are being developed and decisions regarding the pricing of a product are taken only after the careful scrutiny of the market demand and pricing policy of competitors. The decision regarding the product is taken on the basis of the market studies conducted and the current pricing strategies of the competitors. **PROMOTION** The company has been carrying out wide promotional activities through various media like Radio, Magazines etc.

besides the marketing department has been committing customer orientation programs like seminars, presentations etc. to make the people more familiar with the company's products thus creating more customers.

DISTRIBUTION The Parisons Foods Pvt. Ltd. Has a wide distribution network for reaching its products with the final consumers. The marketing department is busy in finding new and most appropriate distribution channel. The company has a wide range of whole sale distributors through which they reach their products to the final consumers. The wide range of distribution network across the Kerala helps the company to meet the huge demand for their products in the market at appropriate time and place. The distributors consist of both regular distributors and non-regular distributors.

COMPETITORS The Major Competitors Of Parisons Foods Pvt. Ltd Are. *

Mangalore Liquid Impex Ltd. * Ruchi Infrastructure Pvt. Ltd. **CUSTOMERS** The company has a large range of wholesale and retail customers. Some of the giant customers of the Parisons Foods Pvt. Ltd. Are as follows: * Everest Trading Company, Cannore, Kerala * ArafaTrading Company, Manjeri, Kerala * SurabhiEnterprises, Ponnani, Kerala * PSS Varadarajan Nadir & Sons, Ernakulum, Kerala * P. J. S Oil Industries, Koothattukulam, Kerala * Ashique Chemicals And Cosmetics, Wayanad, Kerala * Aethakattu Traders, Kasargode, Kerala * Vincent Oil Mills Guruvayoor, Kerala **HUMAN RESOURCE**

DEPARTMENT WORKING HOURS The normal working Hours in PARISONS Food Pvt Ltd is from 9.30am-6.30pm. All the Saturdays including Second Saturday are working days and Sundays are given as a Holiday for the Employees.

EMPLOYEES The total number of employees working in the PARISONS Food Pvt Ltd is approximately 115 Employees. Out of that the number of Female Employees are 8 (Approximate Value). **RECRUITMENT & SELECTION** The company follows Sound procedure for the Recruitment and Selection of the candidates for various jobs in the organization. Advertisement is being given in the leading news papers inviting the job seeking candidates to apply for various jobs which are vacant in the organization. The respondent with specified qualification and skills required for the job are being asked to attend the interview at a specified Date & Time. The interview board consists of Board of Directors and the Top Executives of PARISONS Foods Pvt Ltd. The candidates with sound academic background and skills demanded by the particular job are being selected for respective jobs. Candidates are also being selected to a particular job through recommendations of employees and executives presently working in the organization. However the final decision is taken by the managing director regarding this aspect.

PLACEMENT Candidates who have been qualified and selected for various jobs are being placed in jobs which are suited to them according to their qualifications and skills. After being placed they are being introduced to their jobs and are described in detail about his duties and responsibilities and overall nature of his jobs. **INDUCTION AND ORIENTATION** After being placed and described about the nature of the job the employee is being given training, mainly On the Job training. The employee is being introduced in to the actual working situations at the work place so that he is being more

familiar to the job assigned to him. The employee is being put in to challenging situations to make him face with confidence, which will help him to know his hidden skills and improve them, and build up a team spirit and self morale. He is being introduced into the rules & Regulations and the policies lay down by the organization to be each and every employee of the organization.

WELFARE FACILITIES As a part of study I came to know from the employees of PARISONS Food Pvt. Ltd. About the welfare activities provided to them by the company. It was found that the following welfare activities were undertaken by the company for their employees.

- 1. CANTEEN** The employees are being provided with canteen facilities. The entire employees are provided with Tea, Snacks etc. during the intervals of their routine in order to refresh them and reduce the work pressure and burden of the work.
- 2. PROVIDENT FUND** Each and every employee of the organization is being provided with provident Fund facility. The employer's contribution to the PF is deposited every month and the employees are provided with a lump sum amount deposited along with a fixed rate of interest at the time Retirement or voluntary of the employees from the company.
- 3. Bonus** It was came to be known from the employee staff of various departments that they are being paid bonus by the company during the festival seasons called Festival Bonus. Any other special bonus is not being given.
- 4. Medical Insurance** All the employees of the PARISONS Food Pvt Ltd is being covered under free medical Insurance Policy by the company. The employees are 100% covered by any accidents at the work place and from any infectious diseases.
- 5. COMPANSATION** It was come to be known during the study that the employees are being provided with fair and adequate compensation. All the employees in the organizations are being fairly compensated according

to the jobs they process and placing their performance criteria. The basic salary scale of Parisons Foods Private Limited is from Rs. 3000 to 30000.

Management is also taking necessary steps to ensure fair wages to low performing employees as compared to high performing employees.

PERFORMANCE APPRAISAL It was came to be known that the performance of the employees of the organization is being appraised from time to time and the employees whose performance are reaching unto the expectations of the management are being rewarded by promoting them into higher positions which process higher salary and other benefits. The employees are being asked about the working conditions at work place and measures are taken to rectify those problems.

FINANCE DEPARTMENT Finance is regarded as the life blood of the business enterprises. Financial management is that managerial activity concerned with the planning and controlling of the firm's financial resources. It was a branch of economics till 1890, and as a separate discipline, it is of resent origin. Still, it has no unique body of knowledge of its own, and draws heavily on economics for its theoretical concepts even today. In the present day economy, Finance is defined as the provision of money at the time, when it is required. Every enterprise whether it is big, medium or small, needs finance to carry on its operations and to achieve its targets. The Finance department of the PARISONS Food Pvt. Ltd is being managed by a team of eminent personnel including Chartered Accountants. All the team members are well experienced and highly qualified having sufficient practical knowledge of the field. The company consists of 3 chartered accountants who are highly qualified and well experienced managing the accounts of the whole Parisons groups. Finance is scares and it is an important aspect of business. Therefore finance requires proper planning

and control to achieve the objective of the organization. Finance provides the necessary stimulus for continued operations of the business. Decision relating to purchase, marketing accounts research etc involves financial implications. It is concerned with the raising of funds and its efficient allocation. At the end of every accounting year the financial statements are prepared. It is an organized collection of data according to logical and consistent accounting procedures. It gives a clear picture of the financial position of the firm. Profit and loss account prepared to know whether the firm makes profit or loss and balance sheet shows the financial position of the concern.

FUNCTIONS OF FINANCE DEPARTMENT OF PARISONS FOODS PVT. LTD. Finance is considered to be the life blood of any organization. The Finance department of the PARISONS FOOD PVT. LTD is being managed by a team of eminent personnel including Chartered Accountants. All the team members are well experienced and highly qualified having sufficient practical knowledge of the field. The company consists of 3 chartered accountants who are highly qualified and well experienced managing the accounts of the whole Parisons groups. The following are the important functions in the human resource department of Parisons foods Pvt. Ltd.

FINANCIAL PLANNING AND BUDGETING The first and prominent function of finance department is financial planning. It is necessary to estimate both the short term and long term financial requirements. The Parisons group of companies makes their financial plan on the basis of historical data i. e. on the basis of past total sales, profit etc. As a part of financial planning the budget is prepared. A Budget is the monetary or/and quantitative expression of business plans and policies to be pursued in the future period of time. The term budgeting is used for preparing budgets and other procedures for planning, co-ordination

and control of business enterprises. The budget preparation includes the following: * Compilation of data. * Preparation of statement and return.

Finance department is one of the major departments because all other departments are connected with this finance department. Without finance department an organization cannot work. **AUGMENTATION OF FUNDS**

Augmentation of funds means rising of fund. The Parisons Foods Private Limited rise funds mainly from both internally and externally. That means the funds are contributed by the directors and also raised through the loans from out siders. **SOURCES OF LOANS** Finance is the back bone of any company. Easy availability of finance is very much important for the smooth functioning and success of any business around the globe. The **PARISONS Foods Pvt. Ltd** has many sources from which it obtains fund to meet its Short and long term financial requirements. The various financial sources on which the company depends include: **SHORT TERM LOANS** As a part of the study carried out in the finance department it was known from the officers of the company that, the company raises short term loans in order to meet its short term financial requirement, such as purchase of raw materials and for meeting the day to day requirements including the raising of working capital. The short term loans are being taken by the company for meeting its day to day needs for ensuring the smooth functioning of the business. Short term loans are conditions of providing bank. Commonly available short term loans by the company are follows **1. BANK OVERDRAFTS** Overdrafts from banks bare the major sources from which funds are raised by the company for meeting its short term, financial requirements. The major banker which the company is banking with is the **FEDERAL BANK LTD.** **2. CASH CREDIT** Another type of short term finance available by the company for meeting the short

term finance requirements of the firm is cash credit. It is a major source of short term finance availed by the company. The cash credit is a scheme offered by the bank which allow the customer to open a cash credit account and he is permitted to avail a loan from the bank unto certain limit which is fixed by the bank which is subjected to certain terms and conditions. LONG TERM LOANS It was came to be known under the study that the PARISONS Foods Pvt. Ltd in order to meet its long term financial requirement such as expansion of its business activities, building up or improving its present infrastructure facilities such as installation of latest machineries & equipment, installation of new manufacturing plants etc. is depending up on the long term loans offered by banks. Usually the company is depending upon they schedule banks for this purpose. Loans are usually taken against any securities as mentioned by the banks. Presently the major banker with which the company is maintaining its account is Federal Bank Ltd and the long term credit facilities are been availed through this bank. PAYMENTS AND REALISATION Here payments means making the payment to outsiders or to creditors on due date and realization means receiving the payments from the debtors on the due date. The Parisons Foods Private Limited follows strict policy to deals efficiently with their creditors and debtors. BOOK KEEPING AND RECORDING Book keeping is concerned with the recording of business transactions in the books of accounts. The Book keeping and recording of the Parisons Foods Private Limited includes the following: 1. Compilation of data 2. Preparation of statem