

ASSIGNMENT - II

PRINCIPLES OF MANAGEMENT

Q2 Select a Company and identify the departmentation Pattern (or patterns) it uses. Draw an Organisation chart of the firm. Why do you think the company selected the type of departmentation it did? Would you recommend it?

The company selected is Ultratech Cement Ltd. under the conglomerate Aditya Birla Group.

Ultratech Cement Ltd ~~uses~~ divides its employees on the basis of Functions for smooth functioning of work and Reporting.

The basic division is as follows: -

CEO

↳ Cluster Head

↳ Unit Head

↳ Functional Head

↳ Department Head

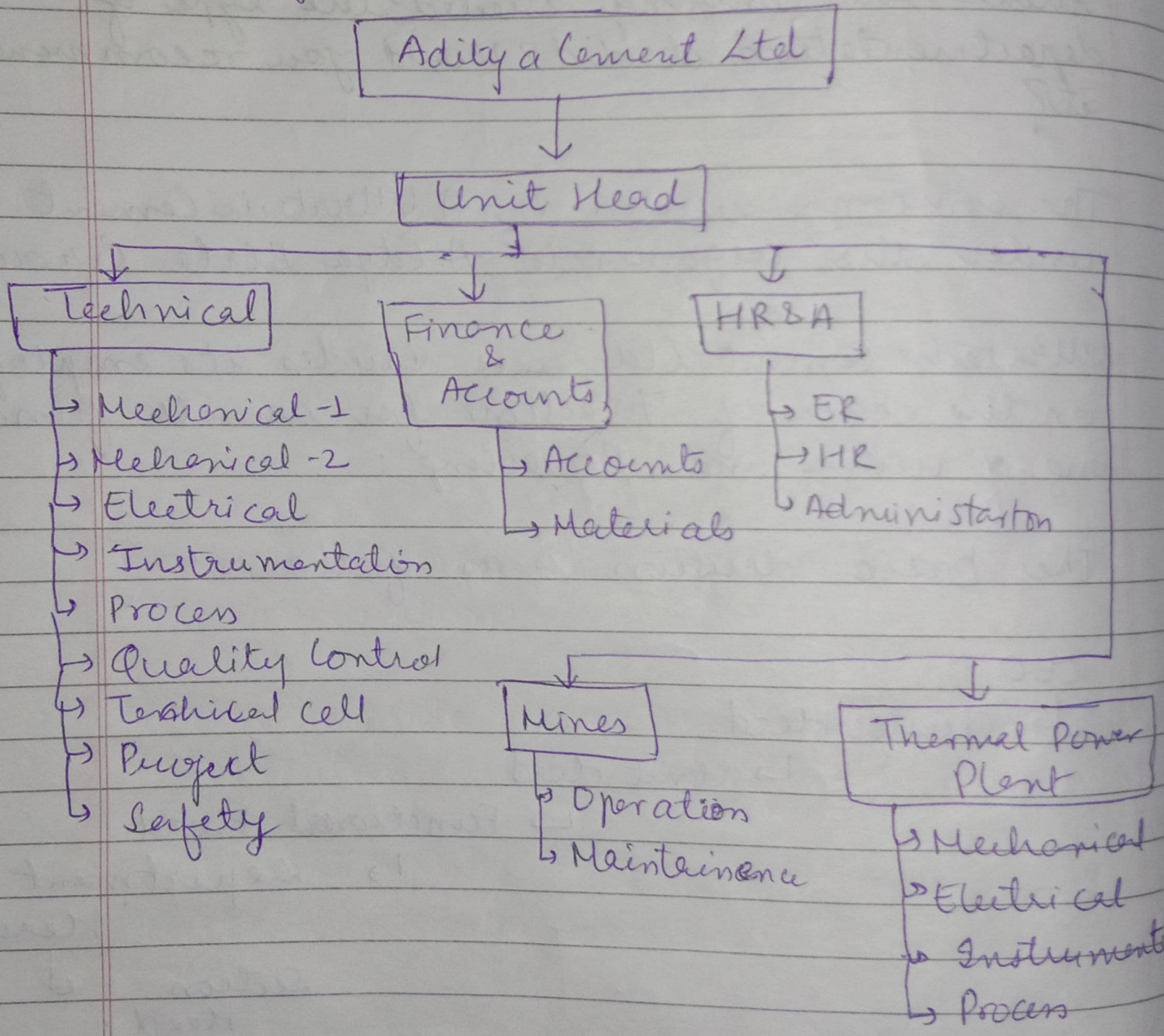
Section Head ↓

Also there are ~~depa~~ different departments for

1. Marketing Unit and
2. Manufacturing Unit

I'am only considering the Manufacturing Unit of Ultratech Cement. And to be more precise a single manufacturing unit of Ultratech Cement.

The organization chart is as follows:-



Further, the Segmentation of each departments into Sections are done in the following manner

1. For Technical departments

A. Mechanical - 1.

- ↳ Pre-Clinkerisation
- ↳ Kiln
- ↳ Raw Mill
- ↳ Crusher
- ↳ Utility

B. Mechanical - 2

- ↳ Post Clinkerisation
- ↳ Cement Mill
- ↳ Packing Plant

C. Technical Cell

- ↳ World Class Manufacturing (WCM)
- ↳ Data Storage
- ↳ Analysis

2. For Finance and Management

A. Accounts

- ↳ Bill Passing
- ↳ Capax
- ↳ M/S
- ↳ Balance Sheet

B. Materials

- ↳ Raw Material
- ↳ Sales & Purchase
- ↳ Stores

3. Human Resource and Administration

1. ER

- ↳ Time office
- ↳ Welfare
- ↳ Security
- ↳ Administration

2. HR

- ↳ New Employment
- ↳ Training

4. Mines

A. Operation

- ↳ Zoology
- ↳ Blasting

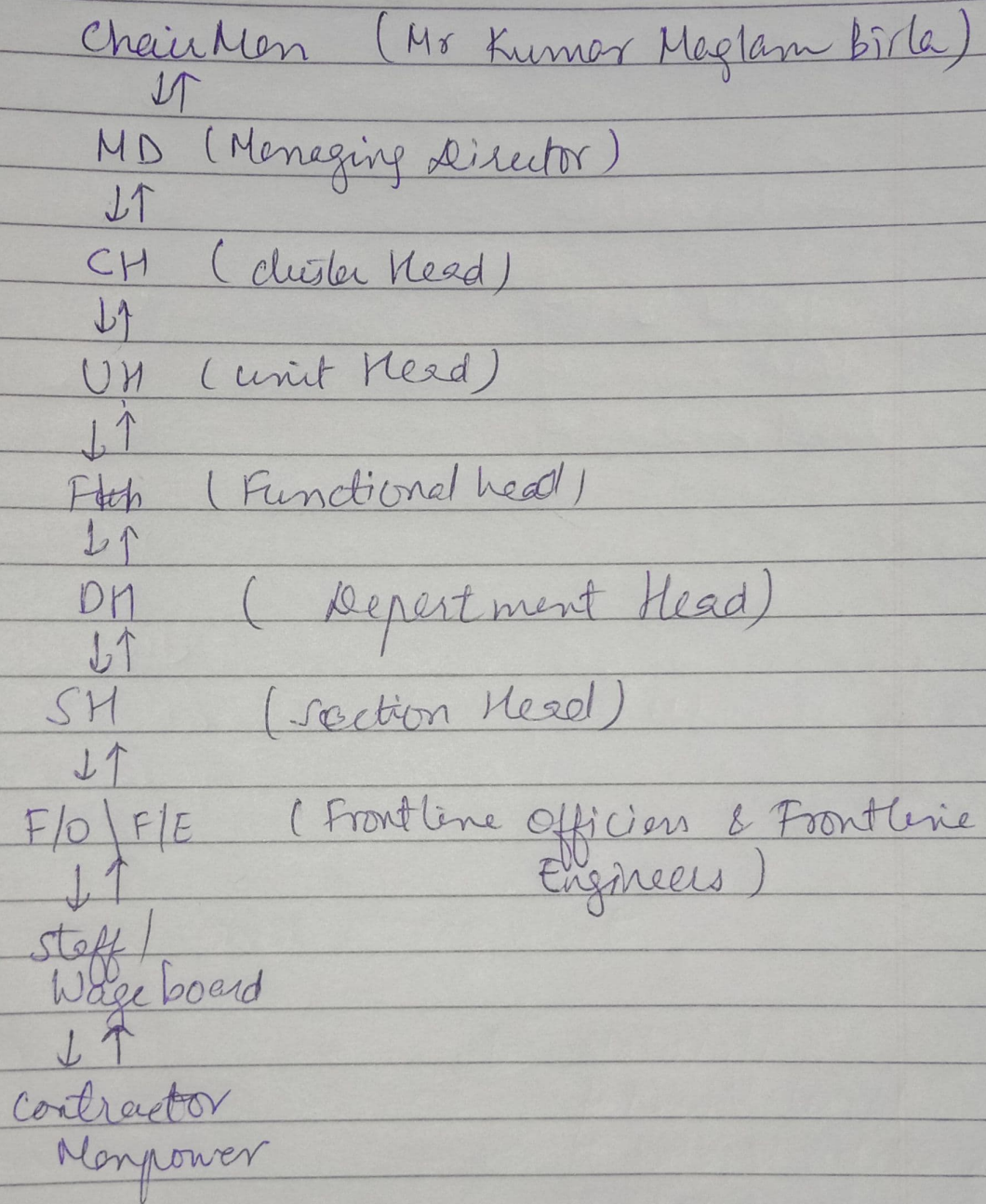
B. Maintenance

- ↳ Drilling
- ↳ Dozra
- ↳ Payloas
- ↳ Logistics
- ↳ Locomotion

Departmentation is very important for an organisation.

- It can provide a necessary degree of specialisation of executive activity for efficient performance.
- It can simplify the tasks of management within a workable span.
- It also provides a basis on which the top managers can coordinate and control activities of the departmental units.

The reporting order or hierarchy is as follows



Uttarakhand Selected departmentation on the basis of Functions, as it is the most suitable for a Manufacturing plant, as different departments can work unanimously and then also communicate with each other. I definitely recommend it.