

**CHAPTER -3**  
**COMPANY PROFILE**

### **3.1 COMPANY PROFILE**

Plant Lipids (P) Ltd is an Indian exporter of spice oils and oleoresins. Started in 1979, it was founded by C.J. George with initial production of essential oils before shifting to oleoresins and other natural extracts. The technology developed was not then mature, and it took several years of additional research and development by Plant Lipids to make the technology viable. In 2016, Plant Lipids is one of the producers of spice extracts, essential oils and natural food colours in the world. The company's products include oleoresins, essential oils, natural food colours, organic extracts, specialty extracts, micro-encapsulated products, whole and ground sterilised spices.

Headquarters is located in the spice growing foothills of Southern India. Plant Lipids has 16 processing plants across 3 Indian states and in Sri Lanka. With close to 1000 employees it processes 200 tons of raw material each day. It also has processing plants for capsicum and paprika in the growing area, enabling monitoring and control of the quality of the raw material at source.

### **3.2 VISION**

- To conceptualize the customer's needs for extracting produce realization.
- To set higher standards for each new product and become a trend setter in the industry.
- To make the company brand image synonym with quality.

### **3.3 MISSION**

- To maintain consistency and continual improvement in quality.
- To ensure highest value for money for customers
- To ensure customer delight over and above customer satisfaction.
- To ensure environmental friendliness in every phase of production.
- To provide quality beyond the expectation of the customer.
- To be socially responsible organization practicing sound business ethics

### **3.4 OBJECTIVES**

One of the goals of the plant Lipids (P) Ltd as a manufacture and exporter is to provide the best of essential oils, extracts and natural colours to the customer. In order to achieve this, plant Lipids has implemented 'Hazard analysis and Critical Control Point' (HACCP) system. HACCP has been

developed to target and properly design all the possible factors associated with ingredients, process and products to prevent the occurrence of any hazard in the products in a most cost effective and secure manner.

### **3.5 PRODUCTS AND SERVICE**

#### **ESSENTIAL OILS**

Essential oil are obtained by stem distillation of spices and other herbs, followed by cooling of the amours and separation from water Tailor made aroma extractives are prepared at Plant Lipids by regulating the condition of the stem distillation at the time of manufacture of the oil. Similarly, vacuum fractional distillation can produce concentrates. Essential oils represent the aroma of spices and herbs. Plant Lipids has following range of spices and other Essential Oils:

##### **Ajowan Seed Oil**

Ajowan is an herb of absolute marvel since the pre-historic period in various traditional Provinces of the world like the Indian traditional medicine, including Ayurveda, the Greek Traditional medicine and the Persian traditional medicine, including Unani. The brownish grey fruit pods or seeds of this plant are regarded for nutritional and medical uses.

##### **Cardamom Oil**

Cardamom essential oil (*Elettaria cardamom*) is actually from the ginger family, and steam distilled from the seeds after they've undergone a long drying process (over 3 months!) to get the best levels of chemical constituents possible. Although it can be sourced from many locations around the world, Guatemala is widely known to have the best growing conditions to produce the most potent oil.

##### **Cinnamon Bark Oil**

We tend to think of cinnamon as a stick or powder, but cinnamon oil (*Cinnamomum zeylanicum*) has been used as a tonic, digestive aid, and more for centuries. Closely related to Cassia, it's "hot" oil, so don't go sniffing this one from the bottle if you'd like to keep your nose hairs intact, but diffused its aroma is very spicy, warm, and (wait for it...) cinnamon-y.

## **Clover Leaf Oil**

Clover Leaf is found in many food products, soft drinks, and tooth preparations. The clove scent is not as strong as it is in Clove Bud Essential Oil.

## **Dill Seed Oil**

History of the seed of Dill indicates that it was originated in especially Mediterranean European, southern Russian countries and west Asian countries. The remarkable tomb AmenhotepII was also reported to have the tiny branches of dill. Dill means ‘to lull’, which indicates the use of dill seeds in the plight of insomnia

## **Ginger Oil**

Widely known for adding spice and flavour to many popular dishes, the ginger root has a variety of benefits and uses that reach far beyond the culinary realm. Taken from the underground stem of the ginger plant, Ginger essential oil has warming and soothing properties that make it useful in everyday life.

## **Lemon Grass Oil**

Lemongrass essential oil is extracted from partially dried leaves by a process of steam distillation. The oil is yellow to amber in color and has a very fresh, citrus-like aroma that smells like a very sweet fresh grass.

## **Cassia Bark Oil**

Cassia essential oil is somewhat similar to Cinnamon essential oil, hence why the photo above looks like cinnamon. Both are from the same botanical family (Lauraceous) and both are derived from the bark of the plant. But they are actually from two different plants.

## **Black Pepper Oil**

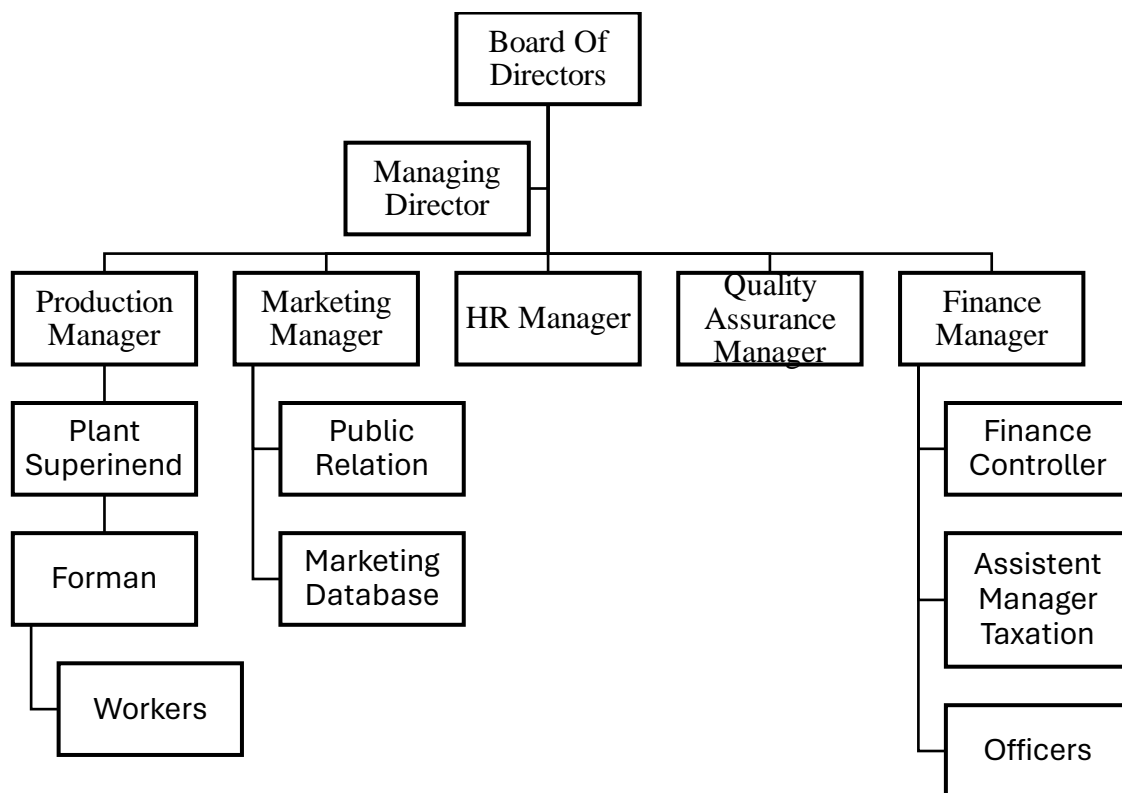
Black pepper essential oil (*Piper nigrum*) is steam-distilled from the berries (peppercorn) of the Piperaceae. Although black pepper itself is frequently used, the oil is not so widely known

## **Java Galangal Oil**

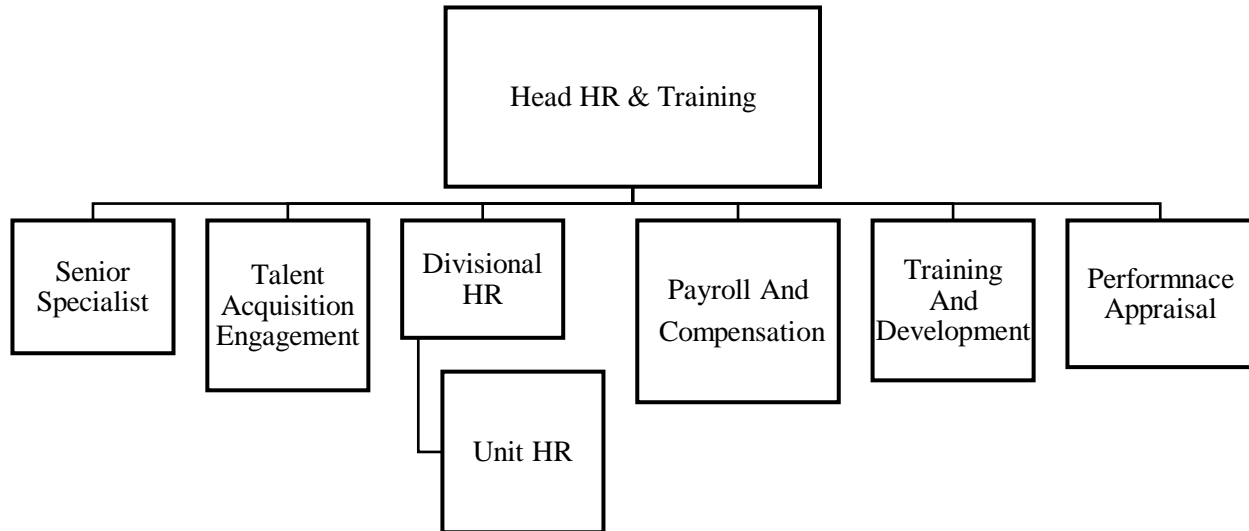
This oil is used in Indian and Thai soups and curries Galangal oil consists of anti- inflammatory properties thereby benefiting the treatment of arthritis and rheumatoid arthritis. The oil curbs sea sickness and nausea The oil is rich in anti-oxidants that aid in flushing out toxins from the body and reduce the damages caused by free radicals.

### 3.6 ORGANISATIONAL STRUCTURE

Organisation structure takes different forms the oldest and most commonly used structure is the functional type when it is used,the organisation is departmentalised on the basis of functions it must perform to reach its objectives.



### 3.7 HR DEPARTMENT STRUCTURE



### 3.8 FUNCTION OF HR DEPARTMENT

The human resources department manages employee-related concerns and needs within an organization. This department performs various tasks and responsibilities aimed at strengthening the workforce and promoting a positive workplace environment. These activities can help improve employee performance, morale and participation at work. When employees enjoy coming to work, it can help boost their productivity and reduce turnover rates. HR professionals also provide structure to the organization by developing and implementing policies and procedures that protect employees and meet organizational objectives.

The human resources department holds responsibility for numerous tasks and activities that support the business and its employees. The primary functions of the HR department include

#### **Talent recruitment and selection**

The human resources department plays an essential role in attracting and recruiting talent to an organization. They may work with managers to develop recruitment goals and identify the types of applicants they want to reach or roles they need to fill. These professionals can also help create and post job postings, find qualified candidates and conduct the initial screening process. When

seeking candidates, they may search professional networking platforms or attend in-person events, such as job fairs.

HR professionals also assist with the hiring and on boarding process. They may send new hires their job offer, assign their start date, negotiate salaries and begin the benefits enrollment process. On employees' first day, these professionals provide a workplace orientation to familiarize them with the workplace and company policies and procedures.

### **Training and development**

As part of the HR planning process, the human resources department coordinates and manages employee training and development. New employees typically undergo training to learn company policies and procedures and the specific skills, tools or resources needed to perform their job. The HR department also works with managers to create or implement programs that train the existing workforce on specific skills or knowledge. These opportunities typically aim to improve their performance or achieve organizational objectives. For example, a company that implements new technology may start a program to teach employees how to use it.

Aside from internal training, the HR department may also help coordinate employee participation in seminars, conventions, conferences or continuing education opportunities. Promoting professional growth in the workplace can help employees feel more valued. This culture can help reduce turnover and improve productivity and efficiency.

### **Compensation and benefits**

The human resources department helps manage and oversee compensation and benefits provided to employees. They work with managers to set salaries and negotiate them with employees as needed. Once hired, the HR department adds employees into their payroll system and is responsible for ensuring that they get paid promptly according to the payment schedule. This department also monitors salary standards within their industry to ensure the company remains competitive. If the company cannot offer a competitive wage, they may compensate with additional benefits.

Employees also typically receive a benefits package, which may include health and dental insurance, life insurance, 401(k) and retirement plans and paid time off. As part of their role, HR

Professionals develop these packages and implement policies and guidelines. They may negotiate group rates with insurance providers and coordinate activities related to retirement planning. The HR department communicates with employees about their benefits by answering questions, reminding them of relevant deadlines and even asking for feedback on any other desired benefits.

### **Employee and labour relations**

The human resources department often oversees the relationships between employees and employees and their managers. During conflicts, an HR professional may step in and serve as a mediator. The department also is responsible for addressing employee complaints surrounding the workplace. In organizations with unionized employees, it may also be responsible for managing union contacts. The department ensures that company policies and procedures meet union requirements and consistently communicates with them to maintain positive relationships. Staying in contact with unions can also help the organization identify any potential problems and resolve them to prevent escalation, such as strikes or protests.

### **Employee well-being**

Human resources professionals also ensure the general well-being of the organization's employees. They can promote and implement health and wellness activities to help employees avoid burnout. For example, they may encourage employees to use their days off or coordinate wellness challenges. HR professionals may also provide individualized help to employees facing personal problems. They may provide specific resources or assistance to help minimize the issue or discuss options the employee can take, such as time off and other benefits.



