SRI RAMAKRISHNA
COLLEGE OF ARTS & SCIENCE FOR WOMEN
An Autonomous Institution | Reaccredited by NAAC with A+ Grade
Affiliated to Bharathiar University & An ISO Certified Institution

INSTITUTIONAL TRAINING REPORT

of

S.THASLIMA BANU

2225G0059

BBA CA

Under the Guidance of

Dr.N.KOWSALYA.,MBA.,M.Phil.,PGDCA.,Ph.D.,

Assistant Professor

Submitted to

DEPARTMENT OF BUSINESS ADMINISTRATION

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

Bachelor of Business Administration (Computer Application)

OCTOBER 2024

DECLARATION

I, **S THASLIMA BANU** hereby declare that the institutional training report submitted to the Bharathiar University, in partial fulfillment of the requirements for the award of the degree of BBA (CA) is a record of original work done by me during May – June 2024 under the supervision and guidance of **Dr.N.Kowsalya.,MBA,M.Phil.,PGDCA.,Ph.D.,**Assistant Professor in Department of Business Administration of Sri Ramakrishna College of Arts and Science for Women.

Place : COIMBATORE

Date :

Signature of the candidate

(S.THASLIMA BANU)

(2225G0059)

CERTIFICATE

This is to certify that the institutional training report submitted to the Bharathiar University in partial fulfillment of the requirements for the award of the Degree of Bachelor of Business Administration with Computer Applications is a record of original work done by **S.THASLIMA BANU (Reg. No: 2225G0059)** during the period May – June 2024 under my supervision and guidance has not formed the basis for the award of any Degree/Diploma/Associate ship/Fellowship or other similar title to any candidate of any University.

Place : COIMBATORE

Date :

Signature of the guide

Signature of the HOD

Signature of the Internal Examiner

Signature of the External Examiner

ACKNOWLEDGEMENT

I thank **Almighty God** who showered his grace to make this institutional training a successful one.

I would like to thank our **Managing Trustee, Shri.D.Lakshminarayanaswamy** for his support to carry out my institutional training.

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I express my heartfelt gratitude to **Dr.D.Jayanthi, M.B.A, M.Phil, Ph.D.,** Professor and Head, Department of Business Administration for providing me this opportunity to acquire new knowledge and experience.

I express my sincere thanks to my guide **Dr.N.Kowsalya.,MBA.,M.Phil.,PGDCA.,Ph.D., Assistant Professor** for motivating me in the right direction during the training period. I shall take this opportunity to express my gratitude for her valuable suggestions, mentorship and guidance throughout this training.

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I. INTRODUCTION

1.1 Industry Profile

The Indian plastic industry is a key sector in the nation's economy, with its roots tracing back to 1957 when polystyrene was first produced. Since then, it has experienced remarkable growth, now encompassing over 2,500 exporters and employing more than 4 million people across approximately 30,000 processing units-of which 85-90% are small and medium enterprises. India manufactures a wide array of products, including linoleum, household items, cordage, fishnets, floor coverings, medical supplies, packaging materials, plastic films, pipes, and various raw materials. Major exports include plastic raw materials, films, sheets, woven sacks, fabrics, and tarpaulin.

The Government of India aims to escalate the plastic industry's economic activity from ₹3 lakh crore to ₹10 lakh crore within the next 4-5 years. To support this growth, the Department of Chemicals and Petrochemicals has approved the establishment of 10 Plastic Parks, with six parks in Madhya Pradesh (two), Assam (one), Tamil Nadu (one), Odisha (one), and Jharkhand (one). These parks are designed to enhance employment opportunities and promote environmentally sustainable practices. In South India, Tamil Nadu leads in plastic consumption and manufacturing, generating over ₹18,000 crore in revenue from this sector. Manufacturers in Chennai are particularly renowned for producing specialized components and plastics for the automotive, electronics, and hardware industries, with their success largely attributed to their agility in responding to consumer demands.

1.1.1 Overview of Plastic Industry

The Indian plastics market comprises around 25,000 companies and employs 3 million people. The domestic capacity for polymer production was 5.72m tones in 2009. The State of Gujarat in Western India is the leading plastics processing hub and accounts for the largest number of plastics manufacturers, with over 5,000 plastics firms. The growth rate of the Indian plastics industry is one of the highest in the world, with plastics consumption growing at 16% per annum (compared to 10% p.a. in China and around 2.5% p.a. in the UK). With a growing middle class (currently estimated at 50 million) and a low per capita consumption of plastics, currently 8kg per head, this trend is likely to continue. The Plastindia Foundation estimates that plastic consumption is likely to reach 16 kg per head by 2015. Despite India having a population of 1.15 billion and a work force of 467 million, plastics companies have reported problems with labor shortages. This has led to increased investment in technology such as automation and conveyor belt systems. Apart from the shortage of skilled labor, the plastics industry is also facing the problem of a nationwide power deficit. The electricity demand deficit is 12-13 per cent. This provides excellent opportunities for firms offering energy saving solutions, power saving machines and ancillary equipment.

The plastic industry in Tamil Nadu is a significant sector that contributes significantly to the state's economy. With a vast coastline and proximity to major ports, Tamil Nadu has emerged as a hub for plastic production and processing. The industry has been growing rapidly over the years, with an estimated annual production capacity of over 1.5 million tonnes of plastics. The state is home to several major plastic manufacturers, including packaging companies, PVC manufacturers, and petrochemical plants. Chennai, the state capital, is the hub of the industry, with several major players having their facilities located in the city. The state government has been taking steps to promote the industry, including providing incentives for new investments and setting up training centers for skilled workers. Th e plastic industry in Tamil Nadu also has a significant presence in the export market, with products such as packaging materials, pipes, and other plastic products being exported to countries across the globe.

1.1.2 Evolution of Plastic Industry in India

India's plastic industry has demonstrated remarkable resilience and adaptability since its inception in the mid-20th century. Initially driven by import substitution policies and a focus on basic plastic products, the industry later expanded into diverse sectors such as packaging, agriculture, automotive, and consumer goods. The liberalization era of the 1990s brought rapid growth, fueled by foreign investments and technological advancements. Tamil Nadu emerged as a key player, diversifying into specialized segments like medical devices, electronics, and aerospace. Despite challenges related to environmental concerns and raw material prices, the industry remains agile. Its current focus on sustainability, circular economy principles, and innovation positions it as a vital contributor to India's economy, shaping the nation's manufacturing landscape. Throughout history, industries have undergone remarkable transformations, reflecting human creativity, technological leaps, and economic shifts.

1.1.3 Growth of Plastic Industry after Independence

Since India's Independence, the growth of the plastic industry, particularly in Tamil Nadu, has been nothing short of remarkable. In the post-independence era, the industry took shape within a protected domestic market. Initially, the focus was on producing plastic products, but gradually, the product range expanded. Tamil Nadu, with its entrepreneurial industrial infrastructure, emerged as an early adopter, establishing a strong presence in this emerging industry. Over subsequent decades, the industry experienced gradual acceleration, driven by several factors. The increasing population, rising disposable incomes, and urbanization all contributed to this growth. As a result, the industry expanded its reach into diverse sectors such as packaging, agriculture, automotive, and consumer goods. Tamil Nadu, leveraging its skilled workforce and supportive government policies, proudly emerged as a leading hub for plastic manufacturing.

The plastic industry has undergone a remarkable transformation Initially, amidst a protected domestic market, the focus was on basic plastic products. However, the winds of change arrived with the liberalization of the Indian economy in the 1990s. Foreign investments flooded in, leading to technological advancements, capacity expansion, and diversification of product offerings. Tamil Nadu, with its established infrastructure and skilled workforce, became an investment magnet. Its proximity to ports facilitated seamless material imports and product exports.

As we entered the 21st century, the demand for plastic products surged across various sectors. The industry responded by increasing production capacity and emphasizing value-added products. Tamil Nadu continued to lead the charge, attracting investments in high-end plastic goods and emerging as a global manufacturing hub. Skill development initiatives and infrastructure improvements further strengthened the state's position. However, challenges persisted- environmental concerns, raw material price fluctuations, and intense competition. In response, the industry adopted sustainable practices, focused on recycling, and invested in research and development. Tamil Nadu aligned with the national agenda, promoting eco-friendly plastic production and waste management. Despite these hurdles, the trajectory remains positive. The Indian plastic industry, especially in Tamil Nadu, significantly contributes to GDP, generates employment, and earns export revenue. With innovation, skill development, and sustainability at its core, the industry is well- positioned to shape India's economic growth story.

Key factors driving the growth of the plastic industry in India and Tamil Nadu include:

1. **More People and More Money**:

   The population is growing, and people have more money to spend.

2. **Cities Growing, Lives Changing**:

   Cities are getting bigger, and people's lifestyles are evolving.

3. **Government Helps Industries**:

   The government encourages manufacturing and business.

4. **Better Technology, More Choices**:

   New technology leads to more types of products.

5. **Skilled Workers and Good Roads**:

   There are skilled workers, and the roads and buildings are good.

6. **Friendly Government Rules**:

   The government makes rules that help businesses.

While challenges persist, the industry' adaptability has enabled it to overcome obstacles and emerge stronger. The future holds immense potential for the plastic industry with a focus on sustainability, innovation, and value-added products. Tamil Nadu, with its strong foundation, is poised to continue its leadership role in this ever-changing sector.

1.2 Company Profile

1.2.1 Establishment of ABS Plastic Industries

ABS Plastic Industries manufactures and supplies a wide variety of plastic household items, such as kitchen utensils, dustbins, jugs, baskets, buckets, and tubs, under the ZIL Plastic and ZEECO Plastic brands. The company places a strong focus on producing high-quality, precise, strong, and long-lasting products that meet the strict expectations of customers. Since its establishment in 2003, ABS Plastic Industries has built a solid presence in the market by consistently delivering high product performance and satisfying its customers. A thorough quality control process ensures the delivery of flawless products customized to meet specific client needs.

Mr. B. Nazeer, the CEO, leads the company's operations with strategic vision and leadership, which have been crucial in driving the company's success. In response to the highly competitive market landscape, Mr. Nazeer has nurtured a culture of innovation by allocating significant resources for research and development to consistently improve product offerings and customer satisfaction. This strategic emphasis has allowed the company to stay ahead of industry trends and address the changing needs of its customers. In order to sustain its growth path, the company has put resources into a modern infrastructure, divided into distinct divisions such as production, quality control, administration, research and development, logistics, packaging, and warehousing. This organizational setup enhances productivity and enables targeted activities.

Cutting-edge machinery and technology have been provided to these divisions by the company to guarantee top-notch performance and product quality. The company's human capital is a fundamental asset, with a team of highly skilled professionals recruited and trained extensively. Employee development is a priority, resulting in a high-performing work environment marked by efficiency and commitment. The workforce consists of industry veterans known for consistently delivering exceptional results, ensuring the company meets customer expectations.

Vision Statement

ABS Plastic Industries aims to be a leading provider of customized plastic solutions, recognized for our dedication to quality and customer satisfaction.

1.2.2 Products manufactured by ABS Plastic Industries

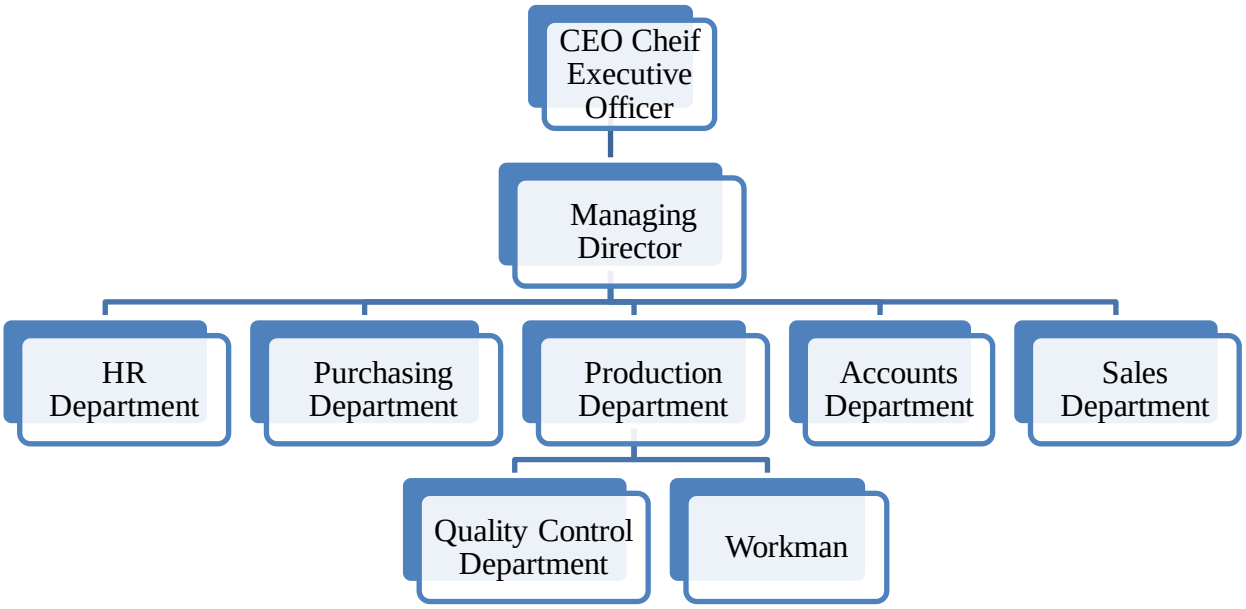
- Plastic Mugs
- Plastic Container
- Plastic Jugs
- Plastic Drums
- Plastic Tubs
- Plastic Kitchen Utensils
- Plastic Storage Box
- Plastic Baskets
- Kitchen Baskets
- Plastic Rack

ABS Plastic Industries primarily procures its raw materials from Reliance Industries and Indian Oil Corporation. A variety of plastic resins tailored to specific applications are used by the company. Reliance's 110 MA resin is applied in the manufacturing of general household products, while the transparent 100 NC resin is used for products that require visibility. To enhance flexibility and durability, the company integrates Copolymer MI3530 into its production process. High-density Poly Copolymer is dedicated to producing components for the automotive and heavy vehicle industries, and low-density Poly Copolymer is mainly utilized in the production of carry bags.

To enhance production efficiency, ABS Plastic Industries has invested in cutting-edge machinery. The company relies heavily on Ferromatik Milacron India, a top manufacturer of injection molding and blow molding machines. These advanced machines, along with additional RAM machines, allow the company to achieve high production rates across diverse product lines. With equipment ranging from 80 to 350 tons in capacity, the production facilities offer the flexibility to meet various product requirements.

Name of the company	ABS Plastic Industries
CEO	Mr. B. Nazeer
Nature of the business	Manufacturer
Year of establishment	2003
Address	WWMQ+7R2, Sugunapuram, Arivozi Nagar, Madukkarai, Coimbatore, Tamil Nadu 641042
Ownership type	Partnership Firm
Annual turnover	Rs. 50 Lakh - 1 Crore
Number of Employees	80
Number of shifts	2
Official Website	https://www.indiamart.com/absplasticindustries/

II. ORGANIZATION CHART



III. OBJECTIVES OF THE STUDY

- To explore the various functions and activities of ABS Plastic Industry.
- To gain insights into the production methods and business operation of ABS Plastic Industry.
- To understand the organizational structure of the company.

IV. LIMITATIONS OF THE STUDY

- Certain information was not attainable as it is deemed confidential by the management. It was not disclosed to ensure the protection of sensitive company data and proprietary information.
- Unfortunately, we were not able to practically observe certain processes, because the company had outsourced some processes to an external entity.
- The complexities of printing processes in the ABS Plastic industry involves various machinery are extensive. Due to time constraints, this study could not fully examine every aspect of this broad field.

V. PROBLEMS IDENTIFIED AND SOLUTIONS PRESENTED

5.1 Problems identification

The ABS plastic industry is encountering significant challenges due to inadequate protection of raw material warehouses, resulting in considerable losses from rodent infestations.

1. The manufacturing process poses serious heat-related risks to workers, as the machinery operates at high temperatures. The lack of mandatory heat-protective clothing increases the likelihood of thermal injuries, jeopardizing employee health and safety.

5.2 Solution presented

- To address the risks related to inadequate raw material warehouse protection, the ABS plastic industry should implement the following strategies
- Invest in warehouse facilities that feature advanced pest control systems, airtight sealing, and routine inspections to prevent rodent infestations and contamination.
- Conduct comprehensive training programs for warehouse staff on hygiene practices, pest control measures, and proper handling of raw materials to promote proactive warehouse

To reduce heat-related risks for workers in the ABS plastic manufacturing process, the following measures should be adopted:

- Provide and mandate the use of appropriate heat-resistant clothing, gloves, and protective gear for all employees working in high-temperature areas.
- Implement regular monitoring of workplace temperatures and employee health to identify potential heat-related issues and take corrective actions.
- Install localized cooling systems or air conditioning in high-heat zones to minimize employee exposure to extreme temperatures.

VI. VARIOUS DEPARTMENTS IN THE ORGANIZATION

ABS Plastic Industries has a complex organizational structure made up of several interdependent departments. These core functions include purchasing, production, quality control, maintenance, and sales. Each department is essential to the company's overall operations, providing unique contributions while integrating smoothly with other areas to ensure efficient and effective business processes.

6.1 Purchase Department

The purchasing department at ABS Plastic Industries is essential for selecting raw materials, ensuring a steady supply of high-quality ABS plastic at competitive prices. It focuses on building strong relationships with dependable suppliers, conducting thorough quality checks, and keeping abreast of industry trends to optimize material selection for efficient production and cost-effectiveness. Additionally, the department plays a key role in quality control by implementing rigorous inspection processes and collaborating with the production team to quickly address any material-related issues.

The department primarily sources raw materials from Reliance Industries and Indian Oil Corporation, strategically choosing a diverse range of plastic resins to support its varied product line. For general household products, it uses Reliance's 110 MA resin, known for its balanced properties. In applications requiring transparency, such as food containers or display items, the department selects Reliance's 100 NC resin. To improve flexibility and impact resistance in specific products, it incorporates Copolymer MI3530. Additionally, the company demonstrates its commitment to the automotive sector by utilizing high-density Poly Copolymer for durable components, while low-density Poly Copolymer is used for lightweight carry bags.

6.1.1 Raw Materials

110 MA

100 NC

Co Polymer mi3530

High density CoPolymer

Low Density CoPolymer

Reliance's 110 MA resin is a versatile general-purpose material known for its balanced properties, while the 100 NC variant is transparent, making it ideal for clear products. The MI3530 copolymer is recognized for its impact resistance and flexibility, making it suitable for durable goods. The high-density Poly Copolymer delivers outstanding strength and rigidity, which is crucial for automotive components. Conversely, the low-density Poly C**6.2** offers flexibility and is often used in packaging applications.

6.2 Production Department

The production process begins with careful machine setup to identify any potential issues. A key phase known as 'screw production time' focuses on reaching the optimal operating temperature for the machine. The production team meticulously regulates this temperature to ensure it meets specified parameters, and the machine only starts operating once the exact temperature is achieved. At the same time, the oil temperature is closely monitored, needing to remain within a strict range of 50 to 90 degrees Celsius. If the oil temperature exceeds 45 degrees Celsius, the machine cannot function.

Once temperatures stabilize, the production team adjusts the injection settings. The machine displays the maximum allowable speed and pressure for manufacturing the product. Striking the right balance between injection speed and pressure is critical; too high values can compromise material consistency, while too low values can slow down production. The overall production rate is influenced by factors such as refilling speed and cooling time, measured in seconds. Additionally, the machine provides real-time data on product output, indicating the number of units produced per hour. After injection, the cooling process is essential and typically lasts 18 seconds to prepare the machine for the next cycle. It's important to note that cooling time can vary; materials with higher heat capacities require longer cooling periods, while those with lower heat capacities cool more quickly.

The RAM machine boasts a faster production rate than other machines and offers greater flexibility, as it requires adjustments based on the specific mold used. The optimal product weight ranges from 120 to 750 grams. A key element, the dye bar, affects mold design; molds must be specifically tailored to fit within this dye bar. For the machine to operate effectively, precise alignment is crucial, necessitating uniform dimensions across all four dye bars to ensure proper mold function. The process begins with the careful feeding of ABS resin pellets into the injection molding machine's hopper.

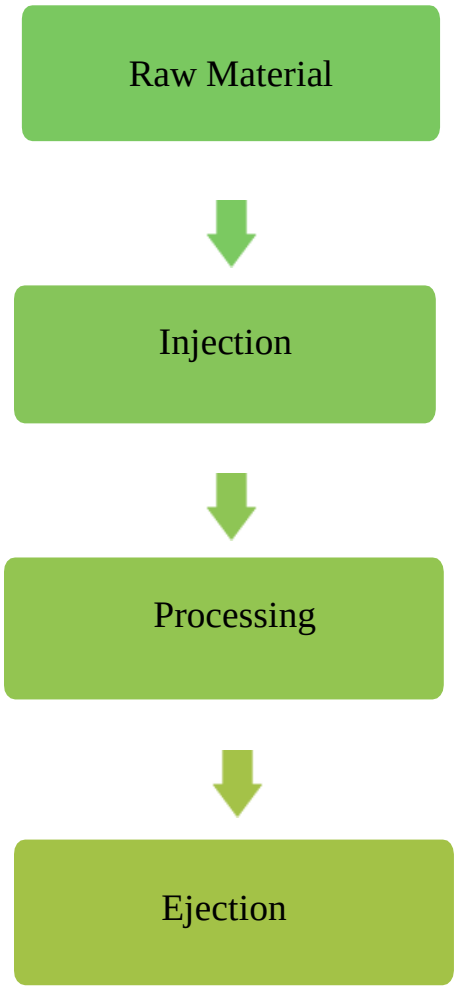
These pellets are then subjected to high heat, melting them into a viscous liquid. This molten plastic is injected under high pressure into a precisely designed mold cavity, taking on the shape of the desired product. A cooling system quickly solidifies the plastic within the mold, ensuring dimensional accuracy and product integrity. Once cooled, the mold opens to eject the newly formed product. Workers then meticulously inspect each piece, removing any excess material or imperfections through trimming and finishing processes.

Molds

Cooler Tank

Cooling Water pipelines

6.1.2 Production Procedure



The company primarily uses a mold-driven production model, which is not centered around customer demand. New molds are acquired based on their alignment with specific customer orders and the availability of allocated industry funds. This approach leads to daily output varying between 15,000 and 30,000 units, depending on factors like product dimensions and the capacity of the molding equipment. As a result, the production schedule tends to be reactive, responding to mold availability rather than being proactively guided by market demand.

6.1.3 Quality Control Department

- 110 MA – 1st Quality Product
- 100 NC – 2nd Quality Product
- CoPolymer MI3530 – 3rd Quality Product
- High Density PolyCoPolymer – 4th Quality Product
- Low Density PolyCoPolymer – 5th Quality Product

The quality department acts as a crucial guardian of product integrity, ensuring that every item produced meets rigorous quality standards. By closely monitoring production processes, conducting thorough inspections, and implementing effective quality control measures, this department plays a vital role in preventing defects, reducing customer complaints, and protecting the company's reputation. A well-functioning quality team is essential for enhancing customer satisfaction, lowering production costs through waste reduction, and maintaining a competitive advantage in the market. Additionally, it ensures regulatory compliance and risk mitigation, safeguarding the company from potential legal and financial issues. Ultimately, the quality department is key to driving continuous improvement and delivering products that consistently surpass customer expectations.

A dedicated team of quality assurance professionals meticulously oversees every phase of production, from raw material inspection to finished product packaging. Utilizing advanced testing methodologies and precision measuring tools, they rigorously evaluate product dimensions, material composition, and physical properties to ensure strict compliance with industry standards and customer specifications. The department also implements robust statistical process control (SPC) measures to proactively identify and address production anomalies. By maintaining an unwavering commitment to quality, it significantly enhances customer satisfaction, minimizes product recalls, and reinforces the company's reputation for delivering reliable and durable ABS.

To further ensure product confidence, a comprehensive two-tier quality verification system is in place. Initial inspections are conducted on the production floor to quickly identify and correct defects, followed by a final quality checkpoint before products are packaged and distributed. This layered approach guarantees that only products meeting the highest quality standards reach the market, fostering trust and loyalty among customers.

6.3 Sales Department

The sales department is essential to a plastic manufacturing company, driving revenue, market growth, and overall success. By understanding customer needs, building strong relationships, and effectively promoting products, the sales team is key in creating demand and closing sales. Their insight into market trends, competitor activity, and customer preferences helps them develop successful sales strategies.

Additionally, the sales department acts as the main link between the company and its customers, providing important feedback on product performance, customer satisfaction, and market trends. Through effective management, they play a significant role in meeting sales targets, increasing market share, and ensuring the company's long-term success. ABS Plastic Industries primarily operates as a business-to-business (B2B) company, forming strong partnerships with suppliers. The sales team is crucial in nurturing these relationships to maintain a steady flow of orders. Unlike consumer-focused businesses, the company concentrates solely on wholesale transactions, avoiding traditional retail channels.

To improve market access and customer convenience, ABS Plastic Industries has created a comprehensive online platform. This digital storefront showcases the company's products with detailed specifications, pricing, and dimensions, allowing customers to explore and purchase directly. The company regularly updates its online catalog to keep up with changing market trends and customer preferences. To encourage innovation and assess market interest, ABS Plastic Industries actively sends out product samples to its suppliers. This strategy helps gather valuable feedback, refine products, and identify potential market opportunities before moving to full production.

6.2 Human Resource Department

The HR department at ABS Plastic Industries plays a vital role in driving organizational success. Beyond its core functions of recruitment, staffing, and salary administration, HR significantly impacts overall business operations. It is tasked with identifying, attracting, and onboarding skilled talent to meet the company's evolving requirements. The department implements effective recruitment strategies, conducts interviews, and manages employment contracts. Salary administration, including performance-based evaluations and compensation packages, is carefully handled to ensure employee satisfaction and motivation.

Moreover, HR is crucial in workforce planning and development. By analyzing organizational goals and industry trends, the department identifies skill gaps and initiates training programs to enhance employee capabilities. Performance management systems are established to monitor employee performance, provide feedback, and facilitate career growth. To ensure smooth operations across departments, HR collaborates closely with other functions. The HR manager oversees workflow, coordinates activities, and resolves interdepartmental issues. Regular meetings and interactions with department heads enhance effective communication and problem-solving. While primarily focused on human capital management, HR also contributes to supplier relationship management. By nurturing positive interactions with suppliers, HR ensures a consistent flow of essential resources, supporting the overall efficiency of the supply chain. This collaborative approach strengthens the company's market position and contributes and the company’s development.

VII. CONCLUSION

The industrial training at ABS Plastic Industries in Coimbatore provided invaluable insights into the plastic manufacturing process. I observed operations across production, quality control, and accounts, each vital to the industry's success. My experience in the accounts department offered a glimpse into the financial side of manufacturing, emphasizing the importance of budgeting, forecasting, and financial reporting in sustaining operations and profitability. This Internship training bridged the gap between theory and practice, deepening my understanding of the plastic manufacturing value chain and equipping me with skills that will enhance my future career in the industry.