

INTERNSHIP REPORT ON MSPL BALDOTA LTD

Submitted By:

Mr. MAHANTESH P PATIL

4AL21BA043



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

In partial fulfillment of the requirement for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

DR. VISHNU PRASANNA K N

**Professor Department of MBA
AIET Mijar**

EXTERNAL GUIDE

KENCHAPPA

**HR Manager,
MSPL BALDOTA LTD**



PG DEPARTMENT OF BUSINESS

**ADMINISTRATIVE ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY
MOOD BIDRI**

FEB-2023



MSPL LIMITED

Corp. Office : Baldota Enclave, Adhary Baldota Road, Hosapete - 583203, Karnataka, India.
Office : +91 8394 232002, 232003, Fax : +91 8394 232444
Email : email@mspllimited.com url : www.baldota.co.in
Reg. Office : Baldota Bhavan, 117, Mahatma Karve Road, Mumbai - 400029, India.
Tel : +91 22 22030989, Tel : +91 22 22019762 Email : mspl.mum@mspllimited.com
CIN U3100MH1961PLC012160

MSPL/PP/HR/11/2022

21.11.2022

TOWHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Mahantesh P Patil**, bearing **USN: 4AL21BA043** student of AIET Mijar, Mudabidri, Mangalore Dist, Karnataka. Studying MBA (2nd Sem) has successfully completed his “**Internship Training**” at MSPL Limited – Unit Pellet & Beneficiation Plant”, Halavarthi Village, Koppal (Tq.&Dist.) during the period from 17th October 2022 to 19th November 2022.

During his tenure of the Internship Training period his conduct and behavior was good.

We wish him all the best for his future endeavors.

For MSPL Limited.,
Pellet & Beneficiation Plant

Kenchappa K
Sr. Executive - HR



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)

Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NBA (CSE & ECE)

DATE: 30/01/2023

CERTIFICATE

This is to certify that **MAHANTESH PATIL** bearing USN **4AL21BA043**, 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 "**MSPL STEELS, KOPPAL**" is prepared by him under the guidance of **Dr. Vishnu Prasanna K N**, 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.

Dr. Vishnu Prasanna K N
Internal Guide

Mrs. Priya Sequeira

DEAN

Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR - 574 225

Dr. Peter Fernandes
Principal

Alva's Institute of Engg. & Technology
MIJAR, MOODBIDRI - 574 225, D.K.

DECLARATION

I Mahantesh P Patil, hereby declare that the internship and organizational study report entitled "ORGANIZATION STUDY AT MSPL BALDOTA COMPANY LTD" prepared by me under the guidance of Dr. Vishnu Prasanna K N, faculty of M.B.A Department, Alva's institute of engineering and technology and external assistance by Mr Kenchappa.

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

I have undergone an internship and organization study for a period of 4 weeks. I further declare that this report is based on the original study undertaken by me.

Place: KOPPAL

MAHANTESH P PATIL

USN 4AL21BA043

ACKNOWLEDGEMENT

It was my privilege to undergo the organization study at MSPL BALDOTA COMPANY LTD. There are many people who have helped me to complete this study successfully. It is with the gratitude that I acknowledge the help, which guided my efforts with success.

It is my foremost duty to express my wholehearted thanks to my guide Dr. Vishnu Prasanna K N for the valuable guidance, support and motivation during the course of this study. The inspiration provided by my guide at every stage of my work has helped me immensely in completion of this organization study and preparation of this report. I am also very thankful to Alva's institute of engineering and technology and faculties of the MBA department for their co-operation

My profound thanks to Mr. Kenchappa, who took interest in explaining concepts and imparting necessary inputs pertaining to the organization study, without which it would not have been possible for me to complete this work. I am also very thankful to other executives and staff of the company for their co-operation.

Place: KOPPAL

MAHANTESH P PATIL

Date: 01/03/2023

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EXECUTIVE SUMMARY:

As an intern at MSPL Baldota Steel, I have had the opportunity to gain hands-on experience in the steel production industry. MSPL Baldota Steel is a subsidiary of MSPL Baldota Co Ltd, which is a leading mining company in India. The company's main business is the production of high-quality steel products using state-of-the-art technology.

During my internship, I was exposed to various aspects of steel production, including raw material procurement, quality control, production process, and safety protocols. I also learned about the importance of sustainability in the steel industry and the steps taken by MSPL Baldota Steel to reduce its environmental impact.

The company has a strong commitment to employee safety and provides a safe and healthy work environment. As an intern, I was impressed by the company's focus on employee training and development, which included regular workshops and seminars

Chapter 1

INDUSTRY PROFILE

MINING INDUSTRY:

Indian Mining Industry has been a major mineral producer in Asia and globally. Currently it is the global producer of chromite, coal, iron ore and bauxite while enjoying economic growth during nineties Mining is over 6000 years old in India. The oldest mines include lead-zinc mineral deposits at Zawar, Copper deposits at Khetri and gold deposits in Karnataka: The mining techniques used back then were much ahead of their time and technology specially the smelting techniques. A timeless example and monument of the mastery of the old times craftsmen is the iron Pillar in the Qutab Miner Complex in New Delhi Indian's Current state-owned mining and benefitted companies have been facing drastic production cuts, resulting in operations becoming uneconomical which has eventually resulted in the closure of several operations. Reasons have been given as lower grade reserves and excessive manpower quotas for poor Results. The MSPL Baidya Group Company was established in the year of 1961 it is one of the India's leading Iron ore mining company and also It is one of the India's largest producers of the wind Power

The GDP Contribution of the mining industry varies from 2.2% to 2.5%) only but going by the GDP of the total industrial sector it contributes around 10% to 11% Even mining done on small scale contributes 6% 10 the entire cost of mineral production. Indian Mining Industry Provides job opportunities to around 0.7 million Individuals India is the seventh largest country which extensively spreads over an area of 3.29 million square kilometres. The Indian mining industry is the backbone of industries in the country, The Mining Industry is the main source of raw materials for most of the industries producing as many as 84 minerals comprising 4 fuels, 11 metallic, 49 non-metallic and 20 Minor minerals. Today India has resources of 12745 MT of iron ore, 2.525 MT of bauxite, 233 MT of Magnetite. 76446 of limestone, 70 MT of barites, 167 MT of lead & Zinc ore, 176 MT of Manganese ore and 90 MT of chromite.

STEEL INDUSTRY:

Steel Industry in the country has experienced a sustainable growth since the independence of the country. A Humble Beginning of the modern steel industry was reached in India at Kulti in West Bengal in the year of 1870. But the outset of bigger production became noticeable with the establishment of steel plant in Jamshedpur in Bihar in 1907. It started Production in 1912. The New Township was named after J.R.D. Tata. This venture was followed by Baranpur and Bhadravati steel plants in 1919 and 1923 respectively. It was, However, only after Independence that the steel industry was able to find a strong foothold in the country. Excluding the Jamshedpur plant of the Tatas, all are in the public sector and looked after by Steel Authority of India Ltd (SAIL). Bhilai and Bokaro steel plant were set up with Soviet alliance. Durgapur and Rourkela came up with British and West German technical expertise, respectively. India is presently the fifth largest producer of steel globally and is likely to become the second largest producer by 2015-16.

The MSPL Baldota Company is one of the popular Mining and Gases, Aviation, Pellet, Iron Ore, Chemical Industry. It is one of India's leading Iron ore mining companies and also it is one of India's largest producers of Wind Power. The Baldota group has followed the route of conglomerate and integrated diversifications as a core business strategy for increased growth. This has been to allow the various business to exploit the potential economics & Synergies that diversity can offer. This has enabled acquiring Techniques, New Skills, New Ways of doing a business in tune with the changing times. Now a days The MSPL Baldota Company has expanded its business into mining, wind power, pelletation, shipping, gases, aviation and chemicals. Unflinching Commitment towards the work within and have been recognized for Baldota company environment ward ship with various awards.

The MSPL Baldota Company work towards the achieving the leadership position in every domain that they operate in, they are adding the values to their iron ore products through forward integrations and leveraging their CDM Status in wind Power to new heights. The MSPL Baldota Company built around the core philosophic and laid down by the founder, they have also demonstrated

➤ **The Indian Iron & Steel Industry can be divided into 2 Types of Producers:**

Integrated Procedure: - Who convert iron ore into steel. The major players are steel authority of India - SAIL, Tata Iron & Steel Company Limited (TISCO) and Rastriya Ispat Nigam Limited (RINL). Secondary Procedures; - Companies That produce steel such as Essar Steel, Ispat Industries and Lloyds steel are amongst the largest Procedures of steel.

As Compared to China, India had an Excellent Beginning. India has been ranked in the seventh position for the world's Seventh largest steel manufactured by the International Steel Institute (ISI). Total Crude steel production in India for 2010-11 was around 69 million tonnes and it's expected that the crude steel production in capacity in the country will increase to nearly 110 million tons by 2012-13. Further, If the Proposed expansion plans are implemented as per schedule, India May Become the second largest crude steel procedure in the world by 2015-16.

➤ **Immense Growth Potential in India steel Sector: -**

Domestic Crude steel production grew at a compound annual growth rate of 8.4% in the last few years. Crude Steel production capacity of the projected to be around 110 million tonnes by 2012-13, Thus, Augmentation of Productivity in steel Industry in India. By adopting More Effective and Efficient technologies for manufacture, Will affect in amalgamating social, Environmental and economic development objective.

➤ **WIND ENERGY: -**

In 1975 the United States department of energy Funded a project to develop utility scale wind Turbines: The NASA Wind turbines project built 13 experimental turbines which paved the way for much of the technology used today. Since then, Turbines have increased greatly in size with the Enercon E-126 Capable for delivering up to 7.5 MW. Wind turbines production has expanded to many countries and wind power is expected to grow worldwide in the twenty first century.

CHAPTER 2

ORGANIZATION PROFILE

2.1 BACKGROUND

MSPL Baldota is a leading Indian mining and minerals processing company. Established in 1958, the company has a rich legacy of over six decades in the industry. It is part of the Baldota Group of companies, which is one of the largest and most diversified business groups in India.

The company has a strong presence in the iron ore, manganese, and chromite segments, and is one of the largest producers of iron ore pellets in India. MSPL Baldota has several mines across India and operates in the states of Karnataka, Goa, and Maharashtra. The company is known for its commitment to sustainability, and has implemented several environmental and social initiatives in the areas surrounding its mines.

In addition to mining and processing, MSPL Baldota also has a strong presence in the engineering and construction sectors. The company has executed several large-scale infrastructure projects across India, including roads, bridges, dams, and water supply systems.

2.2 NATURE OF BUSINESS

Mining and Processing: MSPL Baldota has several mines across India and is one of the largest producers of iron ore pellets in the country. The company is also involved in the production of manganese and chromite. The company has a modern processing plant that uses state-of-the-art technology to produce high-quality pellets for use in the steel and iron industry. The company has received several awards for its environmental and sustainability practices, including the prestigious CII-ITC Sustainability Award.

2.3 VISION, MISSION AND QUALITY POLICY

2.3.1 VISION: -

In MSPI. Baldota Company Guided by the principles, they will be conglomerate driving the Nations growth by establishing standards of excellence in adding value to nature's Resources Lasting relations with clients and vendors to guarantee smooth inventory network dependent on trust and shared advantages. Business with morale and Respectability. To flourish to improve the financial conditions in the neighbourhood of company's creation place. Continuous learning

Adoptability to technology and changing the global scenario. Growth, acknowledgement and awards for workers.

2.3.2 MISSION: -

The MSPL Baldota company to become the leading suppliers of iron ore and wind energy in the country by meeting the direct and implied needs of domestic and global customers to their best satisfaction through the employment of services of committed and knowledge team members. They have developed creativity, commitment, concern, care, core values. To arises as a top-notch mining steel and iron ore company with the most evaluated worldwide norms of value usefulness innovative and natural greatness and furthermore as a forerunner in beneficiation and palletisation industry in India and set up a worldwide assurance

2.3.3 QUALITY POLICY: -

Quality policy is one of the most important Primary objectives at MSPL Baldota Company. In MSPL Limited Properties of the mine cannot be altered, according to MSPL. limited Guiding Principle everything that leaves in MSPI Limited Mines Bear a stamp of quality and this is something we, at the Baldota group of company, they are taking very seriously.

The company has to strictly maintained of the safety and accidents prevention measures as follows: -

- ✓ The company has to made strict rule for wearing safety shoe, helmet, ear muffs, leather gloves and safety goggles.
- ✓ Live Electric wires are routed over head at site, so take care while shifting long conducting materials like steel rods.
- ✓ Do not start any work without obtaining any instructions by the supervisor or safety officer
- ✓ Ensures that the Machines you are using is properly checked and maintained.
- ✓ Smoking strictly Prohibited.
- ✓ In case of any emergency, the coded siren will be sounded for two minutes to alert the work area
- ✓ Careful and safe strong and handling of inflammable materials.
- ✓ Provision of adequate fire extinguishing equipment.
- ✓ Fire alarm systems and alert efficient and well-trained firefighting squads promptly available at all time

2.4 WORKFLOW MODEL

Workflow model is a continuous series of task and decision that make up a business process.

WORK FLOW STURCTURE IN PELLETT PLANT

AREA-1



FINES YARD

The fines yard in MSPL is an area where iron ore fines (small particles of iron ore) are stored and processed. This yard is an important part of the iron ore mining process, as the iron ore fines are produced as a by-product of the mining and crushing process. The fines yard is used to store the iron ore fines until they are ready to be transported or processed further.

In the fines yard, the iron ore fines are usually separated into different grades based on their iron content and size. They may also be processed further to improve their quality, such as by adding moisture or screening the fines to remove impurities. The processed iron ore fines are then loaded onto trucks or trains for transportation to the next stage in the process, such as the pelletization plant or the steel mill.

DAYBINS

Day Bins is a term used in the MSPL Baldota company to refer to a specific type of storage bin that is used on a daily basis. These bins are used to store and manage materials that are used in the production process, and they are typically smaller and more compact than other types of storage bins

Day Bins are typically used in conjunction with a just-in-time (JIT) inventory management system, which helps to ensure that materials are available when they are needed for production. The use of Day Bins helps to minimize waste, reduce inventory costs, and improve efficiency by keeping materials close at hand and easily accessible.

GRINDING SECTION

The grinding section in MSPL is a critical component of the company's operations, responsible for the preparation and processing of raw materials into high-quality finished products. The grinding section typically uses a variety of specialized machines and tools, including grinding mills, crushers, and other equipment, to grind and process raw materials into the desired finished products.

The grinding section in MSPL operates under strict quality control standards, with careful monitoring and testing to ensure that the finished products meet the required specifications and customer expectations. The section is staffed by highly trained and experienced personnel, who use their expertise and knowledge to optimize the grinding process and achieve high-quality results.

THICKNER

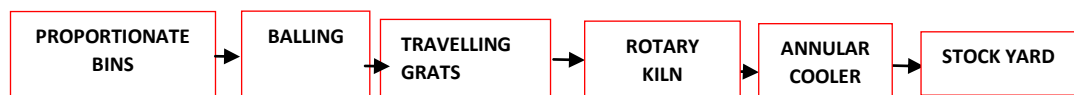
This is achieved by adding flocculants to the mixture, which cause the solid particles to settle to the bottom of the thickener. The liquid is then decanted from the top of the thickener, leaving the concentrated solid particles behind.

FILTRATION

Filtration is an important process used by MSPL Baldota to remove impurities from a variety of materials, including liquids, gases, and solids. The goal of filtration is to produce a purified product that meets the company's high standards for quality and performance.

There are several different filtration methods used by MSPL Baldota, including physical filtration, chemical filtration, and biological filtration. Physical filtration involves removing impurities through physical means, such as filtering liquids through a porous material. Chemical filtration uses chemicals to remove impurities, while biological filtration involves removing impurities through biological processes, such as the growth of bacteria.

AREA-2



PROPORTIONAL BINS

Proportional bins in MSPL Baldota Company refers to the allocation of resources (such as raw materials, labor, and equipment) in a manner that is proportional to the production needs of each product or process. This method of bin allocation helps to ensure that each product or process receives the appropriate amount of resources based on its production requirements.

Proportional bin allocation is particularly important in MSPL Baldota Company, as it helps to ensure that the company can produce high-quality products with the least amount of waste and excess resources. Additionally, it helps to ensure that the company can meet customer demand in a timely and efficient manner.

BALLING

Balling in MSPL Baldota Company refers to the process of compacting the ore into smaller pieces to form ball-like shapes, in order to make it easier to handle and transport. This is an important step in the mining process, as it allows for the ore to be handled more efficiently, reducing the potential for breakages and damage during transportation. The balling process is typically done using large machines, such as ball mills, which grind the ore into smaller pieces and then compact it into a ball-like shape. This process is often repeated several times, until the desired size and shape of the ball is achieved.

TRAVELLING GRATS

Travelling Grats refer to the employees of a company who travel frequently as part of their job responsibilities. In the context of MSPL Baldota Company, these employees will be sales representatives, project managers, engineers, or other professionals who are required to travel to various locations for work purposes.

Travelling Grats in MSPL Baldota Company will receive various benefits, such as reimbursement for travel expenses, per diem allowances, and compensation for lost time. They may also be provided with adequate accommodation, transportation, and other necessary amenities during their travels.

In addition to these benefits, Travelling Grats in MSPL Baldota Company will also receive training and support to help them effectively manage their work-related travels. This will include language training, cultural awareness training, and safety and security training.

Overall, the Travelling Grats in MSPL Baldota Company play an important role in the company's operations and contribute significantly to its success by ensuring that business objectives are met and customer needs are satisfied.

ROTARY KILN

Rotary kiln is a cylindrical vessel which rotates around its axis and is used for the production of cement, clinker, and other industrial minerals. In MSPL

Baldota Company, the rotary kiln is an important equipment used in the manufacturing process. The kiln is used to heat the raw materials to high temperatures, resulting in chemical reactions that produce the desired end product. The kiln also helps to remove any impurities from the raw materials.

The rotary kiln in MSPL Baldota Company is designed to operate under high temperatures and conditions, making it a robust and durable machine. The kiln is equipped with several safety features to ensure the safety of the employees during operation. The company also regularly performs maintenance checks and repairs to keep the kiln in good working condition.

The rotary kiln in MSPL Baldota Company is an essential component in the production process and helps to ensure the quality of the end product. The company's commitment to high-quality manufacturing and safety makes it a trusted producer of cement and industrial minerals in the market.

ANNULAR COOLER

Annular Cooler in MSPL Baldota Company refers to a heat exchanger used to cool the process fluid in various industrial applications. It is a type of shell and tube heat exchanger where the tubes are arranged in a circular fashion, forming an annular space between the tubes and the shell. The process fluid is passed through the tubes while the cooling fluid flows through the annular space.

MSPL Baldota Company, a leading manufacturer of process equipment, uses annular coolers in its products to provide efficient and reliable cooling solutions for its customers. The company has a team of experts who design and manufacture annular coolers to meet the specific needs of the customers. The annular coolers are made using high-quality materials and advanced manufacturing techniques to ensure durability and longevity.

STOCK YARD

A stock yard in this company refers to an area where raw materials or finished products are stored and kept ready for transportation or use. It is an essential component in the supply chain management of the company, ensuring smooth and efficient operations. The stock yard in MSPL Baldota is used for storing iron ore, manganese ore, and other minerals. The company has state-of-the-art

equipment and facilities for storing and handling these raw materials, ensuring the safety and quality of the products.

2.5 PRODUCT AND SERVICE PROFILE: -

The Following are the products which is related to producing the products by MSPL Baldota Company, MSPL limited has a host of product ranging from fine to calibrate ore. The company is expertise in the field of Mining, exploration. wind power etc: lead to developing different types of Products, some of them thing Fines, calibrate Lummus ore High tumbler ore.

VIOM is a fully Mechanized open-cast mine with a downhill conveyor system that transport Iron Ore from the mine directly to MSPL site processing facilitates, which include Two primary Processing plants with throughputs of 350 and 150 metric tons per hour, respectively, and a reprocessing plant with throughput of 200 metric tons per hour. To get additional railway rakes allotment, some of the ore munded at VIOM is transported 26 kilometres by road to ingiligi village, for further processing at the MSPL, Expon's Processing plant, which, will be acquired by aspart of acquisitions of MSPL Exports Effective April 1, 2006

MSPL Exports now called as MSPL EOU-11. Another 100% EOU is established at Vysanakere Iron ore mine for crushing and screening the major product of MSPL mines is high grade iron ore powdered below-1 mm size with 66% Fe content. The product is ideal for pellet making & is already being exported to China product portfolio also includes

- High Grade Iron ore finest (Fe 66.5%)
- High Grade calibrated Trun ore (Fe 65%)

2.6 OWNERSHIP PATTERN

SL.NO	PROMOTER	DESIGNATION	APPOINTMENT DATE
1	Rashmi Shrenik Baldota	Whole Time Director	17 September 2015
2	NarendrakumarAbberaj Baldota	Managing Director	1 April 2010
3	RahulkumarNarendrakumar Baldota	Managing Director	16 December 1995
4	ShrenikNarendrakumar Baldota	Managing Director	21 September 1998
5	Madhava Ravindra	Director	1 November 2005
6	MedhaVenkataiah	Whole Time Director	18 September 2012
7	RamkrishnaHemappaSawkar	Director	21 September 1998.

- Tron ore Concentrate (Fe 65%)
- Super High grade iron ore Lumps (Fe 67%)
- Medium Grade from ore Fines (Fe 63.50%) • Medium Grade Calibrated Iron ore Fines (Fe 63 50%)

2.7 ACHIVEMENTS AND REWARDS: -

- 1987 National Safety Award him the President of India
- 1996-2000: - State Award for "Excellence in Esports instituted by the Visvesvaraya Industrial Trade Centre
- 1997 ISO 9002 1994 Certification Received for quality system 1999 ISO 14001 1996 Certification Received for environmental engagementsystem

- 1999-2005 Special Export Award from CAPEXIL 2000 ISO 9001 2000 Certification Received for Production and marketing
- Systems 2001-Tara Energy Research Institute Corporate Environmental Award
- 2003-Accredited for OHSAS 18001 1990 For occupational Health and Safety
- 2004 Awarded the Indian Priyadarshini vrishamitra award for innovative and outstanding work done in afforestation
- 2005- Karnataka Renewable Energy Development limited award for highest Investment in the field of renewable energy in the financial year 2004-2005
- 2006-2007 FICCI has awarded "Export Executive Award under the (large category) Gold for distinguished export perform
- 2010-Awarded for the Export Excellence Award
- 2010- Silver Award and National Award for MSPL Corporate Brochure.
- 2010-Chanakya Award for the recognition for women empowerment initiatives by the public relation council of India
- 2012: Jammalaal Bajaj award

2.8 FUTURE GROWTH AND PROSPECTS: -

"Unearth what has been explored mine for potential in a way other least search for quest for new goals while they achieve enduring growth seek always to gain giving back two-fold"

- ❖ Planning to conduct advanced technical programs, introducing reward scheme for shop in quality, safety, housekeeping, inventions.
- ❖ Preparation of comprehensive O.D. plan
- ❖ Survey on organization climate.
- ❖ Introduction of suggestion scheme.
- ❖ Preparation of job description
- ❖ Planning to conduct welfare facilities to the employees.
- ❖ Adult literacy programmed for the benefit of neighbouring villagers etc
- ❖ Control pollution caused by mining activities & protects the environment.
- ❖ Reduce spillage & wastage of iron ore during various processes.
- ❖ Environmental policy can be accessed by the public.

Chapter-3

McKinsey's 7-S FRAME WORK

Introduction

The McKinsey 7-S Framework categorizes the seven elements into two categories: hard factors and soft factors.

Hard factors are the tangible, easily observable elements of the framework that are relatively straightforward to measure and change, including:

1. Structure: The formal and informal arrangements and hierarchy of an organization.
2. Systems: The processes, technologies, and standards that an organization uses to carry out its activities.
3. Strategy: The plan for achieving an organization's goals and objectives.

Soft factors are the intangible, less easily observable elements of the framework that are more difficult to measure and change, but are often critical to an organization's success, including:

4. Skills: The abilities and capabilities that an organization has developed over time.
5. Staff: The human resources of an organization, including the skills, experience, and motivation of employees.
6. Style: The leadership approach, including decision-making and problem-solving methods.
7. Shared values: The beliefs, principles, and attitudes that guide behaviour and decision-making in an organization.

It's important to understand both the hard and soft factors of an organization, as they are all interdependent and can impact each other. For example, changes in structure or systems may impact staff morale and motivation, which in turn can affect shared values and style. By considering both the hard and soft

factors in their analysis, organizations can gain a comprehensive understanding of their current state and develop effective strategies for achieving their desired future state.

1. STRATEGY:

The company has a clear focus on growth, both domestically and internationally. It has a strong emphasis on quality and customer satisfaction, and it invests heavily in research and development to stay ahead of the competition. MSPL Steels also has a clear strategy for market expansion, leveraging its existing capabilities to enter new markets and grow its business.

CORPORATE STRATEGY

- **Product Diversification:** MSPL steel has diversified their product portfolio to cater to a wide range of industries, including wind energy, gas industry, gold industry. This helps them to reduce their dependence on a single product and expand their customer base.
- **Cost Leadership:** MSPL is also focus on cost leadership by investing in modern technology, improving operational efficiency, and reducing waste. This strategy helps them to produce steel products at a lower cost than their competitors.
- **Sustainability:** With the increasing focus on environmental sustainability, MSPL has adopted sustainable mining and manufacturing practices to reduce their carbon footprint. This strategy helps them to meet the regulatory requirements, attract environmentally conscious customers, and enhance their brand reputation.

BUSINESS STRATEGY

- **Market Development:** MSPL is focusing to expand their market share by developing new markets or entering new geographies. This strategy

may involve partnering with local distributors, investing in marketing campaigns, or developing new product lines.

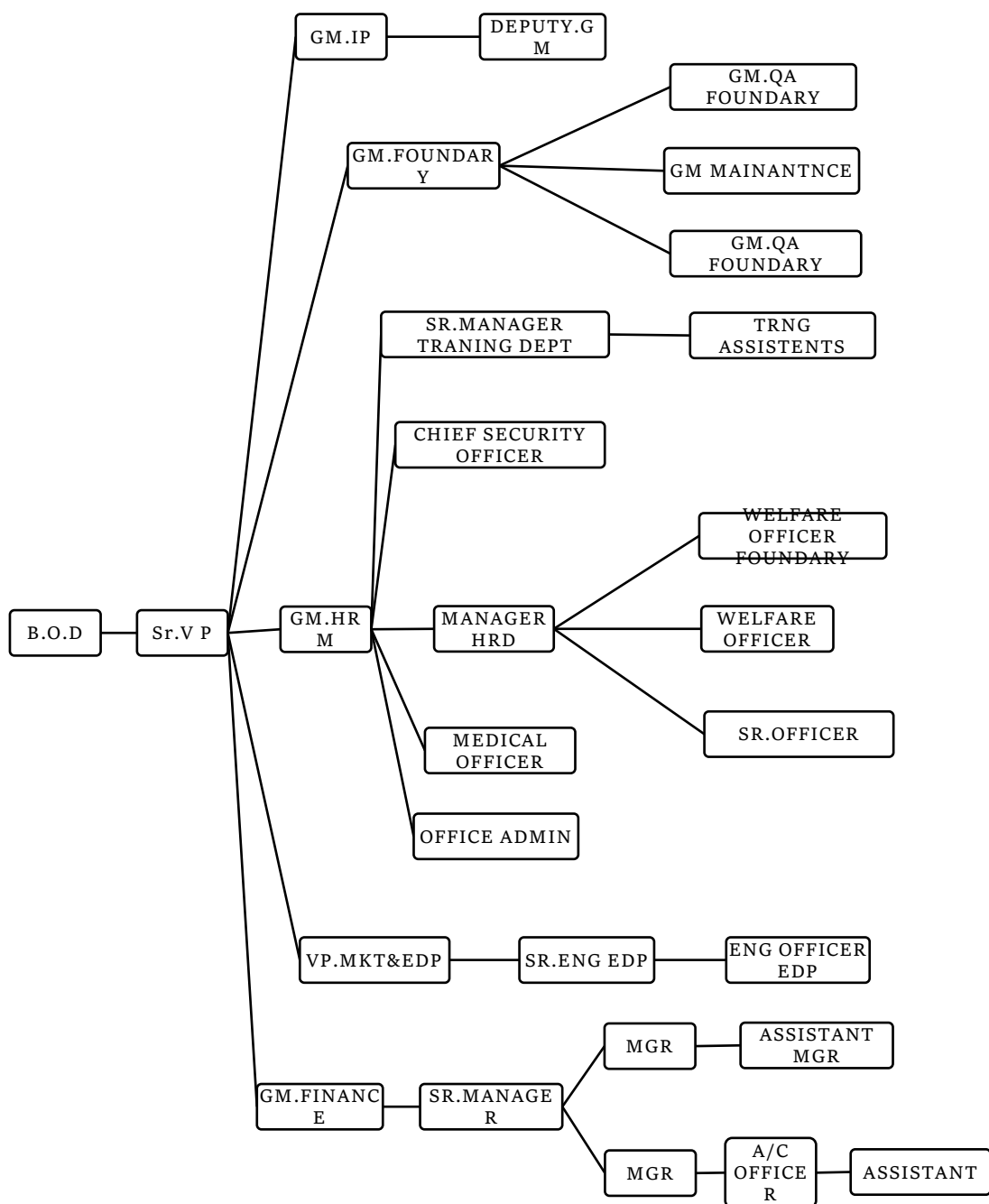
- **Operational Efficiency:** MSPL is also focusing on improving operational efficiency to reduce costs and improve productivity. This may involve investing in new technologies, streamlining supply chain processes, or optimizing production processes.
- **Mergers and Acquisitions:** MSPL is also in to pursue mergers and acquisitions to expand their operations, acquire new technologies or diversify their product portfolio. This strategy helps them to achieve economies of scale, reduce competition, and enhance their market position.

OPERATIONS STRATEGY

- **Continuous Improvement:** MSPL is committed to continuous improvement and innovation to enhance its processes and products. The company regularly evaluates and updates its processes to reduce lead times, optimize inventory, and improve product quality.
- **Lean Manufacturing:** MSPL has adopted lean manufacturing principles to reduce waste and improve efficiency in its operations. The company uses tools such as 5S, Kaizen, and Total Productive Maintenance (TPM) to streamline its processes, eliminate non-value-added activities, and improve equipment reliability.
- **Employee Development:** MSPL invests in the development and training of its employees to enhance their skills and knowledge. The company offers regular training programs and has a strong focus on safety and quality.

2. STRUCTURE

MSPL Steels has a well-defined organizational structure, with clear reporting lines and decision-making processes in place. This structure ensures that the company operates efficiently and effectively, and it provides clear channels for communication and collaboration between employees.



1. Board of Directors (B.O.D): This is likely the highest level of management in the organization, responsible for setting strategic goals and providing oversight.
2. Senior Vice President: This is likely a high-level executive who reports directly to the Board of Directors and oversees several departments.

General Manager of Intellectual Property (GM.IP): This is likely a department focused on managing the company's intellectual property

- Deputy General Manager: This is likely a high-level executive who reports to the General Manager of Intellectual Property and assists in managing the department.
3. General Manager of Foundry (GM.Foundry): This is likely a department focused on foundry operations, which may involve casting or shaping metals.
 - A. GM.QA Foundry: This is likely a sub-department within the Foundry department focused on quality assurance.
 - B. GM Maintenance: This is likely a sub-department within the Foundry department focused on maintenance of equipment and facilities.
 4. General Manager of HRM (GM.HRM): This is likely a department focused on managing human resources within the organization.
 - A. Senior Manager Training Department: This is likely a high-level executive within the HRM department responsible for managing the organization's training programs.
 - B. Chief Security Officer: This is likely a high-level executive responsible for overseeing the organization's security measures.
 - C. Manager HRD: This is likely a high-level executive within the HRM department responsible for managing human resource development.

- Welfare Officer Foundry: This is likely an employee within the HRM department focused on employee welfare within the Foundry department.
 - Welfare Officer: This is likely an employee within the HRM department focused on employee welfare throughout the organization.
 - Senior Officer: This is likely an employee within the HRM department responsible for managing HR operations.
- D. Medical Officer: This is likely an employee within the HRM department responsible for managing the organization's medical services.
- E. Office Administrator: This is likely an employee responsible for managing office operations.
5. Vice President of Marketing and EDP (VP.MKT&EDP): This is likely a department focused on marketing and electronic data processing.
- A. Senior Engineer EDP: This is likely a high-level executive within the Marketing and EDP department responsible for managing electronic data processing.
- Engineer Officer EDP: This is likely an employee within the Marketing and EDP department focused on electronic data processing.
6. General Manager of Finance (GM.Finance): This is likely a department focused on managing the organization's finances.
- A. Senior Manager: This is likely a high-level executive within the Finance department responsible for managing financial operations.
- Training Assistants: These are likely employees within the Training Department who assist in delivering training programs.
 - Manager: This is likely an employee within the Finance department responsible for managing financial operations.
 - Assistant Manager: This is likely an employee within the Finance department who assists the Manager in financial operations.

- A/C Officer: This is likely an employee within the Finance department responsible for managing accounting operations

3. SYSTEMS:

The company has a range of systems in place to streamline operations and improve productivity, including advanced information systems, automated production systems, and efficient administrative systems. These systems help the company operate more effectively and respond more quickly to customer needs.

MSPL Baldota is a leading Indian company in the iron ore and steel industry. The systems that the company has in place play a critical role in its success. Some of the key systems that are likely to be in place at MSPL Baldota include:

- Production systems: The company has advanced production systems in place to extract iron ore and produce high-quality steel. These systems are designed to be efficient and cost-effective, reducing waste and improving productivity.
- Logistics systems: The company has a well-developed logistics system to manage the transportation of raw materials, intermediate products, and finished goods. This system helps to ensure that products are delivered on time and at a reasonable cost.
- Information systems: MSPL Baldota uses advanced information systems to manage data, track production processes, and monitor performance. This information is used to make informed decisions about the company's operations and to improve efficiency.
- Quality control systems: The company has a strong focus on quality, and it has a range of systems in place to ensure that its products meet customer expectations. This includes regular testing and inspection of raw materials and finished products to ensure that they meet the necessary quality standards.

- Environmental management systems: The company is committed to sustainability, and it has a range of systems in place to minimize its impact on the environment. This includes measures to reduce energy consumption, reduce waste, and manage emissions.
- Health and safety systems: The company is committed to providing a safe and healthy working environment for its employees, and it has a range of systems in place to ensure that its facilities are safe and secure. This includes regular safety training and inspections, as well as emergency preparedness procedures.

4. SHARED VALUES:

The company has a strong culture that values teamwork, collaboration, and continuous improvement. Employees are encouraged to work together to achieve common goals, and the company places a strong emphasis on employee engagement and retention.

MSPL Baldota is a company that is dedicated to delivering high-quality products and services to its customers. As such, the shared values of the company are likely to include:

- Customer Focus: MSPL Baldota places a strong emphasis on customer satisfaction, and it is committed to delivering products and services that meet the needs of its customers.
- Quality: The company is dedicated to producing high-quality products, and it places a strong emphasis on continuous improvement and innovation to ensure that it stays ahead of the competition.
- Teamwork: MSPL Baldota values collaboration and teamwork, and it recognizes that its employees are key to its success. The company fosters an environment that encourages employees to work together to achieve common goals.
- Integrity: MSPL Baldota is committed to conducting its business with integrity and ethical behaviour, and it values transparency and honesty in all of its dealings with customers, employees, and other stakeholders.

- **Responsibility:** The company recognizes its role in contributing to the communities in which it operates, and it is committed to being a responsible corporate citizen. This includes investing in the development of its employees and the communities in which it operates.
- **Innovation:** MSPL Baldota values innovation, and it is dedicated to continuously improving its products and services to meet the evolving needs of its customers.
- **Sustainability:** The company recognizes the importance of sustainability and the role it plays in preserving the environment for future generations. MSPL Baldota is committed to operating in an environmentally responsible manner and to reducing its impact on the environment

5. SKILLS:

MSPL Steels invests heavily in employee training and development, ensuring that employees have the skills they need to perform their jobs effectively. The company also has a focus on leadership development, and it provides opportunities for employees to develop their leadership skills and advance within the organization.

ON-THE-JOB TRAINING

Apprentice Programs: MSPL steels also offers apprentice programs to train employees in various job roles such as maintenance, production, and quality control. These programs often involve a combination of classroom training and on-the-job experience.

Cross-Training: Cross-training involves training employees in multiple job roles. This is done to create a flexible workforce that can adapt to changing business needs. Cross-training is often used to train employees in different parts of the production process or different equipment.

Equipment-Specific Training: MSPL steel company provides equipment-specific training to operators. This type of training is focused on the safe and efficient use of specific equipment such as cranes.

Safety Training: Safety training is an essential part of on-the-job training in the MSPL. It is designed to educate employees on safe work practices and procedures, including the use of personal protective equipment, emergency procedures, and hazard identification.

OFF-THE-JOB TRAINING

- **Workshops and Seminars:** Workshops and seminars are typically held off-site and are designed to provide employees with specialized knowledge and skills in a particular area. These events may be led by industry experts or academic professionals and may focus on topics such as advanced manufacturing techniques, supply chain management, or emerging technologies.
- **E-Learning:** E-learning is becoming increasingly popular in the steel industry and is a form of off-the-job training that allows employees to participate in training programs online. E-learning courses can be accessed from anywhere and at any time, making it a convenient way for employees to acquire new skills and knowledge.
- **Conferences:** Conferences are a type of off-the-job training that allows employees to learn about industry trends and network with other professionals. Conferences may be held locally or internationally and cover a wide range of topics related to the steel industry.
- **Off-the-job training** is an important part of employee development in the steel industry, as it provides employees with the opportunity to acquire new skills and knowledge that can be applied in the workplace to improve productivity, safety, and quality.

6. STYLE:

The company has a hands-on, proactive leadership style that encourages collaboration and open communication. Leaders are accessible to employees and are committed to working together to achieve common goals. The decision-making style is also collaborative, with leaders seeking input and feedback from employees at all levels of the organization.

MSPL Baldota is a leading mining and mineral processing company in India. The company's leadership style would likely be characterized by the following:

- **Entrepreneurial:** The company is likely to have a fast-paced, innovative, and entrepreneurial style, with leaders who are quick to identify and capitalize on new opportunities.
- **Strategic:** Leaders are likely to have a long-term, strategic focus, and they are focused on building a sustainable and profitable business for the future.
- **Collaborative:** Leaders at MSPL Baldota are likely to work closely with employees at all levels of the organization, and they are committed to fostering a collaborative and inclusive work environment.
- **Results-oriented:** The company is focused on achieving tangible results, and leaders are likely to have a clear and results-oriented approach to decision-making.
- **Customer-focused:** MSPL Baldota places a strong emphasis on customer satisfaction, and leaders are likely to be customer-focused and driven by the needs of their customers.

7. STAFF: The company has a highly motivated and skilled workforce, with a focus on employee engagement and retention. Employees are well compensated and receive a range of benefits, and the company provides opportunities for professional development and advancement. The company also places a strong emphasis on diversity and inclusion, and it values the contributions of employees from a range of backgrounds and perspectives.

The delegation of work to employees at MSPL Limited is likely determined by the responsibilities and objectives of each role within the organization. Here is a possible breakdown of how work is delegated to each of the staff roles mentioned:

- **Mine managers:** Mine managers are responsible for the overall operation of the mines. This may include developing production plans and schedules, coordinating resources, and managing safety and environmental compliance. They are likely to delegate tasks to engineers, technicians, miners, and other staff as needed to ensure that the mines are operating efficiently and effectively.
- **Engineers:** Engineers are responsible for the design and implementation of mining processes and equipment. They may work closely with mine managers to develop and implement production plans, and may delegate tasks to technicians and other staff as needed to maintain and repair equipment and troubleshoot issues.
- **Technicians:** Technicians are responsible for the operation and maintenance of the various systems and equipment used in the mines. They are likely to work closely with engineers and mine managers to ensure that equipment is functioning properly and efficiently, and may delegate tasks to other miners and staff as needed to complete maintenance and repair work.
- **Miners:** Miners are responsible for physically extracting minerals from the mines. They may work in teams or independently to drill, blast, and haul minerals to the surface. They are likely to receive direction from mine managers and may be delegated tasks by technicians and other staff to ensure that work is completed safely and efficiently.
- **Administrative staff:** Administrative staff are responsible for supporting the day-to-day operations of the company. They may receive direction from management personnel to complete tasks related to HR, finance, and administration. They may also delegate tasks to other staff members as needed to ensure that operations are running smoothly.

- **Management personnel:** Management personnel are responsible for setting the strategic direction of the company and overseeing the operations of the mines. They may delegate tasks to mine managers and other staff to ensure that the company's objectives are being met, and may provide guidance and direction to other staff as needed to ensure that the company is operating efficiently and effectively.

PORTER'S 5 FORCE MODEL

Five forces model was created by M. Porter in 1979 to understand how five key competitive forces are affecting an industry. The five forces identified are

Threats of new entrants	Low
Bargaining power of suppliers	Low
Bargaining Power of Buyers	High
Rivalry among existing competitors	High
Threats off substitutes	Moderate

1. Threats of new entrants

This force refers to the potential for new competitors to enter the market and compete with existing players. In the case of MSPL Baldota, the threat of new entrants is relatively low due to several factors. Firstly, the company has a strong brand image and a large market share, which makes it difficult for new players to enter the market and compete effectively. Additionally, the mining and minerals industry requires significant capital investment, high-level technical expertise, and complex regulatory compliance, all of which create barriers to entry for new players

2. Bargaining power of suppliers

This force refers to the bargaining power of suppliers over the industry. In the case of MSPL Baldota, the bargaining power of suppliers is low. The company has a robust supply chain management system and several backup suppliers to ensure timely delivery of goods. Additionally, the company may also have a

strong bargaining position over its suppliers due to its market dominance and economies of scale

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3. Bargaining Power of Buyers

This force refers to the bargaining power of buyers over the industry. In the case of MSPL Baldota, the bargaining power of buyers is high. Several large buyers, including Scan Steels Ltd, Lloyards Ltd, Harikrishna Ltd, Surana Ltd, Sunvick Ltd, Apple Spoung Ltd, Vanyva Steel Pvt Ltd, and Agni Steel Pvt Ltd, have a significant impact on the company's revenue. Buyers may leverage their market position to negotiate better prices, delivery terms, or quality specifications, which can impact the profitability of the company.

4. Rivalry among existing competitors

This force refers to the level of competition among existing players in the market. In the case of MSPL Baldota, the rivalry among existing competitors is high due to several large companies operating in the same market. Competitors, including JSW Ltd, KFIL Ltd, Hospet Steel Ltd, BMM Ltd, Xindia Ltd, Jhanki Ltd, and Mecon Ltd, create intense competition for market share, which can drive down prices, reduce profit margins, and limit growth opportunities.

5. Threats off substitutes

This force refers to the potential for alternative products or services to replace those of the company. In the case of MSPL Baldota, the threat of substitutes is moderate. While several alternative products are available in the market, the company has a unique product portfolio that offers a wide range of services, including iron ore mining,, which will make it difficult for substitutes to replace the company's offerings. However, if alternative products become more widely accepted or if customer preferences change, the threat of substitutes may increase in the future.

Chapter 4

SWOT Analysis

SWOT ANALYSIS: - "SWOT is abbreviated as Strength, Weakness, opportunity, Threats or challenges. "SWOT Analysis is the most eminent instrument for review and examination of the in general essential situation of the business and its current circumstances. Its key reason for existing is to recognize the techniques that will make a firm explicit plan of action that will best adjust an associations assets and liabilities to the necessities of the climate where the firms work.

Strengths:

- **Safety and security for employees:** MSPL's commitment to ensuring the safety and security of its employees is a key strength, which can lead to a more productive workforce and positive employer branding.
- **Experienced management team:** A competent and experienced management team is a significant asset for any company as it can provide effective decision-making, strategic planning, and guidance.
- **Energy efficiency:** By minimizing energy leakage and consumption, MSPL can reduce costs, increase sustainability, and position itself as a socially responsible company.
- **Lightweight product design:** MSPL's ability to design products that are lighter in weight can be a competitive advantage, as it can result in lower transportation costs, higher efficiency, and improved customer satisfaction.
- **State-of-the-art software and systems:** The use of advanced software for designing and monitoring projects and implementing an ERP system can improve productivity, quality, and efficiency, and enhance MSPL's reputation as an innovative and forward-thinking company.

- **Rigid inspection system:** A rigorous inspection system ensures that the products meet high quality standards and reduces waste and rework, which can increase efficiency and reduce costs.

Strong mining and pelletization capabilities: MSPL's expertise in mining and pelletization can help the company capitalize on the growing demand for iron ore and related products.

- **Wide distribution network:** An extensive distribution network can increase market reach, customer satisfaction, and profitability.

Good brand image: A positive brand image can improve customer loyalty, reputation, and competitiveness.

Weaknesses:

- **Diversification capacity not fully utilized:** The company's limited sources of funds may limit its ability to fully exploit diversification opportunities, which can impact growth and competitiveness.
- **Dependence on external transportation:** Relying on external transportation can increase transportation costs, lower efficiency, and reduce control over the supply chain.
- **Pollution:** Pollution can lead to environmental damage and health risks, which can result in legal and reputational consequences.
- **Water availability:** A lack of adequate water supply can affect operations and growth potential.
- **Pelletization plant location:** The location of the pelletization plant outside the city can increase transportation costs, limit access to labor, and impact efficiency.
- **Growing competition:** Increased competition can lead to lower market share, price pressures, and reduced profitability.
- **Coordination costs:** High coordination costs for transportation of iron ore can increase costs and reduce efficiency.

Opportunities:

- **Increasing demand:** The growing demand for iron and steel in India and globally can provide opportunities for MSPL to expand its market reach and increase revenue.
- **Favorable market conditions:** Rising iron ore prices and falling ocean freight rates can improve the company's profitability and market competitiveness.
- **Globalization of the Indian economy:** The increasing globalization of the Indian economy can result in increased demand for MSPL's products and services.
- **New automobile units:** The establishment of new automobile units in the south of India can provide opportunities for MSPL to supply iron and steel products.
- **Development in related industries:** Strong development potential in the Indian pelletizations, iron ore fines, gases, shipping, and wind power industries can provide opportunities for MSPL.
- **Strong infrastructure:** MSPL's well-equipped and sophisticated infrastructure can enable the company to meet customer needs and support growth.
- **Land availability:** Availability of ample land for future expansion can provide opportunities for growth.
- **Strong financial position:** A strong financial position can enable MSPL to adopt new technology and maintain its competitiveness

THREATS

- **Attrition rate is high:** The high attrition rate poses a threat to the company as it can result in a loss of talent, knowledge, and experience. The company may need to invest resources in recruitment, training, and development to retain its employees.

- **Anticipated increase in custom duty on fines and lumps:** An increase in custom duty on fines and lumps can increase the production cost for the company, making the company less competitive. The company may need to find ways to optimize its operations to reduce the impact of increased costs.
- **Competition from New Entrants in the Region:** The entry of new competitors in the market can lead to increased competition, which can impact the company's market share and profitability. The company may need to invest in research and development to stay competitive and differentiate its products from competitors.
- **Impositions of sales tax:** Imposition of sales tax can increase the cost of the company's products, making them less attractive to buyers. The company may need to optimize its operations to minimize costs and remain competitive.
- **Threat from natural resources:** The availability and quality of natural resources can impact the company's production and growth. The company may need to find ways to mitigate the impact of natural resource fluctuations by investing in alternative resources or improving its resource management practices.

CHAPTER-05

ANALYSIS OF FINANCIAL STATEMENT

Balance sheet as on 31st March

(Rs. In Lacs)

Particulars	Mar-2021	Mar2020	Mar2019
Shareholders fund	-	-	-
Share Capital	63.95	63.95	63.95
Reserve and surplus	7074.23	6798.59	6301.56
Total reserve and surplus	7074.23	6798.59	6302.56
Total shareholders fund	7138.18	6862.54	6365.51
Long term borrowings	1392.38	1326.52	1618.77
Deferred tax liabilities (Net)	504.34	414.50	545.29
Other long-term borrowings	299.46	339.44	142.00
Long-term provisions	122.55	131.08	94.95
TOTAL NON-CURRENT LIABILITIES	2318.73	2211.55	2401.00
CURRENT			

LIABILITIES			
Short term barrowings	1551.59	2178.90	2322.92
Trade payables	1687.73	1246.07	1572.60
Other current liabilities	1221.75	637.82	632.13
Short term provision	17.31	15.52	12.75
TOTAL CURRENT LIABILITIES	478.38	4078.31	4540.40
TOTAL CAPITAL AND LIABILITIES	13935.30	13152.40	13306.90
ASSETS			
NON - CURRENT ASSETS			
Tangible assets	5904.08	5963.09	5690.84
Intangible assets	9.18	10.09	6.30
Capital work in progress	157.10	204.83	230.59
FIXED ASSETS	6070.36	6178.02	5927.72
Investments	655.94	638.19	664.73
Long term loans and Advances	409.12	393.48	385.01

Other non-current assets	126.49	86.24	90.69
TOTAL NON-CURRENT ASSETS	7261.91	7295.93	7068.15
CURRENT ASSETS			
Investment	0.0	60.0	0.0
Stocks	3071.49	2454.15	2194.11
Trade receivables	1443.57	1730.88	1532.57
Cash and cash equal antes	516.72	586.62	257.38
Short term loans and advances	1315.01	1414.62	1225.03
Other current assets	721.20	527.13	647.38
TOTAL CURRENT ASSETS	7067.99	6673.39	5856.47
TOTAL ASSETS	14560.69	13935.30	13152.40

PROFIT AND LOSS ACCOUNT

Profit and loss account as on 31st March

Particulars	March 2021 (RsIn Lacs)	March 2020 (RsIn Lacs)	March 2019 (RsIn Lacs)
Income			
Revenue from operation (GROSS)	8,244.16	9,697.21	9,417.69
Revenue from operation(NET)	8,244.16	9,697.21	9,417.69
Total operating revenues	8,631.81	10,128.72	9,829.49
Other Income	277.99	198.72	221.10
Total Revenue	8,909.80	10,327.44	10,050.59
Expenses			
Cost of materials consumed	5,156.22	5,715.63	5,914.89
Purchase of stock in Trade	22.41	293.47	469.77
Operating and direct expenses	18.20	18.85	0.00
Changes in inventories of FG, WIP and stock-in trade	-69.06	267.50	-113.99
Employee benefit expense	685.37	682.60	577.17
Finance Costs	404.32	515.57	496.11
Depreciation and amortization expenses	345.98	310.38	281.42
Other Expenses	1,839.58	1,797.02	1,686.22
Total expenses	8,403.03	9,601.01	9,311.60
Profit/loss before exceptional, extraordinary items and tax	506.77	726.43	738.99
Profit/loss before tax	506.77	591.60	738.99

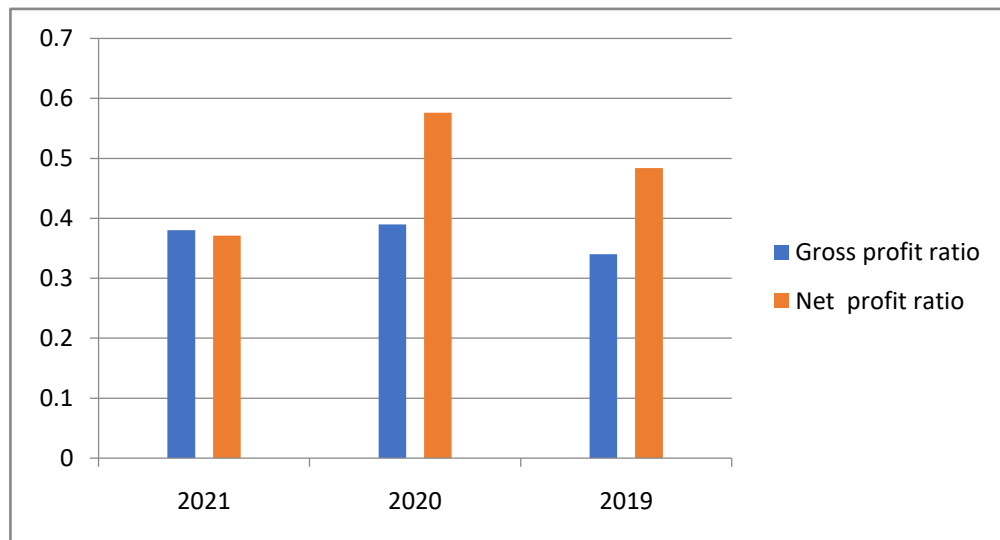
Current Tax	159.43	254.96	221.08
Deferred Tax	18.29	-257.82	19.83
Total tax expenses	177.72	-2.86	240.91
Profit/loss after tax and before extraordinary items	329.05	594.46	498.09
Profit/loss from continuing operation	329.05	594.46	498.09
Profit/loss for the period	329.05	594.46	500.07

Ratio Analysis: -

Ratio Analysis is a tactic of inspection and translation of fiscal summaries. It is the way towards structure up and rendering different proportion for aiding in settling on exact choosing. Proportion examination is to introduce the figure of fiscal report in basic and impalpable structure. Proportion examination, along these lines, is the way towards setting up significant connection between two figures and set of financial summaries.

RATIOS		31/03/2021	31/03/2020	31/03/2019
Profitability Ratio	Gross profit ratio	0.38%	0.39%	0.34%
	Net profit ratio	3.71%	5.76%	4.84%
Liquidity ratio	Current ratio	1.77	1.64	1.29
	Quick ratio	1.36	1.03	0.81
Leverage ratio	Debt to asset ratio	0.43	0.48	0.48
	Debt to equity ratio	0.56	0.47	0.43
Activity Ratio	Inventory Turnover Ratio	5 Times	5.29 Times	5.26 Times
	Receivable Turnover Ratio	4.86 Times	6.11 Times	5.61 Times

PROFITABILITY RATIO

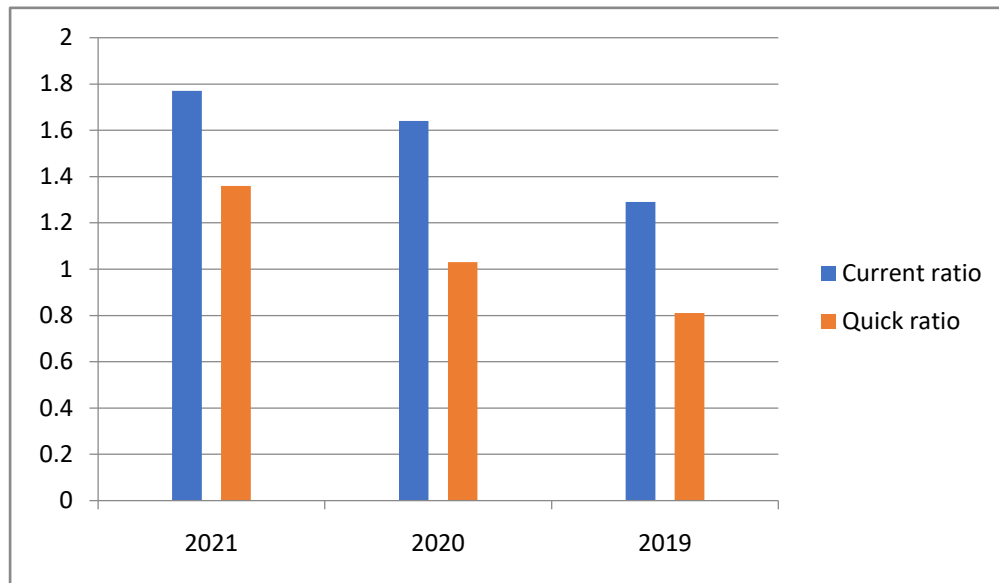


Interpretation:-

Gross Profit Ratio: which measures the percentage of gross profit earned on sales, has decreased slightly from 0.34% in 2019 to 0.39% in 2020 and then decreased further to 0.38% in 2021. This indicates that the company has become less efficient in generating profits from its sales over the years.

Net Profit Ratio: which measures the percentage of net profit earned on sales, has increased significantly from 4.84% in 2019 to 5.76% in 2020 and then decreased slightly to 3.71% in 2021. This indicates that the company has been able to effectively manage its operating and non-operating expenses and generate more profits from its sales over the years.

LIQUIDITY RATIO

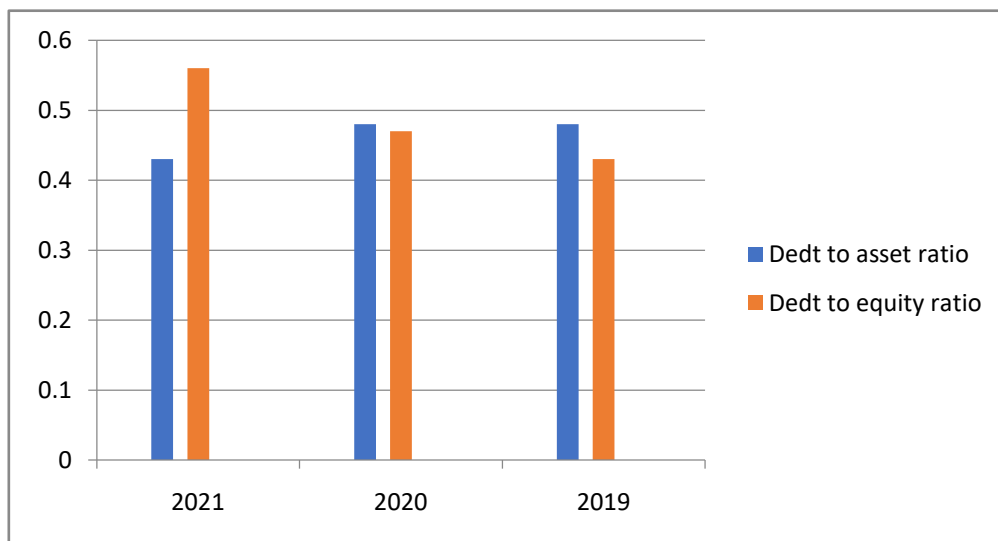


Interpretation:-

Current Ratio: which measures the company's ability to pay off its short-term liabilities with its current assets, has increased from 1.29 in 2019 to 1.64 in 2020 and then further increased to 1.77 in 2021. This indicates that the company has improved its liquidity position and has enough current assets to meet its short-term obligations.

Quick Ratio: which is a more conservative measure of liquidity as it excludes inventory from current assets, has also improved from 0.81 in 2019 to 1.03 in 2020 and then further increased to 1.36 in 2021. This indicates that the company has become more efficient in meeting its short-term obligations without relying on inventory

LEVERAGE RATIO



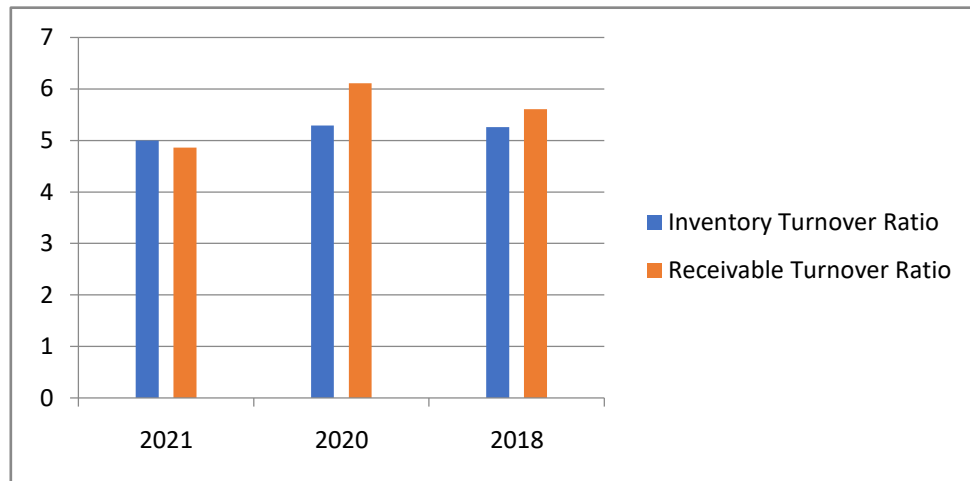
Interpretation:-

Debt to Asset Ratio: which measures the company's total debt in relation to its total assets, has remained relatively stable at 0.48 in both 2020 and 2019 but decreased slightly to 0.43 in 2021. This indicates that the company has become more efficient in managing its assets and liabilities in 2021, resulting in a decrease in the proportion of debt to assets.

Debt-to-Equity Ratio: which measures the company's total debt in relation to its shareholders' equity, has increased from 0.43 in 2019 to 0.47 in 2020 and then further increased to 0.56 in 2021. This indicates that the company is relying more on debt financing to fund its operations, which may pose a higher risk for shareholders.

Overall, the company's leverage position has mixed results. While the company has become more efficient in managing its assets and liabilities resulting in a decrease in the Debt to Asset Ratio, it has been relying more on debt financing, resulting in an increase in the Debt to Equity Ratio. It is important to keep a close eye on the company's leverage position to ensure that it is not taking on too much debt and putting the business at risk.

ACTIVITY RATIO



Interpretation:-

Inventory Turnover Ratio: which measures how many times the company's inventory has been sold and replaced during a specific period, has remained relatively stable at around 5 times in all three years. This indicates that the company has been able to manage its inventory efficiently and maintain a consistent rate of sales and restocking.

The Receivable Turnover Ratio: which measures how many times the company has collected its accounts receivable during a specific period, has increased significantly from 5.61 times in 2019 to 6.11 times in 2020 and then decreased slightly to 4.86 times in 2021. This indicates that the company has become more efficient in collecting its accounts receivable over the years, which is a positive sign as it shows that the company is able to convert its sales into cash quickly.

Overall, the company has been able to maintain a consistent rate of inventory turnover, indicating efficient inventory management, while also improving its efficiency in collecting its accounts receivable. This indicates that the company has been able to improve its cash flow position over the year

CHAPTER 6

LEARNING EXPERIENCE

During four weeks of internship, I have accumulated various experiences and wider new knowledge through activities and tasks had been assigned to me. The HR manager and Subordinates are encouraged me to do internship in their organization and I have done successfully my internship and report in the organization. However, in this section I am going to relate my experience with course that i have taken to Study on Organization. Although I've got to know many different new things across the intern period. As below stated,

1. **Understanding of the Mining Industry:** During the internship, I got to learn about the mining industry and the processes involved in extracting minerals from the earth. This helps them gain a better understanding of the subject and the practical applications of the concepts learned in the classroom.
2. **Hands-on Experience:** MSPL Baldota Company provided me the opportunity to work on real-life projects, which helped meto gain practical experience. This hands-on experience is invaluable in preparing them for future careers in the mining industry.
3. **Interpersonal Skills:** Working in a corporate environment requires strong interpersonal skills, and the internship provided me the opportunity to develop these skills. I worked in team, interacted with clients, and learn how to communicate effectively with others.
4. **Time Management:** Working on projects within deadlines taught me the importance of time management.Ilearned to prioritize tasks and work efficiently to meet their goals.
5. **Networking:** During the internship, I got the opportunity to meet and interact with professionals in the industry, which helped me to build my professional network. This network can be useful in the future as we seek employment opportunities.

I was impressed by the company's focus on sustainability and responsible mining practices, which were evident in the measures taken to minimize the impact of mining on the environment and surrounding communities. The

company had also implemented various safety protocols to ensure the well-being of its employees and contractors.

During my internship, I had the opportunity to work with a team of professionals who were knowledgeable and passionate about their work. They were always willing to answer my questions and provide guidance whenever I needed it. I was also given the opportunity to observe the extraction process of these minerals from the mines and witness first-hand the different stages involved in the process.

Overall, the internship in MSPL Baldota Company is a valuable learning experience that helped me to gain practical knowledge and skills that are essential for their future careers.

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ANEXTURE

ANALYSIS OF FINANCIAL STATEMENT

Financial statement of the firm that is Balance sheet and profit and loss account are explained in this chapter.

BALANCE SHEET

A balance sheet is a financial statement that reports a company's assets, liabilities and shareholder's equity at a specific point in time and provides a basis for computing rates of return and evaluating its capital structure. It is a financial statement that provides a snapshot of what a company owns and owes, as well as the amount invested by shareholders.

Balance sheet as on 31st March (Rs. In Lacs)

Particulars	Mar2021	Mar2020	Mar2019
Shareholders fund	-	-	-
Share Capital	63.95	63.95	63.95
Reserve and surplus	7074.23	6798.59	6301.56
Total reserve and surplus	7074.23	6798.59	6302.56
Total shareholders fund	7138.18	6862.54	6365.51
Long term barrowings	1392.38	1326.52	1618.77

Deferred tax liabilities (Net)	504.34	414.50	545.29
Other long-term barrowings	299.46	339.44	142.00
Long-term provisions	122.55	131.08	94.95
TOTAL NON- CURRENT LIABILITIES	2318.73	2211.55	2401.00
CURRENT LIABILITIES			
Short term barrowings	1551.59	2178.90	2322.92
Trade payables	1687.73	1246.07	1572.60
Other current liabilities	1221.75	637.82	632.13
Short term provision	17.31	15.52	12.75
TOTAL CURRENT LIABILITIES	478.38	4078.31	4540.40
TOTAL CAPITAL AND LIABILITIES	13935.30	13152.40	13306.90
ASSETS			
NON - CURRENT ASSETS			
Tangible assets	5904.08	5963.09	5690.84

Intangible assets	9.18	10.09	6.30
Capital work in progress	157.10	204.83	230.59
FIXED ASSETS	6070.36	6178.02	5927.72
Investments	655.94	638.19	664.73
Long term loans and Advances	409.12	393.48	385.01
Other non-current assets	126.49	86.24	90.69
TOTAL NON-CURRENT ASSETS	7261.91	7295.93	7068.15
CURRENT ASSETS			
Investment	0.0	60.0	0.0
Stocks	3071.49	2454.15	2194.11
Trade receivables	1443.57	1730.88	1532.57
Cash and cash equal antes	516.72	586.62	257.38
Short term loans and advances	1315.01	1414.62	1225.03
Other current assets	721.20	527.13	647.38
TOTAL CURRENT ASSETS	7067.99	6673.39	5856.47
TOTAL ASSETS	14560.69	13935.30	13152.40

Interpretation:-

The above table presents the balance sheet of a company for three consecutive years, i.e., 2019, 2020, and 2021 (as of March). The balance sheet is a financial statement that shows a company's financial position by summarizing its assets, liabilities, and shareholder's equity at a specific point in time.

Shareholders' equity refers to the amount of capital that a company has raised from its shareholders. The table shows that the company had a share capital of 63.95 in all three years. However, the reserve and surplus increased over the years, from 6301.56 in 2019 to 6798.59 in 2020 and 7074.23 in 2021. The total shareholders' funds also increased from 6365.51 in 2019 to 6862.54 in 2020 and 7138.18 in 2021.

The company had long-term borrowings of 1618.77 in 2019, which decreased to 1326.52 in 2020 and increased to 1392.38 in 2021. The deferred tax liabilities (net) increased from 545.29 in 2019 to 414.50 in 2020 and 504.34 in 2021. Other long-term borrowings decreased from 142.00 in 2019 to 339.44 in 2020 and 299.46 in 2021. Long-term provisions also increased slightly from 94.95 in 2019 to 131.08 in 2020 and 122.55 in 2021.

The total non-current liabilities increased from 2401.00 in 2019 to 2211.55 in 2020 and 2318.73 in 2021.

The current liabilities of the company include short-term borrowings, trade payables, other current liabilities, and short-term provisions. The short-term borrowings decreased from 2322.92 in 2019 to 2178.90 in 2020 and further decreased to 1551.59 in 2021. The trade payables increased from 1572.60 in 2019 to 1246.07 in 2020 and further increased to 1687.73 in 2021. Other current liabilities increased from 632.13 in 2019 to 637.82 in 2020 and further increased to 1221.75 in 2021. Short-term provisions remained almost stable in all three years.

The total current liabilities decreased significantly from 4540.40 in 2019 to 4078.31 in 2020 and further decreased to 478.38 in 2021.

PROFIT AND LOSS ACCOUNT

Profit and loss account as on 31st March

Particulars	Mar21 (Rs cr)	Mar20 (Rs cr)	Mar19 (Rs cr)
Income			
Revenue from operation (GROSS)	8,244.16	9,697.21	9,417.69
Revenue from operation(NET)	8,244.16	9,697.21	9,417.69
Total operating revenues	8,631.81	10,128.72	9,829.49
Other Income	277.99	198.72	221.10
Total Revenue	8,909.80	10,327.44	10,050.59
Expenses			
Cost of materials consumed	5,156.22	5,715.63	5,914.89
Purchase of stock in Trade	22.41	293.47	469.77
Operating and direct expenses	18.20	18.85	0.00
Changes in inventories of FG, WIP and stock-in trade	-69.06	267.50	-113.99
Employee benefit expense	685.37	682.60	577.17
Finance Costs	404.32	515.57	496.11
Depreciation and amortization expenses	345.98	310.38	281.42
Other Expenses	1,839.58	1,797.02	1,686.22

Total expenses	8,403.03	9,601.01	9,311.60
Profit/loss before exceptional, extraordinary items and tax	506.77	726.43	738.99
Profit/loss before tax	506.77	591.60	738.99
Current Tax	159.43	254.96	221.08
Deferred Tax	18.29	-257.82	19.83
Total tax expenses	177.72	-2.86	240.91
Profit/loss after tax and before extraordinary items	329.05	594.46	498.09
Profit/loss from continuing operation	329.05	594.46	498.09
Profit/loss for the period	329.05	594.46	500.07

Interpretation:-

Profit and Loss account of a company for the financial years ended March 2021, March 2020, and March 2019.

The table shows the income and expenses incurred by the company during these financial years, which results in the profit or loss of the company. The income of the company mainly includes revenue from operations and other income. The revenue from operations decreased from Rs. 9,697.21 lacs in March 2020 to Rs. 8,244.16 lacs in March 2021. Similarly, other income also increased from Rs. 198.72 lacs in March 2020 to Rs. 277.99 lacs in March 2021.

The expenses of the company mainly include cost of materials consumed, operating and direct expenses, employee benefit expenses, finance costs, depreciation and amortization expenses, and other expenses. The cost of materials consumed decreased from Rs. 5,715.63 lacs in March 2020 to Rs.

5,156.22 lacs in March 2021. However, other expenses increased from Rs. 1,797.02 lacs in March 2020 to Rs. 1,839.58 lacs in March 2021.

The profit or loss of the company is calculated by deducting the total expenses from the total revenue. The company has reported a profit of Rs. 329.05 lacs in March 2021, which is a decrease from the profit of Rs. 594.46 lacs in March 2020. The company's profit before tax increased from Rs. 591.60 lacs in March 2020 to Rs. 506.77 lacs in March 2021. However, the company's tax expenses increased from Rs. 254.96 lacs in March 2020 to Rs. 159.43 lacs in March 2021.

Overall, the table shows that the company's revenue from operations decreased, while other income increased. The company was able to reduce the cost of materials consumed, but other expenses increased. The company's profit decreased in March 2021 compared to March 2020, mainly due to an increase in tax expenses.