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A STUDY ON TRAINING AND DEVELOPMENT ACTIVITIES WITH REFERENCE TO

BHARATHI CEMENTS PVT.LTD, KADAPA.

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Introduction

In the most general sense of the word, a cement is a binder, a substance that sets and hardens independently, and can bind other materials together. The word "cement" is traced to the Romans, who used the term opus cementitious to describe masonry resembling modern concrete that was made from crushed rock with burnt lime as binder. The volcanic ash and pulverized brick additives that were added to the burnt lime to obtain a hydraulic binder were later referred to as cementum, cementum, cement, and cement. Cement used in construction is characterized as hydraulic or non-hydraulic. Hydraulic cement (e.g., Portland cement) harden because of hydration, chemical reactions that occur independently of the mixture's water content. They can harden even underwater or when constantly exposed to wet weather. The chemical reaction that results when the anhydrous cement powder is mixed with water produces hydrates that are not water-soluble.

Non-hydraulic cement (e.g., lime and gypsum plaster) must be kept dry in order to retain their strength.

origin of cement:

It is uncertain where it was first discovered that a combination of hydrated non-hydraulic lime and a pozzolan produces a hydraulic mixture, but concrete made from such mixtures was first used by the Ancient Macedonians and three centuries later on a large scale by Roman engineers. They used both natural pozzolans (trash or pumice) and artificial pozzolans (ground brick or pottery) in this concrete. Many excellent examples of structures made from this concrete are still standing, notably the huge monolithic dome of the Pantheon in Rome and the massive Baths of Caracalla. The vast system of Roman aqueducts also made extensive use of hydraulic cement.

Although any preservation of this knowledge in literary sources from the Middle Ages is unknown, medieval masons and some military engineers maintained an active tradition of using hydraulic cement in structures such as canals, fortresses, harbors, and shipbuilding facilities. The technical knowledge of making hydraulic cement was later formalized by French and British engineers in the 18th century.

Cement industry in India

Introduction

Cement is a key infrastructure industry. It was decontrolled from price and distribution on 1st March 1989 and delicensed on 25th July 1991. However, the performance of the industry and prices

of cement are monitored regularly. The constraints faced by the industry are reviewed in the Infrastructure Coordination Committee meetings held in the Cabinet Secretariat under the Chairmanship of Secretary (Coordination). Its performance is also reviewed by the Cabinet Committee on Infrastructure.

India, being the second largest cement producer in the world after China. With the government of India giving boost to various infrastructure projects, housing facilities and road networks, the cement industry in India is currently growing at an enviable pace. More growth in the Indian cement industry is expected in the coming years. It is also predicted that the cement production in India would rise to 236.16 MT in FY11. It's also expected to rise to 262.61 MT in FY12.

Industry Background

The history of the cement industry in India dates to 1889 when a Kolkata-based company started manufacturing cement from Argillaceous. But the industry started getting organized in the early 1900s. In 1914, India Cement Company Ltd was established in Porbandar with a capacity of 10,000 tons and production of 1000 installed. World War I gave the first initial thrust to the cement industry in India and the industry started growing at a fast rate in terms of production, manufacturing units, and installed capacity. This stage was referred to as the Nascent Stage of Indian Cement Company. In 1927, Concrete Association of India was set up to create public awareness on the utility of cement as well as to propagate cement consumption. The cement industry in India saw the price and distribution control system in 1956, established to ensure a fair price model for consumers as well as manufacturers. Later in 1977, the government authorized new manufacturing units (as well as existing units going for capacity enhancement) to put a higher price tag for their products. A couple of years later, the government introduced a three-tier pricing system with different pricing on cement produced in high, medium and low-cost plants.

Major Players in Indian Cement Industry; There are a number of players prevailing in the cement industry in India. However, there are around 20 big names that account for more than 70% of the total cement production in India. The total installed capacity is distributed over around 129 plants, owned by 54 major companies across the nation. Following is some of the major names in the Indian cement industry:
Cement industry in India is currently going through a technological change as a lot of upgradation and assimilation is taking place. Currently, almost 93% of the total capacity is based entirely on the modern dry process, which is considered as more environmentally friendly. Only the rest 7% use old wet and semidry process technology. There is also a huge scope of waste heat recovery in the cement plants, which leads to reduction in the emission level and hence improves the environment.

Total production

Major players in cement production are Ambuja cement, Aditya Cement, J K Cement and L & T cement. India’s cement industry has witnessed tremendous growth on the back of continuously rising demand from the housing sector, increased activity in infrastructure, and construction boom, according to RNCOS’ latest research report titled, ‘Indian Cement Industry Forecast to 2012’.

The country’s cement production is projected to grow at a compound annual growth rate (CAGR) of around 12 per cent

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during 2015-16 - 2015-16 to reach 303 million metric tons (MMT), as per the RNCOS research report.

India is the second largest cement producing country with 137 large and 365 mini cement plants. The large plants employ 120,000 people, according to a recent report on the Indian cement industry published by Cement Manufacturers Association (CMA). Cement production in the country is expected to increase to 315-320 million tons (MT) by the end of this financial year from the current 300 MT.

The cement production touched 14.50 MT, while the cement dispatches' quantity was registered at 14.28 MT during April 2011, as per provisional data released by Cement Manufacturers Association (CMA).

Government Initiatives; The cement industry is pushing for increased use of cement in highway and road construction. The Ministry of Road Transport and Highways has planned to invest US$ 354 billion in road infrastructure by 2012.

Housing, infrastructure projects and the nascent trend of concrete roads would continue to accelerate the consumption of cement.

Increased infrastructure spending has been a key focus area. Finance Minister Pranab Mukherjee has proposed to earmark US$ 47 billion for infrastructure development during 2015-16.

The infrastructure sector has received an impetus in the form of increased funds and tax related incentives offered to attract investors for tapping the infrastructure opportunities around the country. Introduction of tax-free bonds, creation of infrastructure debt funds, formulating a comprehensive policy for developing public private partnership projects are some announcements which will give a fillip to the infrastructure sector which is the backbone of any economy.

In 1817 Louis Vicat discovered artificial cement. His son, Joseph, created Vicat Company in 1853. The Group continues expanding under the President Jacques Merceron-Vicat and is present in 11 countries (France, US, Turkey, Senegal, Switzerland, Egypt, Italy, Mali, Kazakhstan, Mauretania and India). The Vicat Group has 6,700 employees and generates sales of Euros 2 billion.

Bharathi Cement was founded by the promoters of Sakshi Telugu Daily & Sakshi TV, under the chairmanship of Smt. Y.S. Bharathi Reddy and managing director Markus Oberle from Vicat. And senior professionals with vast experience in Power, Cement, Infrastructure, Ready-Mixed Concrete, Aggregates and Waste Management.

Before Vicat, Bharathi Cement is a company that has been promoted by the Sakshi Group, which has interests in media and power. It is controlled by Y.S. Jagan Mohan Reddy, the Member of Parliament (MP) from Kadapa and son of former Andhra Pradesh chief minister Y.S. Rajasekhara Reddy.

Apart from the Sakshi group, Bharathi Cement has been co-promoted by India Cements Ltd., Dalmia Cement (Bharat) Ltd. and N. Prasad, vice-chairman and founder of Matrix Laboratories Ltd.

The Sakshi group bought Raghuram Cements in 2007 and renamed it Bharathi Cement expects to have acapacity to produce 5 million tons (mt) of cement by the end of 2010.so the company makes a deal with Vicat for global partners both for technology and getting a pan-India footprint".

Bharathi in October commissioned a 2.5 mt capacity plant in Andhra Pradesh Kadapa district with an investment of Rs700 crore. The second phase of the plant expansion, with an additional investment of Rs720 crore for another 2.5 mt capacity, would be completed by December

In India, Vicat already has a 51:49 joint venture with Sagar Cements Ltd to build a 5.5 mt, $625 million cement plant at Gulbarga in Karnataka.

An analyst tracking the cement industry for an Indian brokerage said Vicat will have a 10 mt cement making capacity in south India, making it the fastest capacity ramp-up from a low base by any cement manufacturer in India.

Mission Statement

To partner our customers in building the best, by delivering superior quality cement that's produced with best-in-class technology. To grow by building lasting relationships with business associates and contribute to the well-being of society

Careers

We value human resources - a vital asset. People are always the strength of 'Bharathi Cement'. Recognizing this, the Company gives great importance to provide Professional Management, a work culture that allows its members a space to learn, innovate and grow. It gives its people the freedom to think differently, and work as a team to achieve organizational goals

STRENGTHS

State of the art plant

Bharathi cement corporation Limited has set up a modern cement plant with state-of the art technology at Nallalingayapalli, Kamala Puram mandal, Kadapa district of Andhra Pradesh.

This area is known for its superior quality Nazi limestone deposits, possessing high lime content that gives high early strength and ultimate long-term strength. Another characteristic feature of this limestone is low alkali, magnesia and low chloride contents which are highly desirable parameters for concrete durability.

The state-of-the-art technology adopted at the plant consists of Vertical Roller mill of LOESCHE, Germany for grinding of cement to achieve the optimum fineness, and controlled particle size distribution of cement particles

German Technology

The Bharathi Cement plant has the most advanced Vertical Roller Mill (Type 63.3) from LOESCHE, Germany. This mill has a capacity of producing 360 tons per hour and is equipped with a 6,700 KW gearbox.

The mill is designed to produce a range of high-quality cements such as Ordinary Portland Cement (OPC), Portland Pozzolana Cement (PPC), Pozzolan Slag Cement (PSC) and Ground slag at varying fineness. It has a rated capacity of 360tph OPC at 3000 Blaine and 300 tph of ground slag at 4000 Blaine • Homogenized mining

- Online process control
- Exclusive R&D facility for continuous product improvement

VRM Cement mill-The largest in the world

Loesche vertical roller mills are the most efficient mills in the world and achieve very high throughputs. They are extremely maintenance friendly. Service tasks can be

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carried out quickly. Downtimes are reduced to a minimum.

The Loesche grinding principle combines a horizontal grinding table with large tapered roller under hydro pneumatic loading- the best possible compromise between output and wear. The product quality can be enhanced by altering the classifier speed. All Loesche mills can be started with grinding rollers raised. Metal to metal contact between grinding parts does not occur. Their quiet, smooth operation is appreciated.

In Bharathi Cement the most advanced vertical roller mill from Loesche, Germany has been commissioned. The mill has a capacity of producing 360 MT/hour and is equipped with a 6,700 Kw gearbox. The mill is designed to produce a range of high-quality cements such as Ordinary Portland Cement, Portland Pozzolana Cement, Portland Slag cement and ground slag at varying fineness. It has a rated capacity of 360 tph opc at 3000 Blaine and 300 tph of Ground slag at 4000 Blaine. The high flexibility of the system enables it to produce cements of 6 different types from the same mill. Switching from one product to another can be done within minutes.

Robotic

Tamper-Proof Packing

When cement bags are dumped on the ground, the impact causes cement to spill out of the bag. This causes considerable loss, considering that some projects require thousands of bags, but you incur no such loss with Bharathi Cement.

Bharathi Cement is packed in fully imported, tamper-proof PP laminated bags, which do not allow the minutest of cement particles to spill. This ensures accurate weight and also eliminates any possibility of pilferage. This technique of packaging is also eco-friendly.

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to provide Professional Management, a work culture that allows its members a space to learn, innovate and grow. It gives its people the freedom to think differently, and work as a team to achieve organizational goals

Founder: YS Bharathi Reddy
CEO: Anoop Kumar Saxena
Headquarters: Hyderabad
Employees:1000-5000 in India
Net worth: $ 1.83B

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PRODUCT PROFILE:

Bharti Bharathi 43 Grade OPC Cement
₹ 330/ BagGet Latest Price
Brand: Bharti
Type: OPC (Ordinary Portland Cement)
Packaging Size: 50 kg
Packaging Type: HDPE Sack Bag
Bharathi Cement OPC 53 Grade
₹ 335/ BagGet Latest Price
Brand: Bharathi
Type: OPC (Ordinary Portland Cement)
Packaging Size: 50
Packaging Type: HDPE Sack Bag
Color: Gray
BHARATHI CEMENT
₹ 320/ BagGet Latest Price
Packaging Size: 50 Kgs
Packaging Type: HDPE Sack Bag
Cement Grade: General High Grade
Brand: Bharathi

Need for the study:

To increase productivity to improve interpersonal skills and make the organization a better place to work.

1) To study the employee performance in training and development period.

2) To examine how employees developed the work in training and development programs.

3) To study suitable measure to improve the training program.

4)To examine the employee's satisfaction towards training program.

Research methodology

Research Design : Analytical Study

Data Sources : Primary Data

Primary Data collection : Questionnaires

Period of Study : During 10/02/2025 to 8/03/2025

Findings

1. 67.5% of the respondents are female.
2. 40% of the respondents are the age group of 20-25 years.
3. 47.5% of the respondents are pg. graduates.
4. 40% of the respondent's monthly income is 36000-45000.
5. 24.2% of the respondents have 6-9 years of experience.
6. 40.8% of the respondents attended 3 training programs in their organization
7. 28.3% of the respondents agree the training and development program are conducted as per the schedule.
8. 36.7% of the respondents agree that the training session has helped you to develop your work effectively.
9. 31.7% of my respondents agree that the content covered during the training session was relevant to work.
10. 34.2% of the respondents say that they are comfortable in the work after training program.

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11. 34.2% of the respondents agree that the training program helps in career development.
12. 33.3% of the respondents say both feedback will be satisfied and not satisfied.
13. 32.5% says both sometimes comfortable and sometimes not comfortable about the training program 32.5% of the respondents agree training program helps to develop the skills.
14. 33.3% of the respondents agree with a training method focused on developing teamwork and skills.
15. 30.8% says both satisfied with present training program and not satisfied with training program.
16. 40% of the respondents say that training and development programs improve the job skills.
17. 33.3% of the respondents agree there is difference in employee before and after training program.
18. 29.2% of the respondents agree that training and development satisfy moral work.
19. 34.2% of the respondents agree that they able to balance work and training.
20. 40.8% of the respondents agree that skills and work have developed after the program.
21. 33.5% say both sometimes motive in positive direction sometimes not motive in positive direction.
22. 29.2% of the respondents say both satisfied and not satisfied with training and development program.

Suggestions

Using this analysis, following recommendations can become templated:

1)The organization should concentrate more on employees who are not satisfied with present training program they must be consolidated to know their reasons for not being satisfied. So that effectiveness can be achieved.

2) The organization should ask their employees to suggest types of training which are more helpful in achieving the organizational goals.

3) The training session should not be very long instead small and more frequent session can be conducted Training program should be conducted in a periodical manner and workload can be reduced during training session which gives better performance and improves our efficiency.

4)Stress management training is more important for employees as it was observed that people are tense and stressed all the time in situations like how to do, what to do and when to do in managing both work and training simultaneously.

5) The trainers can include new and different concepts like idea generation session etc. to make the training program more interesting and to reduce employees stress level.