



**INDUSTRIAL VISIT**  
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On 6<sup>th</sup> June 2019, as a part Faculty Development Programme (FDP), which is being conducted in our University since 26th April, 2019, fifteen faculties from, different departments and one external member visited the V-Guard factory located at Majhitar, East Sikkim. The industrial visit is a mandatory requirement for the completion of FDP programme.

The company that was selected for the industrial visit was V-Guard Industries Ltd, which is a major electrical appliances manufacturer in India, and the largest in the state of Kerala. It is a consumer goods company with diversified product offerings like voltage stabilizers, electrical cable, electric pumps, electric motors, geysers, solar water heaters, air coolers and UPSs. It's headquarter is in the city of Kochi, Kerala. Over the years V-Guard has forayed into Electronics, Electrical and Consumer Durable segments. It was founded in 1977 by Kochoseph Chittilappilly as a small voltage stabilizer manufacturing unit.

The facility at Majhitar is an assembly unit for various types of voltage stabilizers. The stabilizers that are assembled there were for refrigerators and LED TV's. The plant manger gave us the tour of the facility where the faculty members witnessed the actual assembling of the different parts of stabilizers, testing of stabilizers, varnishing unit and the storage unit of the completed products. The plant managers also answered various queries raised by the faculty members about their HR policies, marketing strategies, products and future plans. The most unique thing that the faculties noticed was that the work force comprised almost only of women. The reason for the same was stated to be as a part of women empowerment and also the fact that for assembling purpose women were more suited than men.

At the end of the industrial visit the participating faculties expressed their gratitude to the members of V Guard Industry at Majhiitar for providing them with this opportunity and experience.

