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ANALYSIS OF VARIOUS VARIABLES & ITS IMPACT ON COMPETITIVENESS OF REFRACTORY INDUSTRY IN INDIA

Dr R.K Mittal
Professor, GGS Indraprastha University
Chandra Narayan Maheshwari
Research Scholar, Dept. of Management, Mewar University, Chittorgarh

Abstract

The study has been conducted to understand the present status of the refractory industry particularly taking into account the factors affecting the competitiveness of industry in India. With the changed business scenario, customers are looking forward to total refractory management which encompasses creation of value added service, responsive supply chain network and get updated about their requirements. The study has tried to identify the major factors which are important for being competitive. Twenty four human resources variables were selected to think about disclosure practices by the selected companies. These twenty four variables were selected based on writing checked on for the present research work. The exposure of the variables was seen from the annual reports of the selected companies which were accessible on the net. After taking the note of the exposure of selected variables from the annual reports of the selected companies, the perceptions were tabulated and further analysis was done on the tabulated data.

1. INTRODUCTION

"Refractory" thing according to any Standard English dictionary is a material which is difficult to work with and is particularly impervious to warmth and weight. In useful terms, refractory's are items utilized for high temperature protection and disintegration or erosion and are made principally from non-metallic minerals [1]. They are processed to the point that they become impervious to the corrosive and erosive action of hot gases, fluids and solids at high temperatures in various types of kilns and furnaces. Modem refractory creation is to a great extent a replication of this procedure of shaping normally happening (or manufactured) non-metallic mineral oxides (and non-oxides like carbides or nitrides) under the holding states of high warmth and weight [2].

As refractory items are constantly impervious to warmth, disintegration and erosion, they are regularly utilized in any procedure including warmth and consumption, for example, ovens and heaters. In physical qualities, refractory items have normally high mass thickness, high mellowing point and high smashing quality [3]. They are delivered as standard block shapes and unshaped like solid items. Refractory materials are required to withstand high temperature, unexpected changes of temperature, load at administration conditions and compound and rough action of stages [4]. The main use of refractory's are in enterprises like iron and steel , bond, glass, non-ferrous metals, petro-chemicals, compost, chemicals, earthenware production and thermal power-stations [5].

2. REVIEW OF LITERATURE

Rajeswari (2010) [6] studied the liquidity position of Tamil Nadu Cement Corporation Ltd. from1990 to 2000. The examination presumed that the liquidity position of

TANCEM was not sufficient. Though the short term solvency ratios indicated that there was a lot of liquidity in the initial two years of the investigation an extremely high level of liquidity is horrible as inert resources acquire nothing and influences the benefit. The investigation presumed that the liquidity management of TANCEM was poor and was not sufficient.

Selvam et al. (2014) [7] estimated the financial position of India Cements Ltd. by utilizing Z score examination for a time of four years from 1998 to 2001. The examination showed that the financial presentation of India Cements was never in unreasonably sound zone during the investigation time frame aside from in 2002. They additionally proposed that the issue of underneath exchanging ought to be visited and the company must set reachable deals target. Further, the capital structure ought to be changed in such a way, that standard obligation value proportion is accomplished to maintain a strategic distance from any future disappointment.

Muslumov (2015) [8] studied the financial and operating performance of privatized companies of Turkish cement industry. The examination investigated the post-privatization performance of privatized companies. The findings indicated that when the performance criteria for both the state and private enterprises were considered, privatization in the cement business brought about huge performance decay. Complete esteem included and the arrival speculation was likewise declined altogether after the privatization. Further, the decrease in resource profitability was not caused because of an expansion in capital venture as post privatization; capital speculation did not changed altogether. Constriction in all out work and increment in financial influence after privatization were among the key research findings.

Chakraborty (2008) [9] "Working Capital and Profitability: An Observational Investigation of Their Association with Reference to Chosen Companies in the Indian Pharmaceutical Industry" assessed the connection between working capital and profitability of Indian pharmaceutical companies. Researcher called attention to two unmistakable ways of thinking on this issue. As indicated by one way of thinking, working capital isn't a factor of improving profitability and set up a negative connection between them while as per the other way of thinking, interest in working capital assumes an indispensable job to improve corporate profitability and states that except if there is a base dimension of speculation of working capital, yield and deals can't be kept up. Actually, the insufficiency of working capital would keep fixed resource broken.

VenkataRamana et al. (2012) [10] analysed the financial performance and predict the risk of bankruptcy for selected cement companies from 2001 to 2010 with the help of Z score model and financial ratios. The study revealed that liquidity, working capital turnover, efficiency and solvency position of the selected cement companies were not adequate. Further, it was also found from the Z-Score analysis that financial performance of KCP Ltd and Kesoram Industries Ltd was poor and Dalmia Bharat Ltd was at the verge of bankruptcy.

3. METHODOLOGY

3.1 Sample Selection

To examine the present topic of human resource exposure variables five driving companies from private sector and five driving companies from open sector were chosen.

These companies were chosen randomly from rundown of driving companies in every sector.

The companies which were selected from unorganized sector were –

1. ACC Ltd.
2. AADI cements pvt. Ltd.
3. Ashtech India pt. ltd
4. Tata steel
5. JSW Steel ltd.

And the companies which were selected from organized sector were –

1. Steel Authority of India Ltd. (SAIL)
2. NMDC ltd
3. Ferro scap Nigam ltd
4. Wonder cement ltd.
5. Ultra tech nathdwara cement ltd

4. RESULTS & DISCUSSION

Twenty four human resources variables were selected to think about disclosure practices by the selected companies. These twenty four variables were selected based on writing checked on for the present research work. The exposure of the variables was seen from the annual reports of the selected companies which were accessible on the net. After taking the note of the exposure of selected variables from the annual reports of the selected companies, the perceptions were tabulated and further analysis was done on the tabulated data.

4.1 Hypothesis Testing

Hypothesis 1

H_{01}: The rate of disclosure of human resource variables is non-significantly different among unorganized sector companies.

Table 1: Rate of Disclosure of HR Variables among Unorganized Sector Companies

Company	N	Mean	SD	F	df	Result
SKGLtd.	24	37.51	48.04	1.018	4, 116	NS (p>0.05)
Rassi.	24	29.18	46.44			
Orient cement limited	24	33.34	48.16			
Siam	24	33.34	48.16			
Resco ltd.	24	53.34	36.68			

In the present research work five unorganized sector companies were selected randomly and the rate of disclosure of human resource variables by them in their annual reports was determined. The test was applied to know whether significant difference in the rate of disclosure exists among these five unorganized sector companies. The results are given in the table 1. The test results shown in the table 1 reveals that the rate of disclosure of

HR variable is non-significantly different among unorganized sector companies. The rate of disclosure ranges between 29 to 54, it was highest for Resco ltd. (53.34) and lowest for Rassi. (29.18), but difference was non-statistically significantly different (F = 1.018, p>0.05) among selected five Unorganized sector companies.

Hence our null hypothesis that "The rate of disclosure of human resource variables is non-significantly different among Unorganized sector companies" is accepted.

Hypothesis 2

H_{02}: The rate of disclosure of human resource variables is non-significantly different among organized sector companies.

Table 2: Rate of Disclosure of HR Variables among Organized Sector Companies

Company	N	Mean	SD	F	df	Result
TR	24	37.51	49.46	0.781	4, 116	NS (p>0.05)
Dalmia	24	50.01	49.70			
Calderys	24	50.01	51.09			
IFGL Refractories ltd.	24	54.18	50.91			
Vesuvius India Ltd	24	62.51	49.46			

In the present research work five organized sector companies were selected randomly and the rate of disclosure of human resource variables by them in their annual reports was determined. The test was applied to know whether significant difference in the rate of disclosure exists among these five unorganized sector companies. The results are given in the table 2. The test results shown in the table 2 reveals that the rate of disclosure of HR variable is non-significantly different among organized sector companies. The rate of disclosure ranges from 37.51 to 62.51, it was highest for IFGL Refractories ltd. (62.51) and lowest for TR (37.51), but difference was statistically non- significantly different (F = 0.781, p>0.05) among selected five Unorganized sector companies. Hence our null hypothesis that "The rate of disclosure of human resource variables is non-significantly different among organized sector companies" is accepted.

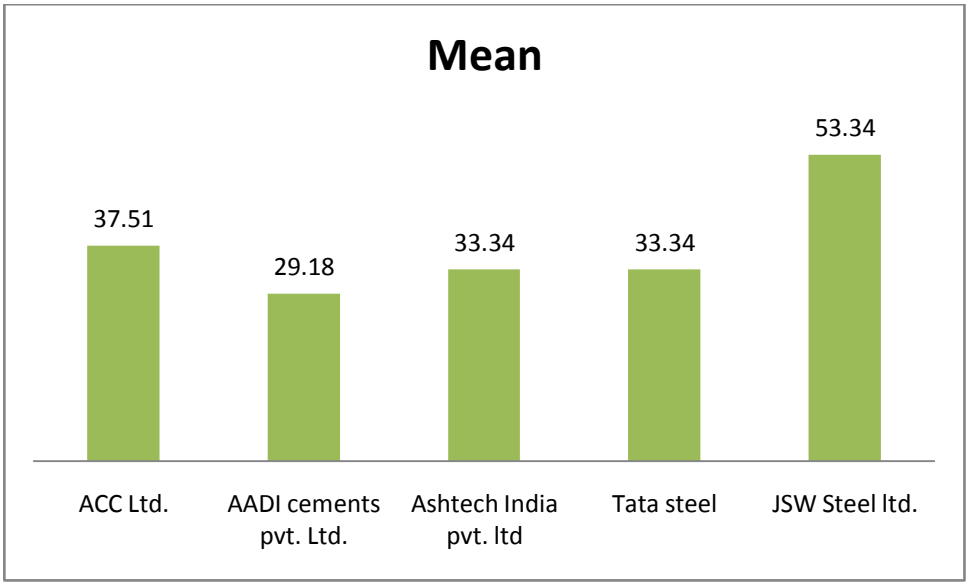

Figure 1: Average rate of Disclosure of Human Resource Variables in Unorganized Sector Companies

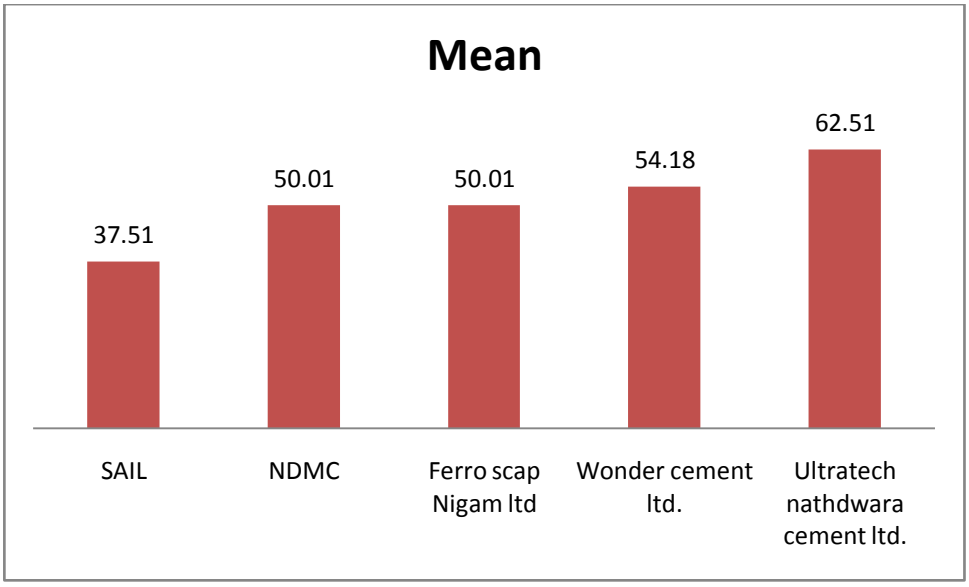

Figure 2: Average rate Disclosure of Human Resource Variables in Organized Sector Companies

Hypothesis 3

H_{03}: The rate of disclosure of human resource variables is non-significantly different among organized sector and Unorganized sector companies.

Table 3: Rate of Disclosure of HR Variables among Unorganized Sector & Organized Sector Companies - Comparative

Sector	N	Mean	SD	Z	Result
Unorganized	120	37.34	45.73	-2.185	*(p < 0.05)
Orgnized	120	50.84	49.94		

Figure 3: Average rate of Disclosure of Human Resource Variables in Organized and Unorganized Sector Companies

The rate of disclosure of Human Resource variables was compared among selected unorganized sector and organized sector companies. The test results are given in the tables 3. The test result shows that significant difference exists in the rate of disclosure of human resource variables among Organized sector and Unorganized sector companies ($Z = 2.18$, $p < 0.05$). The data reveals that the average rate of disclosure of human resource variables was 50.83 for Organized sector companies, which was significantly higher than the rate of disclosure for Unorganized sector companies. The average rate of disclosure for unorganized sector companies was 37.34.

Hence, our null hypothesis of no difference in the rate of disclosure of human resource variables among Organized sector and Unorganized sector companies is rejected and it is concluded that the significant exists in the rate of disclosure of human resource variables between Organized sector and Unorganized sector companies and it can be said that on an average Organized sector companies disclose 50.84% of variables whereas Unorganized sector companies disclose on an average 37.34% variables.

5. CONCLUSION

It is concluded that Refractories are increasingly being seen as a consumable and a variable cost by the steel industry, and therefore the inventory management and holding costs are becoming part of customer vendor contracts. Refractory manufacturers have to look differentiate their offerings by focusing on reducing the overall life cycle refractory cost for users. Refractory realizations are increasingly getting linked to actual performance (minimum guaranteed life and bonus payments beyond pre-agreed thresholds are being built into contracts). Value added services provided by refractory manufacturers include on-site refractories management, minimizing downtime/disruption during relining, provision of qualified staff for optimization of consumption, selection of best suited materials etc.

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