



Case Study : Cheminova India Ltd.



Enhancing Productivity thru Manpower Rationalization

CLIENT NEEDS

ESTABLISHING PRODUCTIVITY NORMS, AND ASSESS PERCENTAGE WORKLOAD / WORK OCCUPANCY FOR ENTIRE UNIT COVERING DIRECT WORKMEN, CASUALS, AND INDIRECT SUPPORTIVE STAFF WORKING IN DMA & AZOXY PLANT, ACEPHATE PLANT.

SUGGESTION ON METHOD IMPROVEMENTS AND PROCESS AUTOMIZATION TO REDUCE FUNCTIONING COSTS AND CYCLE TIMES BY ELIMINATING UNPRODUCTIVE ACTIVITIES AND OPTIMUM UTILIZATION OF RESOURCES.

Cheminova India Ltd. headquartered at Mumbai in India is a wholly owned subsidiary of Cheminova A/S based in Lemvig, Denmark. Cheminova India Ltd. was formed when Lupin agrochemicals (India) limited was acquired by Cheminova A/S in December 1997. Cheminova India Limited is dedicated in providing crop protection solutions through manufacturing and marketing of agrochemicals and its intermediates. The company has three state-of-the-art independent sites at Panoli (Gujarat).

The company is one of the leading crop protection chemical company in India and employs around 480 people in manufacturing, marketing and other allied services in the country. The company is committed to safety and health of the Indian farmers, employees and other stakeholders and abides by all guidelines of environment protection by making high capital investments. The company lays special focus on safe use & handling of its products, intermediates at all levels during marketing & distribution.

Cheminova India Limited has a broad portfolio of agrochemicals including insecticides, herbicides, fungicides & growth promoters. Technical Manufacturing capabilities include Monocrotophos, Dichlorvos, Chlorpyrifos, Quinalphos, Acephate, Triazophos and Imidacloprid. Recently, the company has added capacities to manufacture Thiacloprid.



Case Study : Cheminova India Ltd.



Enhancing Productivity thru Manpower Rationalization

WHO WE ARE ?

We, Vrunda Consultancy Service (VCS), are one of the leading integrated business and strategic implementation management consulting firms. Over a period of time, we have successfully provided Management Consulting to different organisations in various diversified areas :

OUR ROLE

**SUTRADHAR
CATALYST
COACH
EDUCATOR**

Industrial Engineering
Operational Excellence
KPO
Training and Development

MISSION

**BE A PARTNER IN CREATING
ORGANISATION WHERE EVERY
MEMBER
CREATES VALUE
FEELS VALUED**

VCS was founded in 2001 on the principle that consultants must measure their success in terms of their clients' financial results. Companies that outperform the market like to work with us; we are as passionate about their results as they are. Our USP is to provide knowledge-based, integrated, innovative, and workable solutions to business challenges faced by our clients. We work with them to conceive, structure, and implement the changes as warranted by the highly competitive market driven industrial revolution. These tasks are executed with a highly motivated multidisciplinary team of full time professionals together with a panel of Associate Consultants with sector-specific expertise.



Case Study : Cheminova India Ltd.



Enhancing Productivity thru Manpower Rationalization

HOW VRUNDA CONSULTANCY SERVICES HELPED

Carry out INDUSTRIAL ENGINEERING survey for the entire plant for PRODUCTIVITY improvement highlighting the Scope and Ways of implementation.

VCS consultants visited the plant and had discussions with the Works Manager and Plant Incharge/ Shift In Charge so as to get the details of the process/operation of processing the product.

VCS consultants went into details of manpower positioned by the Plant Supervisor and above.

VCS spent sufficiently long time to get into details that influences the manpower justification at every stage. This was supplemented with in depth observations at selected, critical work centres.

The consultant team strongly recommends few suggestions for further implementation. These recommendations will help in developing a culture included in the philosophy of the company, in order to keep the benefits for longer period and get sustained improvements

MAJOR CHALLENGES

**TO IMPROVE PRODUCTIVITY AND
REDUCE COST.**

**UNAVAILABILITY OF SKILLED
LABOUR.**

WORK SIMPLIFICATION DEMAND

GAINS

**OVERALL 30% MANPOWER IS FOUND
SURPLUS IN BOTH THE PLANTS**