INTERNSHIP REPORT ON

"GWASF QUALITY CASTING PRIVATE LIMITED"

Submitted By

CHAITHRA

USN: 4AL21BA015

Submitted To

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM

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

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

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ALVA'S Education Foundation®

DEPARTMENT OF BUSINESS ADMINISTRATION

ALVAS INSTITUTE OF ENGINEERING AND TECHNOLOGY

2022-23

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GWASF
QUALITY CASTINGS (P) LTD.

23.11.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Chaithra (USN 4AL21BA015) MBA student from Alva's Institute of Engineering and Technology has successfully completed her internship from 20.10.2022-20.11.2022.

During the period of her assignment, we found her sincere and a keen learner.

We wish her all the best in his future endeavors.

FOR GWASF QUALITY CASTINGS PVT LTD

VKamath

Vijaya Kamath
Manager-Finance

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

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Accredited by NBA (CSE & ECE)

DATE: 30/01/2023

CERTIFICATE

This is to certify that **CHAITHRA** bearing USN **4AL21BA015,** is a bonafide student of Master of Business Administration program of the Institute (2021-23) affiliated to Visvesvaraya Technological University, Belagavi.

The Internship report on **"GWASF QUALITY CASTING PVT LTD., BAIKAMPADY"** is prepared by her under the guidance of **Mr. Neeraj S Rai,** Assistant Professor, PG Department of Business Administration in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belagavi, Karnataka.

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DECLARATION

I Chaithra hereby declares that the Internship report on GWASF Quality Casting Private Limited is prepared by me under the guidance of Mr. Neeraj Rai, assistant Professor, Department of Business Administration, Alva's Institute of Engineering and Technology, Mijar.

I also declare that this internship is towards the partial fulfilment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum.

I have undergone the internship for a period of 4 weeks. I further declare that this report is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University/Institution.

Place: Mangalore

Date: 08-03-2023

Signature of the student

ACKNOWLEDGEMENT

I am happy to take this opportunity to extend my sincere thanks to all those who have supported me, directly and indirectly.

Firstly, I would like to thank my parents for inspiring me to choose this course in this institute. I am indebted to them for their support throughout my life. I would also like to thank my sister for her love and support.

My heartfelt gratitude to the principal **Dr. Peter Fernandes**, and Mrs. **Priya Siqueira** Head of the Department, Master of Business Administration and all professors from Alva's Institute of Engineering and Technology, Mijar for their encouragement and providing me an opportunity to complete the study.

I am extremely grateful to my professor. It would not have been a successful one without the guidance of **Neeraj Rai** Associate Professor, Department of Business Administration, Alva's Institute of Engineering and Technology, Mijar. His feedback and solutions have greatly helped me in this organization study.

Place: Mangalore

Date:

CHAITHRA

4AL21BA015

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EXECUTIVE SUMMARY

This report describes the organization study conducted on the GWASF Quality Casting Private Limited Baikampady, Mangalore. The aim of the study is to study an organization, its structure, departments and its functions. The purpose of the organization study is to get the opportunity to connect the theory taught in classrooms to the practical functions in the organization.

GWASF Quality Casting's operating revenues range is INR 1cr to 100cr for the financial year ending on 31 March 2019. It's EBITDA has increased by 135.80% over the previous year. At the same time, it's book net worth has increased by 34.70%. The company has # directors and no reported key management Personnel. From a business perspective, an extensive study was done on the ownership pattern, achievements and awards of the company, future growth and prospects.

It can be concluded that the company has a strong background in its industry and will continue to be the best company in South India. The management are well prepared for the future technological challenges and they have been adapting to the situation and the government agencies. More importantly my view of the company is that it is positioned strongly, departments are well managed.

Chapter 1 is Introduction about the organization and Industry

Chapter 2 Company Profile, under which I covered company background, nature of the business, product or service profile

Chapter 3 is about McKinney's 7S framework and porters force model with special reference to organization

Chapter 4 SWOT analysis, it highlights strategical strength, weakness, opportunities, and threat of the organisation

Chapter 5 about Analysis of financial statements, it was to determine liquidity ratio and under which it shows the financial condition or state of affairs of the business

Chapter 6 is learning experience

Chapter 1

Introduction about Industry

Introduction to the industry:

Casting processes involve the use of molten material, usually metal. This molten material is then poured into a mould cavity that takes the form of the finished part. The molten material then cools, with heat generally being extracted via the mould, until it solidifies into the desired shape.

The market in India is primarily driven by continuous developments in the foundry industry. Coupled with the rising investments by private and public agencies to improve the overall foundry sector, this is creating a positive market outlook. Moreover, the growing manufacturing and sales of automobiles, along with the increasing adoption of vehicles due to the inflating disposable income levels of the masses, are providing a boost to the market growth.

According to the latest report by IMARC Group, titled "India Metal Casting Market: Industry Trends, Share, Size, Growth, Opportunity and Forecast 2022-2027," the India metal casting market is expected to grow at a CAGR of 6.8% during 2022-2027. Metal casting refers to an industrial process that is generally used for creating desired metal shapes. It involves pouring liquid metal into a mold that contains a cavity in order to create a desired geometrical shape. This process is commonly adopted to manufacture various components, including train wheels, lamp posts and automotive parts. Along with this, it is utilized for creating jewellery, sculptures, religious objects, tools and weapons. It is widely used across India as a preferred alternative to machine manufacturing since it is an inexpensive way to easily fabricate complex designs and shapes.

INTRODUCTION

GWASF is a Quality Casting P ltd is a non-Govt Company. Incorporated on 11 may 1983. It is a private unlisted company and is classified as company limited by shares. Company’s authorized capital stands at Rs250 lakhs and has 64.8% paid-up capital which is Rs162 lakhs.

GWASF Quality Casting Private Limited is majorly in Manufacturing, produces sand castings on alloy ranging from carbon steels through high alloy steels and nickel base alloys and supplies in fully machined condition.

The demand position for steel castings is excellent in both domestic and international sector. The castings are used in the capital goods sector as well as the replacement spares sector in the process valves and pump industry, Marine, Heavy automotive and heat treatment equipment food processing, water utility, waste management etc.

Market demand is projected extremely healthy and projected to remain strong for the next several years. The industry dynamics within the high -quality steel castings demand for highly reliable corrosion resistant, defect free, metal casting which the end users deploy in high stake projects where “reliability is utmost priority. GWASF has special foundry approval for supply of castings for pump and valve industry with the safety CE mark in the European market by virtue of our PED approval. In addition, GWASF has specific approval from Lloyds as a foundry approved for marine enhance its technical quality assurance marketing capabilities to remain competitive and thereby sustain its very business model.

Casting Industry

It is also identified as “foundry industries “These industries are part of manufacturing Industries. “The Indian metal casting is well established it has more than 150 years of history According to the world census (2011) of castings by modern castings. India stands at third place in castings We can see the different types of casting in India, such as ferrous, aluminium alloy, graded cast iron, ductile iron, and steel casting etc. these are produced for application in the field of railways, automobile, pumps, compressors and valves, diesel engines, cement and sanitary pipes fitting and other things.

Metal casting Process

- Melting the Metal
- Pouring it into a previously made mould to get the desired Shape
- Cool and solidify the mould
- Remove object from mould clean it and send to further treatment

Steel Casting

Steel castings are solid metal objects produced by filling the void within a mould with liquid Steel. They are available in many of the same carbon and alloy steels that can be produced as wrought metals, and this used when irons cannot deliver enough strength or shock resistance.

Chapter 2

Organization Profile

2.1 Back ground

GWASF is Located in Baikampady Mangalore. It is situated on self-owned property measuring 3acres. The company's manufacturing infrastructure include induction melting, gravity mould mixes, acid pickling, shot blasting, passivation and heat treatment facilities to manufacture a range of low and high alloy steels.

GWASF installed capacity is 800 tons and the actual production is 550 tons per annum. The production activity is undertaken six days in a week and the plant runs presently 2 shifts a day.

- GWASF bagged its first export order in 1995.
- Due to delays in project implementation and either unfavourable factor such as adverse economic conditions etc. well beyond control of original co-founders pushed GWASF into losses.
- By 1983 Mr Krishnan takes Management Control and the original co-founder leave GWASF
- New management team and Institutional prohibition scheme with new capital infusion put place in 1995. In the same year begins focus on high quality steel casting for the valve and pump market.
- ISO 9001, 2000 approved in2002
- USA warehouse operation begin in 2002
- Flowserve pump business in 2004
- AD 2000-Markblatt WO approved in 2005
- Super duplex valve components production in 2008
- In house Machine shop started in 2009
- ITT Pump business in 2010
- Added new machines-two-fold increase in machining capacity in 2014
- Foundry automation project and new processes added in 2016

Manufacturing Facilities:

- Induction furnace with 850/500/150 kg melting crucibles.
- Heat-treatment furnace of capacity 3 Mt with facilities for Solution Annealing, Normalizing, Annealing, Hardening and Tempering.
- Separate shot blast machines for low alloy steel castings and high alloy steel castings
- Pickling and Passivation
- 21 channel ARL 3460 OE Spectrometer
- Destructive testing facilities including Universal Testing Machine and Impact Testing Machine
- Non-destructive testing facilities including Radiography, Ultrasonic, Magnetic Particle and Liquid Penetrant Testing

2.2 Nature of business

GWASF produces sand castings on alloys ranging from carbon steels through high alloys steels and nickel base alloys with net weights from 1kg to 600kg and supplies in fully machined conditions.

- Niche player in high alloy Steel, Super Duplex Steel and nickel-based alloys in sand casting.
- Capacity: 120 MT per month, weight range: 10kg to 750Kg
- Complex parts manufacturing capability with double volute pump casing, impellers precision machined to close tolerance.
- Value addition and premium service to customers by machining, leak testing, painting and warehousing.
- Strong technological capabilities – casting simulation CAD / CAM for machining, rapid prototyping.
- Blue chip multinational customers spread over USA, Europe and Asia pacific.

2.3 Vision, Mission, Quality policy

Vision

"We intend to be among the top 10, mid-size foundries producing specialty steel castings worldwide by year 2020. GWASF will have technical leadership to produce a range of specialty alloys for corrosion and wear resistance, enabling technology to deliver high specification components on time and the capability to rapidly produce castings for prototypes and project orders in a range of alloys. We will work with customers who demand the highest ethical standards and deliver consistent business excellence."

Mission

"We will focus on creating sustaining a leadership team who focus on first-time-right practices and on time delivery processes which would benchmark amongst the best in the industry. We will consequently invest in best of class design and process technology that is focused on-time delivery and Quality in all areas of our business. Our continual improvement of processes and technology will enable us to maintain cost and technology leadership and develop long-standing relationships with our customers."

Quality Policy

We are committed to the continual improvement of our Quality Management Systems so that we can:

- Enhance customer satisfaction
- Reduce rejections during manufacture and supply

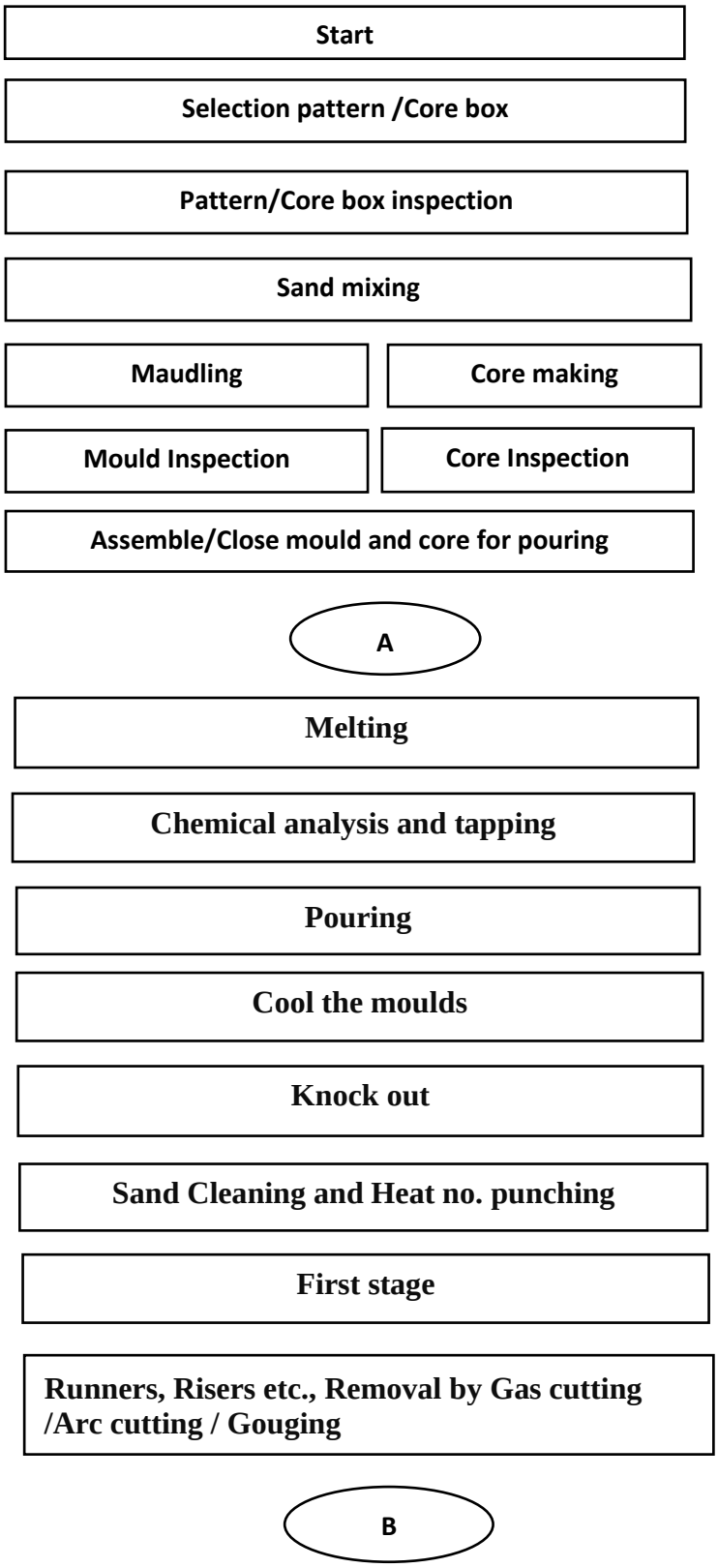
2.4 Workflow Model:

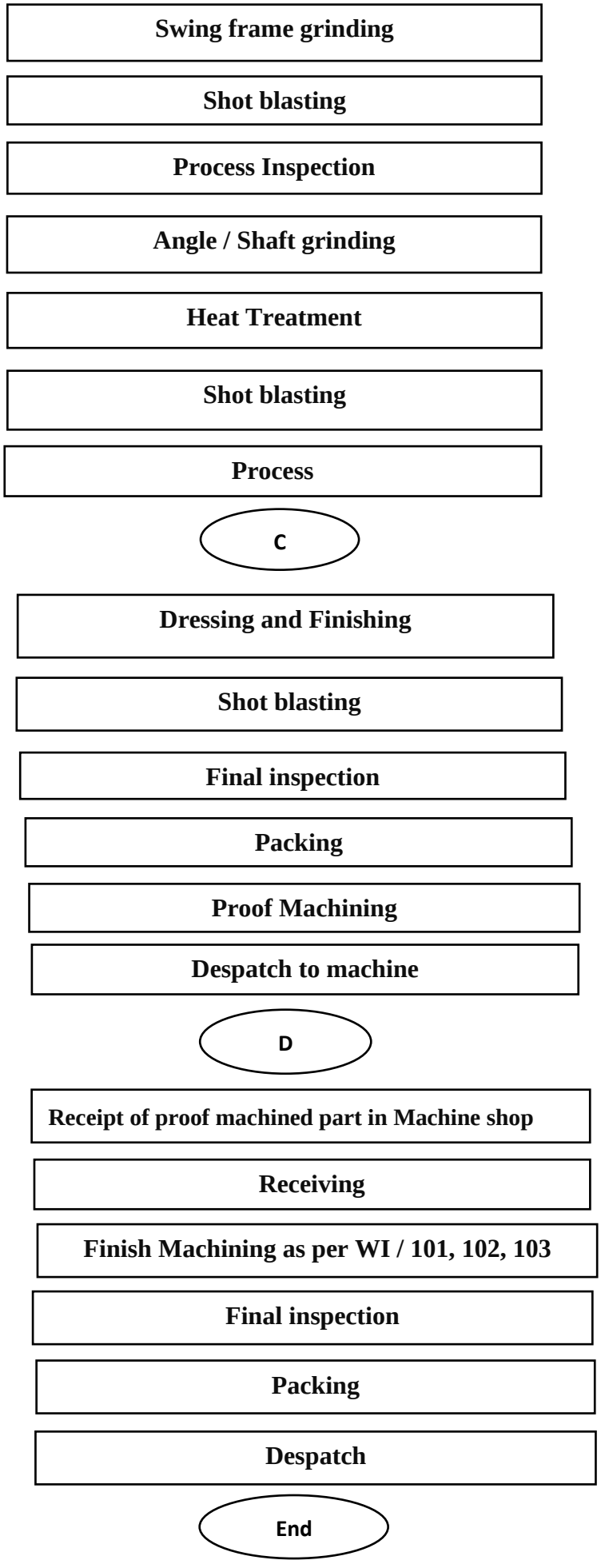
The Strength of GWASF Lies in the Development of casting in high margin alloys, special High-performance alloys the company's space and strategy to stay out of the volume game produced the desired Results. GWASF according to continuous improvement and best practice management initiatives focuses on innovation through regular new investments.

GWASF has planned to acquire the latest equipment and machinery that would allow significant cost reductions, The expansion capacity and the transition to manufacturing alloy steel casting for Customers that operate in the marine. Food processing, heat treatment, waste management, Desalination, wind turbines and other process industries dealing with movement of gas flows Liquids and solids by pipelines. GWASF focuses on lean manufacturing practices. To control manufacturing certifications that guarantee the highest level of component integrity and made efficiency the paradigm in its order-to-delivery program GWASF has the following certifications.

- ISO 9001: 2015 approved by BVAI
- PED approved by RWTUV, Germany
- AD(WO)- Mer blatt – RWTUV, Germany
- Lloyds's Register of Shipping (LRS) approve for Marine casting

Flow Chart of a production Process




Swing frame grinding
Shot blasting
Process Inspection
Angle / Shaft grinding
Heat Treatment
Shot blasting
Process
C
Dressing and Finishing
Shot blasting
Final inspection
Packing
Proof Machining
Despatch to machine
D
Receipt of proof machined part in Machine shop
Receiving
Finish Machining as per WI / 101, 102, 103
Final inspection
Packing
Despatch
End

2.5 Product / service profile

- Alloy carbon steel, stainless steel, high alloy steel, duplex and super duplex stainless steels, nickel base alloys and specially castings.
- Capacity 120 MT per month weight range 1kg to 600kg
- CAD/CAM, heat transfer and flow simulations of castings.
- Flexible molding processes such as alpha set, sodium silicate/ CO2, etc.
- Heat treatment fumes up to 3MT with water quenching facilities.
- IN house NDT facilities such as radiography testing, ultrasonic testing, magnetic particle testing, liquid penetrant testing etc.
- Full laboratory facilities like OE spectrometer, UTM, impact testing machine
- State of art in house machining.

Products

Valve castings

Butterfly, gate, plug, ball, control valve components, including dishes, disk with shaft.

General engineering components

Heat resistant parts, crusher plates, wear plates, marine engineering components etc...

Pump castings

Castings, impellers, housings, suction castings, discharge castings, restage castings, balance drums etc.

Material super duplex stainless steel / chromium nickel steel, weight: 80 kg to 325 kg

Dimensional tolerances, 0.03

Valve bodies

Material chromium nickel, steel /mild steel, weight 5 kg to 210 kg, dimensional tolerance 0.05 on die 79mm long – interrupted bore up to 960mm concentric spiral gasket serration on Face supplied with shell leak test.

Drums

Materials: chromium nickel steel weight: 3kg to 15kg Dimensional tolerances bore F7 45mm to 75mm and OD in H7 from 100 to 215mm, with Critical internal profiles and grooves in bore. Also supplied with wear resistant coatings.

Butterfly valve dishes

Materials: Stainless steel, weight 0.55 kg to 15 kg OD die 50mm to 280mm off set bores 15mm to 40mm with interrupted lengths up to 280 mm, with critical profiles with 0.4 Raw 16 Surface finish supplied with passivation butterfly valve shafts and disc with shafts: material Precipitation hardened stainless steel, weight 0.35kg to 26kg OD die 16mm to 64mm length Up to 1100mm, diametrical tolerance of 0.05mm, surface 0.8 Raw with intricate T face Grooves for PTFE scaling material filling.

Marine Casting:

Heat Resistant Casting:

2.6 Ownership pattern:

GWASF is a proprietary company. All the shares of the company are owned by Gautham Krishnan.

Gautham Krishnan	**Managing Director**
Konanur Subramanya Srinivasa Murthy	**Director**
Prema Krishnan	**Director**
Francis D' Souza	**Senior Manager**
Vijaya Kamath	**Finance Manager**
Divyaprakash K	**Human Resource Manager**

The company has 3 directors and no reported key management personnel.

The longest serving director currently on board is Konanur Subramanya Srinivasamurthy who was appointed on 13 August, 1987. Konanur Subramanya Srinivasa Murthy has been on the board for more than 35 years. The most recently appointed director is Prema Krishnan, who was appointed on 01 September, 2004.

Gautham Krishnan has the largest number of other directorships with a seat at a total of 2 companies. In total, the company is connected to 1 other companies through its directors.

2.7 Achievements and Awards:

- On time performance award in the year 2015
- Star performance award in the year 2013 - 2014
- 20 years of partnership award in the year 2014
- Best supplier award for maintaining good overall performance for the year 2012.
- Medium volume Supplier of the year 2011

2.8 Future growth and prospects

- Expansion of melting shop with capacity of producing casting up to single one ton - Sand plant and large core shooter.
- Expansion of machining facilities in includes 1. 5m CNC VTL VMC and small turning centre.
- Relationship with SIMTECH-FINLAND on rapid prototyping facility conifer Rob
- Establish European warehouse
- Future of GWASF is bright
- It is expected to growth @20%
- New technology lost loan castings which is latest technology in manufacturing at steel Casting.

CHAPTER 3

McKINSEY'S 7S FRAMEWORK
AND
PORTER'S FIVE FORCE MODEL

McKinsey's 7S Framework

The 7s Framework was developed by a company called McKinsey's during 1970s to help managers to address the difficulties to organizational change. The 7s model is a tool for managerial analysis and action which provide a structure with which a company is considered and so that the organization's problems may be diagnosed and strategy may develop and implemented.

The 7S model can be used in a wide variety of situations, for example to help,

- ✓ Improve the performance and activities of a company.
- ✓ Examine the effects of future changes within the company.
- ✓ Follow up the departments and processes during a merger or acquisition.
- ✓ Discover how best to implement a proposed FRAME WORK strategy.

STRATEGY:

Strategy is the systematic action and allocation of available resources to achieve the company's goals. The integrated vision and mission of the company, as well as the manner in which it derives, articulates, communicates that vision and direction. GWASF manufactures high alloy and precious castings. This strategy of choosing tough components gives premium price and high profitability.

SKILLS:

GWASF own labour force with various skills. The company encourages, boost and provides training for the development of skills depending on whether the employees is at the operating level.

To increase skills regular trainings arranged and budget fixed every year for training of employees. Organization believes in increasing skill matrix by internal and external training.

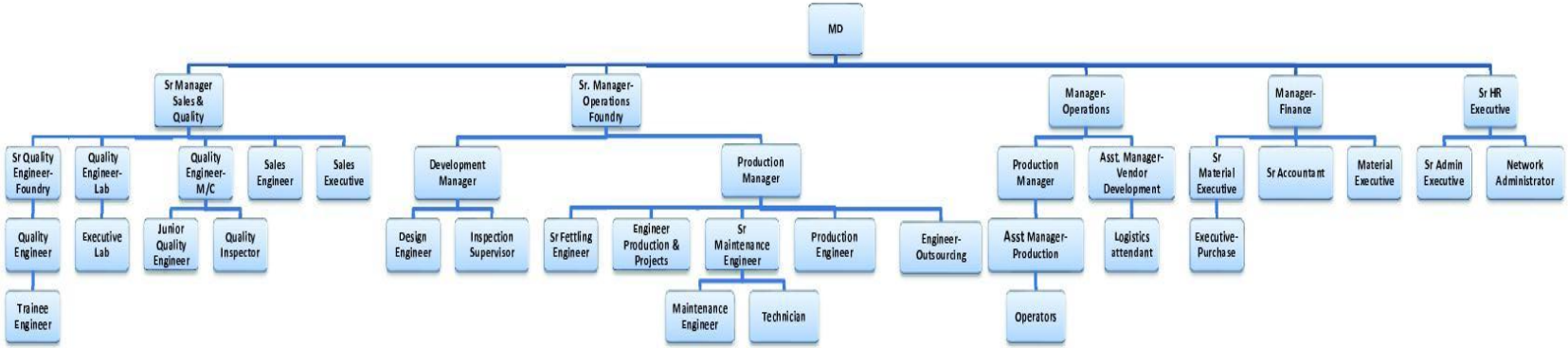
STRUCTURE:

Organization structure at GWASF Quality Casting P Ltd defined as it shows formal division of the company into various departments, duties and responsibilities of every employee. The structural design and responsibilities of each individual and they are allocated according to the functional requirement. GWASF has easy organization structure which enables changes.

Organization structure speaks the authority, responsibility and relationship in the organization. A good structure in organization gives co-ordination between various departments of the organization.

The structure is divided into 8 different departments that is Finance, Marketing, Information, Legal, Projects, Production and Human Resource Management. These are again divided into different categories based on activities carried out. These includes material, service activities, administrative, engineering, and many others.

ORGANIZATION CHART



Roles and Responsibilities of each Department:

Maintenance department:

The main aim of the maintenance department is to maintain the plants. Taking care of machine and other types of equipment that includes the production and seeing through it the machine doesn't break down.

Projects department:

Project department is engaged in acquiring of new projects.

Material's Department:

This department is involved in planning and obtainment of materials that are required for the production process and handling the stocks so that the company doesn't face any shortages of raw materials and equipment that are required to the production.

Finance Department:

Finance Department play a prominent role in preparation of billing, main accounting, costing, payroll, budgeting and taxes.

Safety, health and security:

This department deals with the health of the employees. This department consists of safety officer, welfare officer, doctors etc. and also as toilets, drinking water and washrooms.

HR and Admin department:

HR department are into various functions such as recruitment, performance appraisal, welfares, time management, legal, industrial relations, contract management, canteens and various policies. Were as admin deal with the public relations, CSR, upkeep, transport arrangements, hostel accommodations arrangements and so on.

Systems department:

Systems department of the company play a main role in maintaining of hardware and software of the company and repairing if there any breakdowns.

Marketing department:

Marketing department deals with promotion and distribution of goods that are produced.

Logistics:

This department makes a required arrangement for the transportation of goods through various modes such as railways, trucks, wagon so on. Workers working under this department are contract employees.

STYLE:

Management of GWASF has very unique style of management. Its responsibility driven rather than time. Performance of each employee is evaluated and rewarded every year. GWASF considers human resource is main and important resource. The management of the firm believes that profitability and potential for growth it depends on the aptitude, resourcefulness, integrity, courage and dedication of the employees at all level of the organization.

STAFF:

Staffs refers that the company has hired able people, trained them well and assigned them to the right jobs, selection, training, reward and recognition, retention, motivation and assignment to appropriate work are all key issues.

GWASF considers employee as its most important and main assets. Recruitment is done purely on merit and skill basis. Proper care taken to new employees to give induction and training so that they give their best.

SYSTEMS:

Systems means to the formal process and procedures used to manage the organization, including management control system, performance management measurement and reward systems, planning, budgeting, available resource allocation systems, information systems and distribution systems.

GWASF believe in system placement. All policies and procedures are system driven. ISO, TUV and Lloyds certified.

SHARED VALUES:

GWASF act with integrity, probity, honesty, transparency and with good faith. They actively assist in implementing the company's objectives and creating an organization that is responsive, positive and driven by business and social needs. Organisation has its own values and ethics which always shared with every level of employees.

PORTER’s FIVE FORCE MODEL

Porters Five Force is a Model that identifies and analyses five competitive forces that shape every industry and helps determine an industry’s weaknesses and strengths. Five Forces analysis is frequently used to identify an industry’s structure to determine corporate strategy.

Porter's 5 Forces are:

1. Threats of New Entrants
2. Threats of Substitutes
3. Bargaining Power of Suppliers
4. Bargaining Power of Buyers
5. Rivalry among Existing Competitors

1. Threats of New Entrants:

New entrants in Industrial Goods & Services brings innovation, new ways of doing things and put pressure on Castings industry through lower pricing strategy, reducing costs, and providing new value propositions to the customers.

As this is Engineering product it's not easy to enter this industry. This force is least in this industry. Existing players in the market enjoy this benefit and rule the market on their terms.

GWASF avoid threats of new entrants

- By innovating new products and services. New products not only bring new customers to the fold but also give old customer a reason to buy their products.
- By building economies of scale so that it can lower the fixed cost per unit.
- Building capacities and spending money on research and development. New entrants are less likely to enter a dynamic industry where the established players keep defining the standards regularly.

2. Threats of Substitutes

When a new product or service meets a similar customer need in different ways, industry profitability suffers. For example, services like Dropbox and Google Drive are substitute to storage hardware drives. The threat of a substitute product or service is high if it offers a value proposition that is uniquely different from present offerings of the industry.

Products are unique in nature and manufactured against design and order given by customer. So, there is not threat of substitutes.

How GWASF can tackle the Treat of Substitute Products / Services

- By being service oriented rather than just product oriented.
- By understanding the core need of the customer rather than what the customer is buying.
- By increasing the switching cost for the customers.

3. Bargaining Power of Suppliers

All most all the companies in the Industrial Goods & Services industry buy their raw material from numerous suppliers. The overall impact of higher supplier bargaining power is that it lowers the overall profitability of Industrial Goods & Services.

Manufacturing of casting need several raw material and consumables depending upon the grade of alloy they are manufacturing. But suppliers of material are plenty in market and this makes manufacturer to bargain with supplier strongly and keep their cost at lower end. Most of the raw material prices are driven by international ups and downs which make risk of price change high in this industry.

How GWASF can tackle Bargaining Power of the Suppliers

- By building efficient supply chain with multiple suppliers.
- By experimenting with product designs using different materials so that if the prices go up of one raw material, then company can shift to another.

4. Bargaining Power of Buyers

Buyers are often a demanding lot. They want to buy the best offerings available by paying the minimum price as possible. The smaller and more powerful the customer base is higher the bargaining power of the customers and higher their ability to seek increasing discounts and offers.

Casting manufacturing in Engineering and it's not easy product to develop. In this industry one product developed with remain life time. Customers have less power to negotiate for lower prices as it is not easy to develop the same.

How GWASF can tackle the Bargaining Power of Buyers

- By building a large base of customers. This will be helpful in two ways. It will reduce the bargaining power of the buyers plus it will provide an opportunity to the firm to streamline its sales and production process.
- New products will also reduce the defection of existing customers of Castings Plc to its competitors.

5. Rivalry among Existing Competitors

If the rivalry among the existing players in an industry is intense then it will drive down prices and decrease the overall profitability of the industry. This competition does take toll on the overall long-term profitability of the organization.

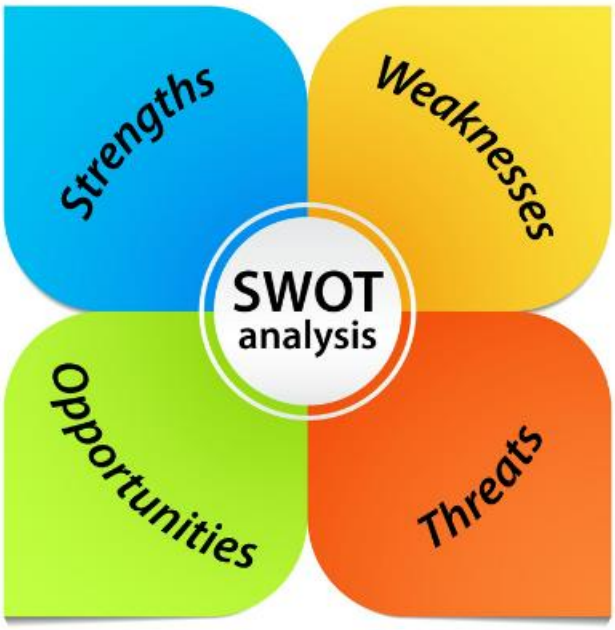
Manufacturing of Castings has high competition. If we see the industry from global point of view China give tough competition to Indian manufacturers in terms of cost. But as we all know Quality of Indian products are far better from China, India has higher bargaining power in world than China. At national level Coimbatore, Gujarat and some parts of Maharashtra are having large industries of Casting manufacturing. When one area is concentrated with same industry, they will have additional benefits. Though GWASF is in Karnataka still compete with manufacturers of castings in other region of country. Within Karnataka, Shimoga is highly concentrated area in Casting industries. Most of the casting manufacturers are in that hub and compete with each other.

How can GWASF tackle Intense Rivalry among the Existing Competitors

- By building a sustainable differentiation
- By building scale so that it can compete better
- Collaborating with competitors to increase the market size rather than just competing for small market.

CHAPTER – 4

SWOT ANALYSIS



SWOT Analysis:

SWOT shows the analysis and assessment of comparative strength and weaknesses of a firm in relation to their competitors, also opportunities and threats external to the firm. The SWOT is a systematic study and identification of aspects and strategies that best suitable to the individual firm positioning the given situation. It should be based on logic and rational thinking. SWOT analysis helps the organization to set its objectives.

Strengths:

- The main strength of GWASF is its Young and Well Motivated Workforce. Employee motivation levels have a direct impact on productivity. Also, it leads to good relation between employee and management.
- The practice of On-Time Delivery Performance of the company and meeting customer's Expectation will one of the strengths of GWASF.
- GWASF's Long term Supplier Relation will help for the company to achieve long-term cost savings in the form of reduced issues with availability, quality and delays in supply.
- Eco-friendly sand system with sand reclamation-reduce new sand
- Special Grades like Super duplex SS, Nickel Alloys, and Duplex Stainless Steels have approximately double the strength of regular austenitic or ferritic stainless steels. So, customers will prefer quality product.

Weakness:

- Supplier quality rejections, m
- Government has a control in the prices fixed by the company, Price controls are government-mandated legal minimum or maximum prices set for specified goods, usually implemented as a means of direct economic intervention to manage the affordability of certain goods.
- Shortage of skilled labour, a labour shortage can have many negative effects on companies including: Slowing a company's growth; struggling to maintain procedure and maintenance; Sourcing affordable supplies.
- Employee attrition, employee attrition will directly impact on the growth of the organisation.

Opportunities:

- Modern Technology, if company is using updated technologies that are 3D modelling, simulation, 3D Painting, LFC will be more helpful for the company.
- If company concentrated much better in marketing strategy, sales would increase.
- Wide spread of network across the company, Wide area networks are beneficial for businesses where employees are spread over a large geographical area. WANs are becoming increasingly important as companies grow more reliant on data.
- Complex parts with tight tolerance limits will be one of the opportunities for the company.

Threats:

- Government restrictions on pricing policy and production level even though the company is capable of producing high it is subject to certain restrictions decentralized price system when the government is planning to foreign products may also pose a threat to the company
- Lower Productivity, reduced profitability Lower work rate (or productivity) results in poor performance of employees which ultimately affects the quality of deliverables.
- Stiff Competition in the Market, Competition in business decreases an individual company's market share and shrinks the available customer base, especially if demand is limited.

CHAPTER – 5

ANALYSIS OF FINANCIAL STATEMENT

Financial Statement Analysis:

Balance sheet is most important financial statement. It shows the financial conditions or the state of affairs of a business. More significantly, balance sheet includes information about resources and obligation of a business entity and about its owner's interest in the business at a particular period.

The earning capacity of a company is reflected by its profit and loss account. The profit and loss accounts are scoring board of the organization performance during a point of time. Since the profit and loss account shows results for a point of time, it is a flow statement.

Short Term Solvency or Liquidity Ratio:

A class of financial yardstick that used to determine a company's capability to pay off its short-term obligation. Generally, higher the value of the ratio, larger the margin of safety that company possess to chase short term debts. Common liquidity ratios have current ratio, quick ratio and operating cash flow ratio. A company's ability to turn short term assets into cash to cover debts is important when creditors are seeking payment. Bankruptcy analysis and mortgage originators frequently use liquidity ratios to find whether a company will be able to continue as a going concern.

- Current Ratio
- Liquid Ratio

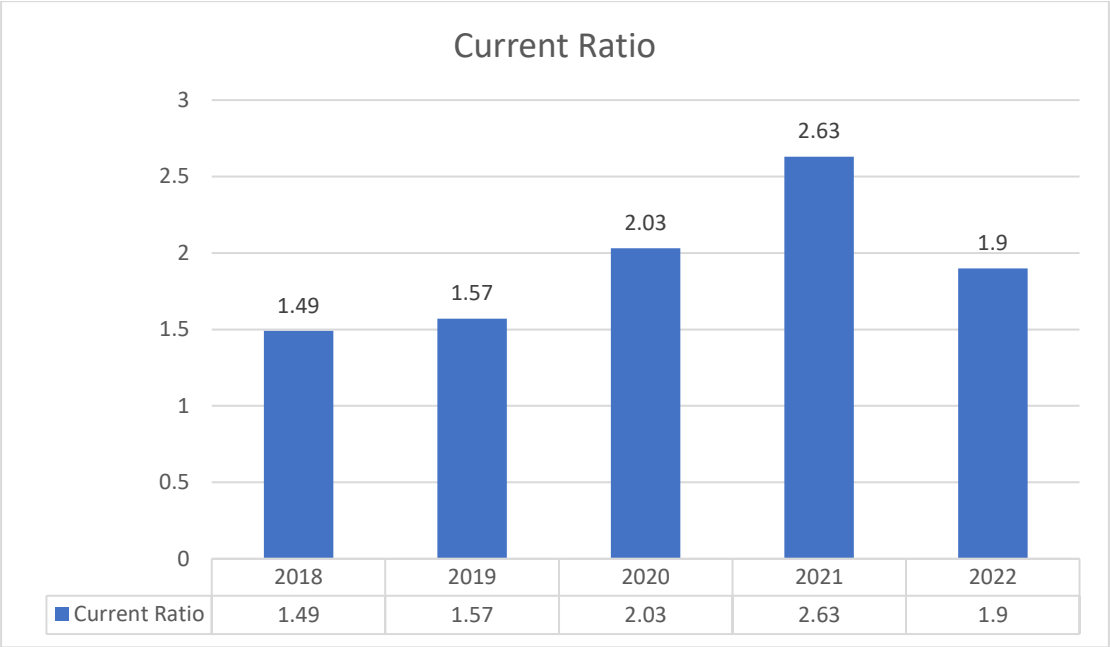
Current Ratio:

Current ratio is the common ratio for measuring liquidity. Being related to working capital analysis, it is also called the working capital ratio. Current ratio gives relationship between current assets and liabilities. The current ratio is calculated by dividing current assets by current liabilities.

Current ratio = current assets /current liabilities

Table 1: Current Ratio of GWASF for the Period of Five Years:

Year	Current Assets	Current Liabilities	Current Ratio
2018	1056.93	708.40	1.49
2019	1434.86	910.62	1.57
2020	1287.00	633.48	2.03
2021	1439.67	546.67	2.63
2022	1989.30	1042.98	1.90



Interpretation:

Current ratio varies from industry to industry but healthy business ratio will lie between 1.5 to 3. There has been increase in the current ratio from the year 2018 to the year 2021. There is increase from 1.49 to 2.63. In the year 2022 there is decrease in the current assets. If ratio is below one point, then creditors will consider that company is in financial risk and it is not possible to pay short-term obligations.

Quick Ratio:

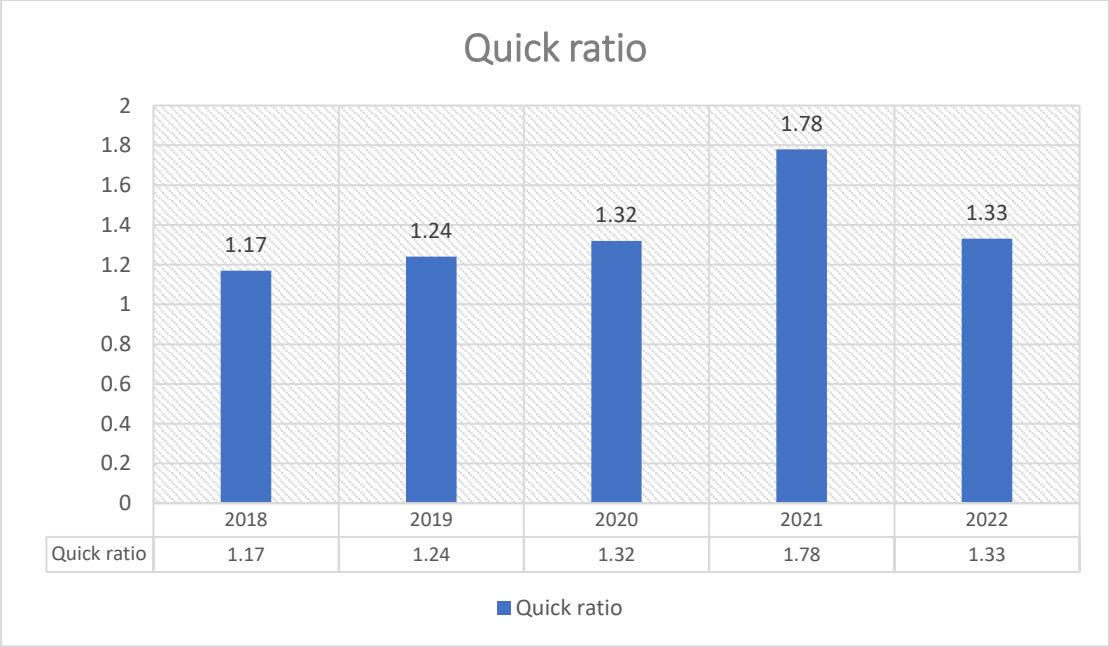
Quick ratio is also called as liquid ratio or acid test ratio, the current ratio in the study of solvency may sometimes misleading due to high ratio of stock to current assets. This ratio is calculated between liquid assets whose value is almost certain on the hand and liquid liabilities on the other.

Acid test or quick ratio = Quick assets / current liabilities

Liquid or Quick assets = current assets - Inventory

Table 2: Quick Ratio of GWASF for the Period of Five Years:

Year	Quick Assets	Quick Liabilities	Quick ratio
2018	835.80	708.40	1.17
2019	1131.40	910.62	1.24
2020	834.43	633.48	1.32
2021	975.67	546.67	1.78
2022	1386.02	1042.98	1.33



Interpretation:

There is continues increase in the quick ratio in 2018 to 2021. If company with 1.0 quick ratio this shows that company could pay off its current liabilities without selling long term assets. Here in this case company is having above 1.0 ratio from past 5 years so it is good for the company. High quick ratio is more favourable to company it indicates there are more quick assets than current liability.

Long term Solvency Ratio or Capital Ratio:

Long term solvency refers to a company's capacity to meet its long-term obligations. Long-term solvency ratios used to evaluate a company's ability to repay its debts in the long run. The types of Long- term solvency ratio is Debt Equity ratio, Net worth ratio, Fixed assets to Net worth ratio, Current assets to Net worth ratio and Capital Gearing Ratio.

- Proprietary Ratio
- Fixed Asset to Net worth Ratio

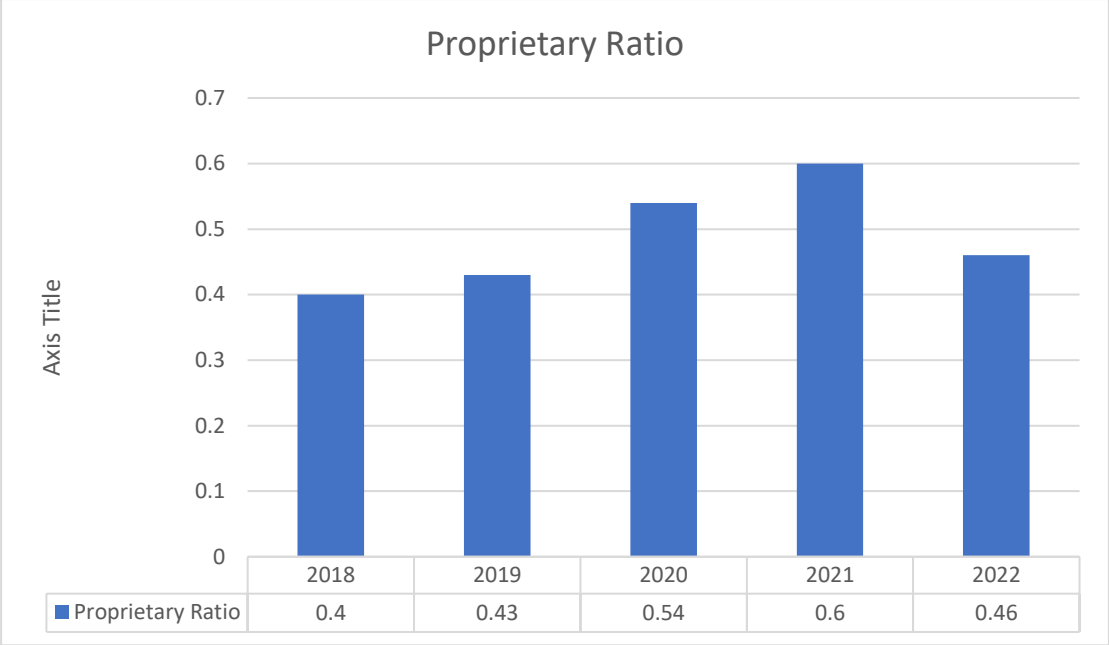
Proprietary Ratio/ Owner's fund Ratio/ Net worth Ratio:

Proprietary ratio relates to the shareholders fund to total assets. This ratio shows the long term or future solvency of the business. It is calculated by dividing shareholders fund by total assets.

Proprietary Ratio = Net worth / Total assets

Table 3: Proprietary ratio for the period of five year

Year	Net Worth	Total Assets	Proprietary Ratio
2018	623.17	1583.93	0.40
2019	839.42	1933.77	0.43
2020	999.33	1838.08	0.54
2021	1192.02	1980.35	0.60
2022	1410.63	3037.16	0.46



Interpretation:

Here in case of Proprietary ratio there is continuous increase from 2018 to 2021 that is from 0.39 to 0.6. In the year 2022 there is fall in the Proprietary Ratio to 0.46. A high proprietary ratio suggests a strong financial position for corporation and more creditor security. A low ratio shows that the company's operations are already significantly dependent on debt.

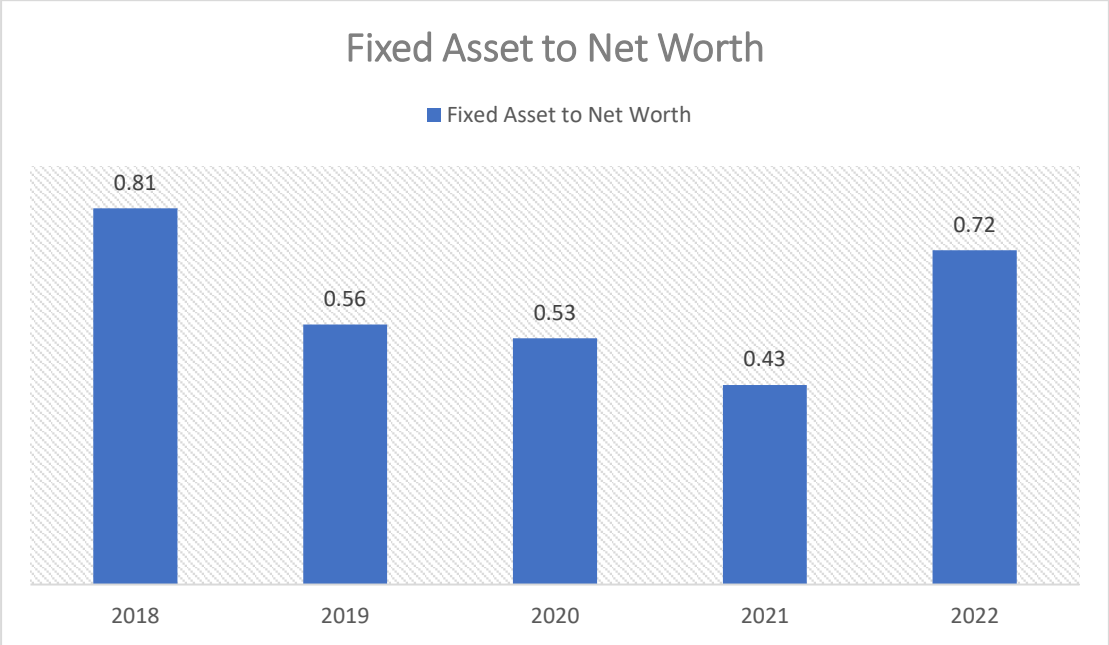
Fixed Asset to Net worth Ratio:

A ratio evaluating a company's solvency is fixed assets to net worth. This ratio shows how much of the owners' cash is locked up in fixed assets like property, plant, and equipment, as well as how much money is available for the company's operations.

Fixed assets to Net worth ratio = Net fixed assets / Net worth

Table 4: Fixed asset to net worth ratio for the period of five year

Year	Net Fixed Asset	Net worth	Fixed Asset to Net Worth
2018	507.51	623.17	0.81
2019	477.67	839.42	0.56
2020	527.06	999.33	0.53
2021	515.07	1192.01	0.43
2022	1024.28	1410.53	0.72



Interpretation:

Fixed assets to net worth, also known as the non-current assets to net worth ratio, is a financial ratio used to measure the solvency of a company. Ideally, a fixed asset to net worth ratio of 0.50 or lower is considered good, but there is no real standard. Here in the year 2018 the Fixed assets to net worth ratio is 0.81 and then there is continuous decrease till 2021 is 0.43 but in the year 2022 it was 0.72.

PROFITABILITY RATIO:

A class of financial metrics these are used to analyse a business's ability to generate earnings as compared to its expenses and other relevant costs spent during a specific period of time. Some examples of profitability ratio are return on assets, return on equity, gross profit ratio etc. Profitability ratio shows company's overall efficiency and performance.

- Net Profit Ratio
- Gross Profit Ratio

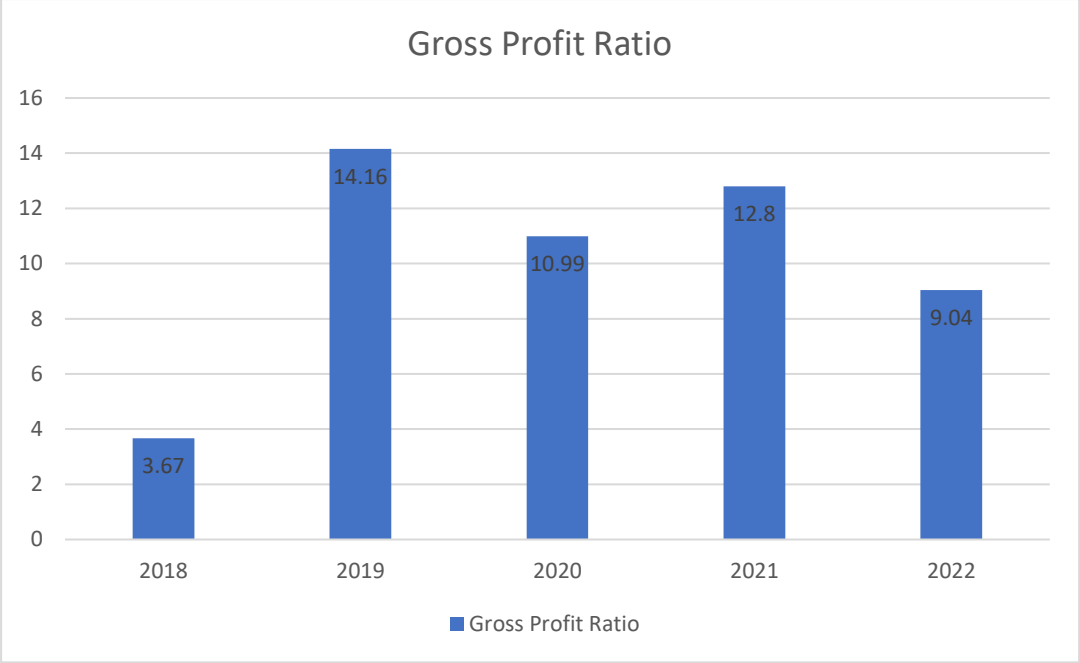
Gross Profit Ratio:

The Gross Profit Ratio is Profitability Static that indicates how Gross profit and the Total Net Sales Revenue are related. It is a widely used tool for assessing a company's operational success.

Gross profit ratio = gross profit / sales * 100

Table 5: Gross profit ratio for the period of five year

Year	Gross Profit	Sales	Gross Profit Ratio
2018	49.39	1343.95	3.67
2019	297.36	2099.20	14.16
2020	215.13	1960.00	10.99
2021	261.54	2041.79	12.80
2022	297.57	3288.68	9.04



Interpretation:

There is fluctuation in gross profit. In 2018 it was 3.67 after that there is increase in gross profit because when compare to revenue expenses are high like cost of materials, direct expenses, employees benefit expenses, taxes etc.

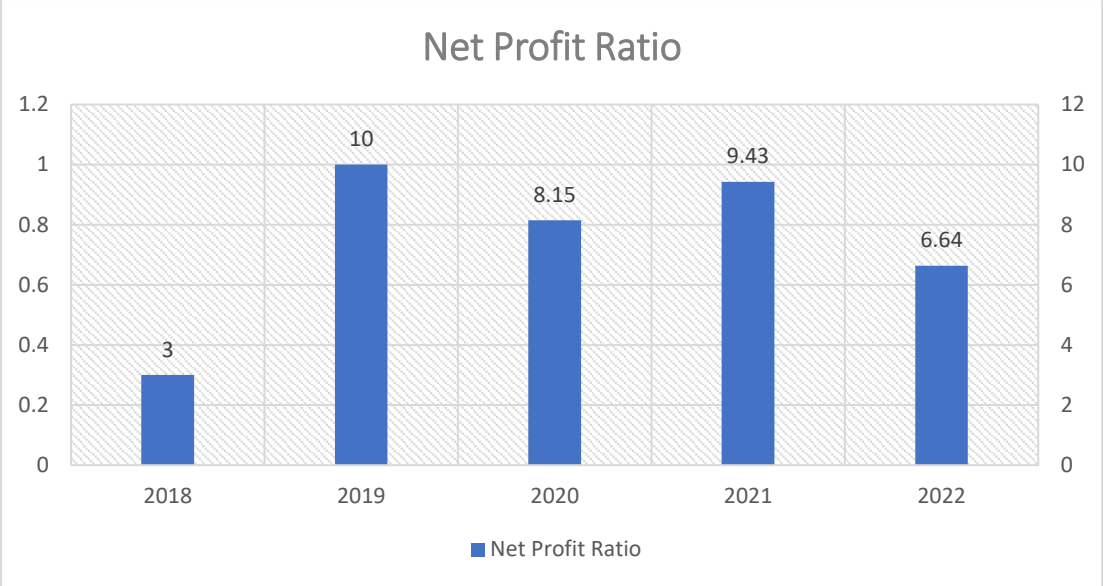
Net Profit Ratio:

Net Profit Ratio also referred to as the Net Profit Margin Ratio, is a profitability ratio that measures the company's profit to the total amount of Money brought into the business.

Net Profit Ratio = Net Profit / Net sales *100

Table 6: Net Profit Ratio for the Period of Five years:

Year	Net Profit	Net sales	Net Profit Ratio
2018	43.32	1343.95	3
2019	216.24	2099.20	10
2020	159.81	1960.00	8.15
2021	192.68	2041.79	9.43
2022	218.61	3288.68	6.64



Interpretation:

Net profit ratio reveals the remaining profit after all costs deducted from the sales. There is fluctuation in the Gross Profit Ratio. In the year 2018 company had 3 Gross Profit Ratio and in the year 2019 it is Increased to 10. In the year 2022 the company achieved 6.64 GP ratio. high ratio indicates that business pricing its products correctly and they are excising good cost control. Maintaining high ratio results from efficient management.

Turnover Ratio:

Turnover Ratios are used to measure how effectively an organizations Financial Assets and Liabilities have been used to generate Revenue. The Types of Turnover Ratio are

- Fixed ASSET Turnover Ratio
- Inventory Turnover Ratio

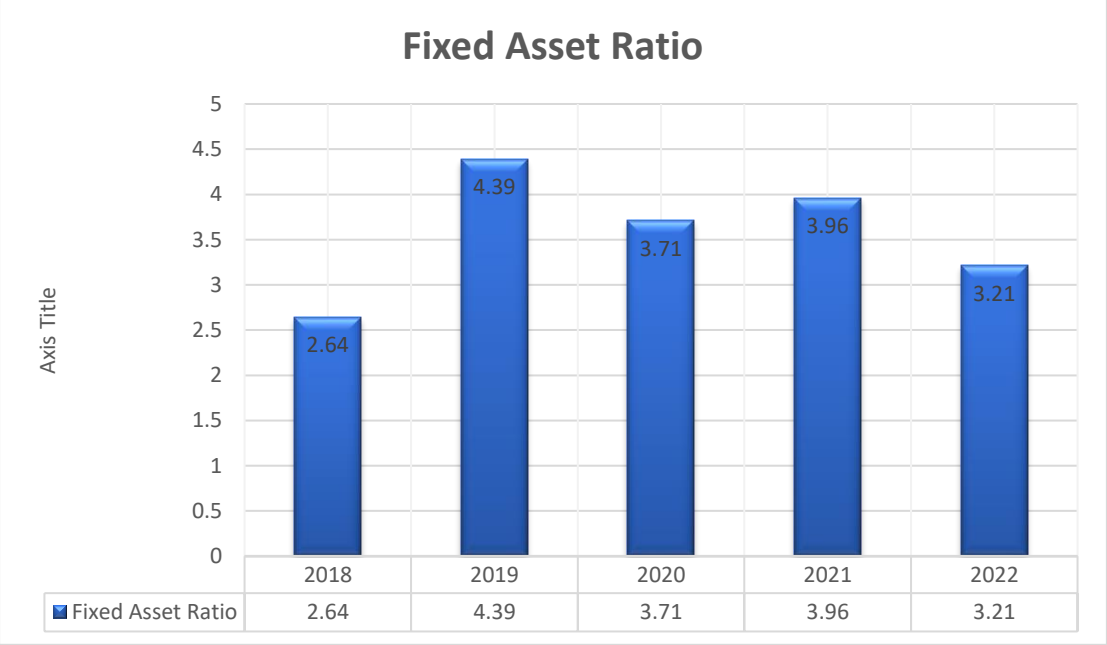
A. Fixed Asset Turnover Ratio:

It is also called as Fixed Asset Ratio, it is commonly used activity ratio that measures the efficiency, which the company uses its fixed assets to generate sales Revenue.

Fixed Asset Turnover Ratio = Net Sales / Fixed Asset

Table 7: Fixed Asset Turnover Ratio for the period of Five Years:

Year	Net Sales	Fixed Asset	Fixed Asset Ratio
2018	1343.95	507.51	2.64
2019	2099.20	477.67	4.39
2020	1960.00	527.06	3.71
2021	2041.79	515.07	3.96
2022	3288.68	1024.28	3.21



Interpretation:

Here there is fluctuations in fixed asset turnover ratio. If there is high ratio, it indicates company having higher efficiency in utilizing assets on the other hand if there is low ratio it shows inability of firm to utilize the fixed asset efficiently. Here in GWASF there is fluctuations in fixed asset turnover ratio, so the company is utilizing fixed assets efficiently.

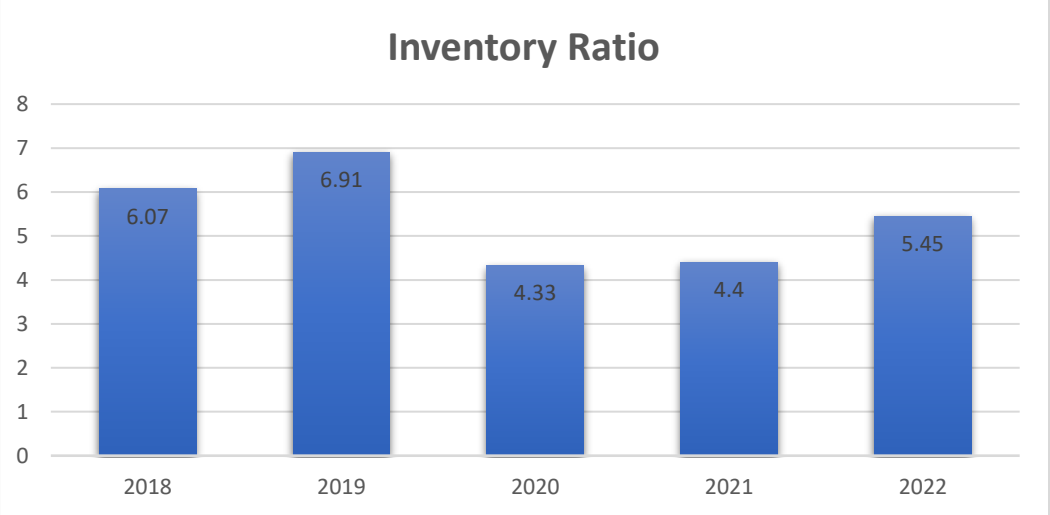
B. Inventory Turnover Ratio:

Inventory Turnover Ratio Measures how efficiently a company uses its inventory by dividing the cost of goods sold by the average inventory value during the Period.

Inventory Turnover Ratio = Net Sales / Average Inventory

Table 8: Inventory turnover ratio for the period of five yea

Year	Net Sales	Average Inventory	Inventory Ratio
2018	1343.95	221.12	6.07
2019	2099.20	303.45	6.91
2020	1960.00	452.57	4.33
2021	2041.79	464.00	4.40
2022	3288.68	603.28	5.45



Interpretation:

If inventory turnover ratio is high it means company able to sell goods quickly. It shows how well sales and purchasing departments works. Generally good inventory ratio is between 5 to 10. In this case GWASF ratio is fluctuating from few years but they are in safe side and also ratio indicates how inventory is managed by comparing sale with inventory for the period. In the year 2022 company achieved Inventory Turnover Ratio of 5.45.

CHAPTER -6

LEARNING EXPERIENCE

Learning Experience:

It is my privilege for having done my internship at GWASF Quality Casting Private Limited for a period of one month.

The internship is helped me to know the importance of time management which is the most vital aspect for success in life. The study has helped me to grow myself with required skill which is needed in the organization. In the organization study, I observed that it is the amicable relations between the various departments make possible for GWASF Ltd to optimize its functioning. It has given me opportunity to know practical picture about organization. From this organization study, I came to know how this company is working and what are its vision and mission.

We gather information and examine this organizational study before writing a report based on what we have learned. We will look at the SWOT and how Mc Kinsey's 7s variables are implemented in the firm, as well as Michel Porter's five forces. Certain topic studies offered me an idea of how to handle this topic and how the organization handles these variables, as well as how we might measure it.

I have gained many valuable insights which would help me in my career.

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ANNEXURE:

PROFIT AND LOSS ACCOUNT AS ON MARCH 2018,2019,2020,2021,2022:

	MAR 22	MAR 21	MAR 20	MAR 19	MAR 18
	12 months	12 months	12 months	12 months	12 months
INCOME					
REVENUE FROM OPERATIONS [GROSS]	3288.68	2041.79	1960.00	2099.20	1343.95
Less: Excise/Service Tax/Other Levies	0.00	0.00	0.00	0.00	0.00
REVENUE FROM OPERATIONS [NET]	**3288.68**	**2041.79**	**1960.00**	**2099.20**	**1343.95**
Other Income	153.92	93.69	106.41	131.04	77.90
TOTAL REVENUE	**3442.60**	**2135.49**	**2066.41**	**2230.25**	**1421.85**
EXPENSES					
Cost of Materials Consumed	1678.28	804.89	924.88	982.42	573.58
Changes in Inventories Of FG, WIP And Stock-In Trade	-66.67	10.93	-143.39	-28.34	0.36
Employee Benefit Expenses	634.45	468.34	465.73	431.74	334.07
Finance Costs	54.47	27.96	46.20	53.44	51.04
Depreciation and Amortization Expenses	36.84	29.87	29.43	93.69	110.32
Other Expenses	806.81	531.23	528.83	400.67	304.04
TOTAL EXPENSES	**3144.18**	**1873.22**	**1851.69**	**1933.64**	**1372.70**

PROFIT/LOSS BEFORE EXCEPTIONAL, EXTRAORDINARY ITEMS AND TAX	**298.42**	**262.26**	**214.72**	**296.61**	**49.15**
Exceptional Items	0.85	0.72	0.41	0.75	0.24
PROFIT/LOSS BEFORE TAX	297.57	261.54	215.13	297.36	49.39
TAX EXPENSES-CONTINUED OPERATIONS					
Current Tax	76.93	70.46	57.79	82.87	105.44
Less: a) Deferred Tax	2.03	-1.60	-2.77	-1.75	-4.47
b) Tax For Earlier Years	0.00	0.00	0.19	0.00	0.00
TOTAL TAX EXPENSES	**78.96**	**68.86**	**55.21**	**81.12**	**6.07**
PROFIT/LOSS FOR THE PERIOD	**218.61**	**192.68**	**159.81**	**216.24**	**43.32**
OTHER ADDITIONAL INFORMATION					
EARNINGS PER SHARE					
Basic EPS (Rs.)	134.94	118.94	98.71	133.48	26.74
Diluted EPS (Rs.)	134.94	118.94	98.71	133.48	26.74

BALANCE SHEET AS ON 31ST MARCH 2018, 2019, 2020, 2021, 2022:

	MAR 22	MAR 21	MAR 20	MAR 19	MAR 18
	12 Months	12 Months	12 Months	12 Months	12 Months
EQUITIES AND LIABILITIES					
SHAREHOLDER'S FUNDS					
Equity Share Capital	162.00	162.00	162.00	162.00	162.00
Reserves and Surplus	1248.63	1030.02	837.33	677.42	461.17
TOTAL SHAREHOLDERS FUNDS	**1410.63**	**1192.02**	**999.33**	**839.42**	**623.17**
NON-CURRENT LIABILITIES					
Long Term Borrowings	583.56	241.66	205.26	183.73	252.34
TOTAL NON-CURRENT LIABILITIES	**583.56**	**241.66**	**205.26**	**183.73**	**252.34**
CURRENT LIABILITIES					
Short Term Borrowings	506.06	348.64	361.61	473.69	470.87
Trade Payables	403.60	73.42	181.58	296.84	191.42
Short Term Provisions	133.32	124.61	90.28	140.08	46.10
TOTAL CURRENT LIABILITIES	**1042.98**	**546.67**	**633.48**	**910.62**	**708.40**
TOTAL CAPITAL AND LIABILITIES	**3037.16**	**1980.35**	**1838.08**	**1933.77**	**1583.93**

ASSETS					
NON-CURRENT ASSETS					
Tangible Assets	1024.28	515.07	527.06	477.67	507.51
FIXED ASSETS	1024.28	515.07	527.06	477.67	507.51
Non-Current Investments	0.29	0.29	0.29	0.29	0.29
Deferred Tax Assets [Net]	23.29	25.32	23.72	20.94	19.18
TOTAL NON-CURRENT ASSETS	**1047.86**	**540.07**	**551.07**	**498.91**	**526.99**
CURRENT ASSETS					
Inventories	603.28	464.00	452.57	303.45	221.12
Trade Receivables	1152.27	738.34	576.31	939.45	666.10
Cash and Cash Equivalents	81.06	105.97	120.32	96.31	95.81
Short Term Loans and Advances	152.69	131.36	137.80	95.63	73.89
TOTAL CURRENT ASSETS	1989.30	1439.67	1287.00	1434.86	1056.93
TOTAL ASSETS	3037.16	1980.35	1838.08	1933.77	1583.93