

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT

I
J
R
C
M



A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories

Indexed & Listed at:

Ulrich's Periodicals Directory ©, ProQuest, U.S.A., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A., Google Scholar,

Open J-Gate, India [link of the same is duly available at Infibnet of University Grants Commission (U.G.C.)],

The American Economic Association's electronic bibliography, EconLit, U.S.A.,

Index Copernicus Publishers Panel, Poland with IC Value of 5.09 & number of libraries all around the world.

Circulated all over the world & Google has verified that scholars of more than 5000 Cities in 187 countries/territories are visiting our journal on regular basis.

Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

<http://ijrcm.org.in/>

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	AN EVALUATION OF FACTORS INFLUENCING FINANCIAL PERFORMANCE OF SELECTED TEA MANUFACTURING COMPANIES IN MALAWI <i>DR. B. NGWENYA & C. NDALAMA</i>	1
2.	FILM PRODUCTION FOR PROMOTING TOURISM DESTINATIONS: LESSONS FOR ASSAM <i>DR. AMALESH BHOWAL & SHAHNOOR RAHMAN</i>	5
3.	ENHANCEMENT OF EMPLOYEE PERFORMANCE THROUGH COMPETENCY MAPPING IN IT SECTOR – AN EMPIRICAL ANALYSIS <i>DR. BEULAH VIJI CHRISTIANA. M</i>	8
4.	A STUDY ON CONSUMER PERCEPTION OF THE PURCHASE DECISION TOWARDS TWO WHEELERS - WITH SPECIAL REFERENCE TO RAYALASEEMA REGION IN ANDHRA PRADESH <i>DELLI KUMAR. KOTI & DR. P. BALAJI PRASAD</i>	15
5.	A STUDY ON CONSUMER PREFERENCE TO TOOTH PASTE WITH REFERENCE TO TIRUVARUR TOWN <i>C. SHANTHI & DR. P. ASOKAN</i>	19
6.	DISCERNING THE DIFFERENCE BETWEEN REALITY AND PERCEPTION - EXPERIENCES OF PETROL PUMP ATTENDANTS WHILE DEALING WITH CUSTOMERS <i>TANAYA ACHAREKAR</i>	22
7.	THE APPLICATION OF MARKOV MODEL IN MANPOWER SYSTEMS <i>PENUEL NYAANGA ONDIENG'A, GEORGE OTIENO ORWA & JOSEPH MUNG'ATU</i>	24
8.	IMPLEMENTATION OF INDUCTIVE TEACHING STYLE IN ENGINEERING COLLEGES, BENGALURU <i>KISHORE M N, ARPITHA R & PRADEEP</i>	28
9.	IMPACT OF GREEN BRAND AWARENESS AND GREEN BRAND TRUST ON GREEN BRAND PREFERENCE AMONG TEENAGERS IN ERNAKULAM <i>RIYA MARY</i>	32
10.	A DESCRIPTIVE STUDY ON BUSINESS ETHICS <i>HARSHA SAHU</i>	35
11.	GROWTH OF ONLINE TRADING & COMPARATIVE STUDY BETWEEN DIFFERENT STOCK BROKERS IN INDIA WITH SPECIAL REFERENCE TO THE REGION OF JAGADHRI, HARYANA <i>JAYA SHARMA</i>	39
12.	AN ENQUIRY INTO THE EFFECT OF INDICATORS ON HDI <i>ARUP KUMAR SARKAR</i>	45
13.	FACTORS THAT OBSTRUCT TOURISM DEVELOPMENT IN BANGLADESH <i>NUSRAT JAHAN & SABRINA RAHMAN</i>	48
14.	E-MARKETING: A MODERN APPROACH OF BUSINESS AT THE DOOR OF CONSUMER <i>DR. MANOJKUMAR JYOTIRAM GAIKWAD & PARIKSHITKUMAR HIRALAL KATE</i>	56
15.	A STUDY ON ROLE OF HUMAN RESOURCE POST ACQUISITION: A CASE STUDY OF SUN PHARMACEUTICALS AND RANBAXY LABORATORIES <i>DR. VAISHALI SHARMA & NEHA MAREJA</i>	62
16.	EMPIRICAL ANALYSIS ON SELECTED PUBLIC & PRIVATE SECTOR BANKS WITH CAMEL APPROACH <i>A. SAMBARAJU, DURGAPRASAD NAVULLA & DR. G. SUNITHA</i>	65
17.	EX-POST FACTO RESEARCH ON "HYGIENE PRACTICES" FOLLOWED BY FOOD HANDLERS <i>RISHIE PRAVEEN FRANKLIN</i>	71
18.	ANALYSIS OF PROFITABILITY AND RISK: A CASE STUDY OF MRF LTD. <i>PARTHA GHOSH</i>	74
19.	A STUDY ON THE EFFECTIVENESS OF INTEGRATED MARKETING COMMUNICATION ON DIFFERENT BRANDS OF GOLD JEWELLERY <i>HANNA JOSEPH</i>	77
20.	PROFITABILITY ANALYSIS OF INDIAN CEMENT INDUSTRY: A STUDY DURING 2010-15 <i>SURAJ S. GANG</i>	83
	REQUEST FOR FEEDBACK & DISCLAIMER	87

CHIEF PATRON

PROF. K. K. AGGARWAL

Chairman, Malaviya National Institute of Technology, Jaipur
(An institute of National Importance & fully funded by Ministry of Human Resource Development, Government of India)
Chancellor, K. R. Mangalam University, Gurgaon
Chancellor, Lingaya's University, Faridabad
Founder Vice-Chancellor (1998-2008), Guru Gobind Singh Indraprastha University, Delhi
Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

FOUNDER PATRON

LATE SH. RAM BHAJAN AGGARWAL

Former State Minister for Home & Tourism, Government of Haryana
Former Vice-President, Dadri Education Society, Charkhi Dadri
Former President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

FORMER CO-ORDINATOR

DR. S. GARG

Faculty, Shree Ram Institute of Business & Management, Urjani

ADVISORS

PROF. M. S. SENAM RAJU

Director A. C. D., School of Management Studies, I.G.N.O.U., New Delhi

PROF. M. N. SHARMA

Chairman, M.B.A., Haryana College of Technology & Management, Kaithal

PROF. S. L. MAHANDRU

Principal (Retd.), Maharaja Agrasen College, Jagadhri

EDITOR

PROF. R. K. SHARMA

Professor, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

CO-EDITOR

DR. BHAVET

Faculty, Shree Ram Institute of Engineering & Technology, Urjani

EDITORIAL ADVISORY BOARD

DR. RAJESH MODI

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

PROF. SANJIV MITTAL

University School of Management Studies, Guru Gobind Singh I. P. University, Delhi

PROF. ANIL K. SAINI

Chairperson (CRC), Guru Gobind Singh I. P. University, Delhi

DR. SAMBHAVNA

Faculty, I.I.T.M., Delhi

DR. MOHENDER KUMAR GUPTA

Associate Professor, P. J. L. N. Government College, Faridabad

DR. SHIVAKUMAR DEENE

Asst. Professor, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

ASSOCIATE EDITORS

PROF. NAWAB ALI KHAN

Department of Commerce, Aligarh Muslim University, Aligarh, U.P.

PROF. ABHAY BANSAL

Head, Department of I.T., Amity School of Engineering & Technology, Amity University, Noida

PROF. V. SELVAM

SSL, VIT University, Vellore

PROF. N. SUNDARAM

VIT University, Vellore

DR. PARDEEP AHLAWAT

Associate Professor, Institute of Management Studies & Research, Maharshi Dayanand University, Rohtak

DR. S. TABASSUM SULTANA

Associate Professor, Department of Business Management, Matrusri Institute of P.G. Studies, Hyderabad

DR. JASVEEN KAUR

Asst. Professor, University Business School, Guru Nanak Dev University, Amritsar

FORMER TECHNICAL ADVISOR

AMITA

Faculty, Government M. S., Mohali

FINANCIAL ADVISORS

DICKIN GOYAL

Advocate & Tax Adviser, Panchkula

NEENA

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

LEGAL ADVISORS

JITENDER S. CHAHAL

Advocate, Punjab & Haryana High Court, Chandigarh U.T.

CHANDER BHUSHAN SHARMA

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

SUPERINTENDENT

SURENDER KUMAR POONIA

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to the recent developments & practices in the areas of Computer Science & Applications; Commerce; Business; Finance; Marketing; Human Resource Management; General Management; Banking; Economics; Tourism Administration & Management; Education; Law; Library & Information Science; Defence & Strategic Studies; Electronic Science; Corporate Governance; Industrial Relations; and emerging paradigms in allied subjects like Accounting; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Rural Economics; Co-operation; Demography; Development Planning; Development Studies; Applied Economics; Development Economics; Business Economics; Monetary Policy; Public Policy Economics; Real Estate; Regional Economics; Political Science; Continuing Education; Labour Welfare; Philosophy; Psychology; Sociology; Tax Accounting; Advertising & Promotion Management; Management Information Systems (MIS); Business Law; Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labour Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; International Relations; Human Rights & Duties; Public Administration; Population Studies; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism & Hospitality; Transportation Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic; Web Design and emerging paradigms in allied subjects.

Anybody can submit the **soft copy** of unpublished novel; original; empirical and high quality **research work/manuscript** **anytime** in **M.S. Word format** after preparing the same as per our **GUIDELINES FOR SUBMISSION**; at our email address i.e. infoijrcm@gmail.com or online by clicking the link **online submission** as given on our website (**FOR ONLINE SUBMISSION, CLICK HERE**).

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1. **COVERING LETTER FOR SUBMISSION:**

DATED: _____

THE EDITOR

IJRCM

Subject: **SUBMISSION OF MANUSCRIPT IN THE AREA OF** _____.

(e.g. Finance/Mkt./HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)

DEAR SIR/MADAM

Please find my submission of manuscript titled ' _____ ' for likely publication in one of your journals.

I hereby affirm that the contents of this manuscript are original. Furthermore, it has neither been published anywhere in any language fully or partly, nor it is under review for publication elsewhere.

I affirm that all the co-authors of this manuscript have seen the submitted version of the manuscript and have agreed to inclusion of their names as co-authors.

Also, if my/our manuscript is accepted, I agree to comply with the formalities as given on the website of the journal. The Journal has discretion to publish our contribution in any of its journals.

NAME OF CORRESPONDING AUTHOR

Designation/Post*

Institution/College/University with full address & Pin Code

Residential address with Pin Code

Mobile Number (s) with country ISD code

Is WhatsApp or Viber active on your above noted Mobile Number (Yes/No)

Landline Number (s) with country ISD code

E-mail Address

Alternate E-mail Address

Nationality

* i.e. Alumnus (Male Alumni), Alumna (Female Alumni), Student, Research Scholar (M. Phil), Research Scholar (Ph. D.), JRF, Research Assistant, Assistant Lecturer, Lecturer, Senior Lecturer, Junior Assistant Professor, Assistant Professor, Senior Assistant Professor, Co-ordinator, Reader, Associate Professor, Professor, Head, Vice-Principal, Dy. Director, Principal, Director, Dean, President, Vice Chancellor, Industry Designation **etc.** **The qualification of author is not acceptable for the purpose.**

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT

A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories

<http://ijrcm.org.in/>

NOTES:

- a) The whole manuscript has to be in **ONE MS WORD FILE** only, which will start from the covering letter, inside the manuscript. **pdf. version is liable to be rejected without any consideration.**
 - b) The sender is required to mention the following in the **SUBJECT COLUMN of the mail**:
New Manuscript for Review in the area of (e.g. Finance/Marketing/HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)
 - c) There is no need to give any text in the body of the mail, except the cases where the author wishes to give any **specific message** w.r.t. to the manuscript.
 - d) The total size of the file containing the manuscript is expected to be below **1000 KB**.
 - e) Only the **Abstract will not be considered for review** and the author is required to submit the **complete manuscript** in the first instance.
 - f) **The journal gives acknowledgement w.r.t. the receipt of every email within twenty-four hours** and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of the manuscript, within two days of its submission, the corresponding author is required to demand for the same by sending a separate mail to the journal.
 - g) The author (s) name or details should not appear anywhere on the body of the manuscript, except on the covering letter and the cover page of the manuscript, in the manner as mentioned in the guidelines.
2. **MANUSCRIPT TITLE:** The title of the paper should be typed in **bold letters, centered and fully capitalised**.
 3. **AUTHOR NAME (S) & AFFILIATIONS:** Author (s) **name, designation, affiliation (s), address, mobile/landline number (s), and email/alternate email address** should be given underneath the title.
 4. **ACKNOWLEDGMENTS:** Acknowledgements can be given to reviewers, guides, funding institutions, etc., if any.
 5. **ABSTRACT:** Abstract should be in **fully italic printing**, ranging between **150 to 300 words**. The abstract must be informative and elucidating the background, aims, methods, results & conclusion in a **SINGLE PARA**. **Abbreviations must be mentioned in full**.
 6. **KEYWORDS:** Abstract must be followed by a list of keywords, subject to the maximum of **five**. These should be arranged in alphabetic order separated by commas and full stop at the end. All words of the keywords, including the first one should be in small letters, except special words e.g. name of the Countries, abbreviations etc.
 7. **JEL CODE:** Provide the appropriate Journal of Economic Literature Classification System code (s). JEL codes are available at www.aea-web.org/econlit/jelCodes.php. However, mentioning of JEL Code is not mandatory.
 8. **MANUSCRIPT:** Manuscript must be in **BRITISH ENGLISH** prepared on a standard A4 size **PORTRAIT SETTING PAPER**. **It should be free from any errors i.e. grammatical, spelling or punctuation. It must be thoroughly edited at your end.**
 9. **HEADINGS:** All the headings must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
 10. **SUB-HEADINGS:** All the sub-headings must be bold-faced, aligned left and fully capitalised.
 11. **MAIN TEXT:**

THE MAIN TEXT SHOULD FOLLOW THE FOLLOWING SEQUENCE:**INTRODUCTION****REVIEW OF LITERATURE****NEED/IMPORTANCE OF THE STUDY****STATEMENT OF THE PROBLEM****OBJECTIVES****HYPOTHESIS (ES)****RESEARCH METHODOLOGY****RESULTS & DISCUSSION****FINDINGS****RECOMMENDATIONS/SUGGESTIONS****CONCLUSIONS****LIMITATIONS****SCOPE FOR FURTHER RESEARCH****REFERENCES****APPENDIX/ANNEXURE****The manuscript should preferably be in 2000 to 5000 WORDS, But the limits can vary depending on the nature of the manuscript.**

12. **FIGURES & TABLES:** These should be simple, crystal **CLEAR, centered, separately numbered** & self-explained, and the **titles must be above the table/figure. Sources of data should be mentioned below the table/figure. It should be ensured that the tables/figures are referred to from the main text.**
13. **EQUATIONS/FORMULAE:** These should be consecutively numbered in parenthesis, left aligned with equation/formulae number placed at the right. The equation editor provided with standard versions of Microsoft Word may be utilised. If any other equation editor is utilised, author must confirm that these equations may be viewed and edited in versions of Microsoft Office that does not have the editor.
14. **ACRONYMS:** These should not be used in the abstract. The use of acronyms is elsewhere is acceptable. Acronyms should be defined on its first use in each section e.g. Reserve Bank of India (RBI). Acronyms should be redefined on first use in subsequent sections.
15. **REFERENCES:** The list of all references should be alphabetically arranged. **The author (s) should mention only the actually utilised references in the preparation of manuscript** and they may follow Harvard Style of Referencing. **Also check to ensure that everything that you are including in the reference section is duly cited in the paper.** The author (s) are supposed to follow the references as per the following:
 - All works cited in the text (including sources for tables and figures) should be listed alphabetically.
 - Use (ed.) for one editor, and (ed.s) for multiple editors.
 - When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc., in chronologically ascending order.
 - Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
 - The title of books and journals should be in italic printing. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
 - For titles in a language other than English, provide an English translation in parenthesis.
 - **Headers, footers, endnotes and footnotes should not be used in the document. However, you can mention short notes to elucidate some specific point,** which may be placed in number orders before the references.

PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

BOOKS

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

CONTRIBUTIONS TO BOOKS

- Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

JOURNAL AND OTHER ARTICLES

- Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

CONFERENCE PAPERS

- Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19-23

UNPUBLISHED DISSERTATIONS

- Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

ONLINE RESOURCES

- Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

WEBSITES

- Garg, Bhavet (2011): Towards a New Gas Policy, Political Weekly, Viewed on January 01, 2012 <http://epw.in/user/viewabstract.jsp>

PROFITABILITY ANALYSIS OF INDIAN CEMENT INDUSTRY: A STUDY DURING 2010-15

SURAJ S. GANG

RESEARCH SCHOLAR

DEPARTMENT OF BUSINESS FINANCE & ECONOMICS

FACULTY OF COMMERCE & MANAGEMENT STUDIES

JAI NARAIN VYAS UNIVERSITY

JODHPUR

ABSTRACT

Profitability is a set of financial indicators that are used to measure a business's ability to generate income as compared to its expenses incurred during a specific period of time. The profitability of a company is a major concern for the management as well as the stakeholders because it finds out the rate of return and makes the business comparable to the industry as well as its own past. To ascertain the relative profitability standing of a firm, its financial performance and profitability ratios are compared with its immediate competitors. The technique reveals much about the company and its operation by using it with care and imagination. This paper makes an attempt to provide an insight into the profitability performance of leading cement manufacturers in India. It also makes an endeavour to observe and test the inter firm's industry position. Profitability ratios are ranked and selected into a uniform boundary to compare their performance. The study is based on secondary data collected from published annual reports cover a five years' period (2010-15). The available data have been analyzed by using important profitability ratios.

KEYWORDS

financial performance, profitability.

INTRODUCTION

India is the 2nd largest cement producer (285.83 MT) as well as consumer (280 MT) in the world followed by the China (Produced 2483.18 MT and Consumed 2511 MT). As India's current per capita consumption of cement (190 kg as of March 2015) is much lesser than the developed and other developing economies, so there is a significant business opportunity to cater to the unmet and rising demand.

According to Business Standard, Ministry of External Affairs, TechSci Research, Ministry of External Affairs (Investment and Technology Promotion Division), With nearly 390 million tonnes of cement production capacity in 2015, India is the second largest cement producer in the world. By 2025, cement production will reach to 550 million tones. Of the total capacity, 98 percent lies with the private sector and the rest with public sector, with the top 20 companies accounting for around 70 per cent of the total production. 209 large cement plants together account for 97 per cent of the total installed capacity, while 365 small plants account for the rest.

According to Union Budget 2015-16, Emkay Global Financial Services, Presence of small and mid-size cement players across regions is increasing, which helps to diminish market concentration of industry leaders. A large number of foreign players have also entered the market owing to the profit margins, constant demand and right valuation. Cement companies will go for the global listings either through the FCCB route or the GDR route. India has joined hands with Switzerland to reduce energy consumption and develop newer methods in the country for more efficient cement production, which would help India meet its rising demand for cement in the infrastructure sector. As per the Union Budget 2015 – 16, there has been a boost for low – cost housing. Thrust on infrastructure development and Housing for All with 2 crore houses in Urban areas and 4 Rural areas is likely to revive the demand for cement sector. Housing sector is considered to drive the cement industries in India to a great extent, which held nearly 67 per cent of the total cement consumption in India.

OBJECTIVES OF THE STUDY

The main objective of the present work is to appraise the performance in respect of profitability on selected cement manufactures in India and its profitability ratios are compared with its immediate competitors. More specifically, it seeks to do well upon mainly the following issues:

1. To assess the profitability position with the help of widely used financial ratios of the selected companies;
2. To observe the profitability performance of companies under the study;
3. To compare the performance of selected companies based on overall profitability.

MATERIALS AND METHODS

The present study is based on 5 listed cement manufacturing firms in India. The study covers a period of 5 years i.e. from 2010 to 2015. The industry level secondary data obtained from the audited balance sheets and profit & loss accounts and also the annual reports. The available data have been analyzed by using various Profitability indicators such as Operating Profit Margin, Net profit Margin, Return on Capital Employed, Return on Equity and Return on long term fund. An attempt has been made to measure the profitability performance of major cement manufacturers in the light of said financial indicators.

RESULTS AND DISCUSSION

The table-1 exhibits the list of 5 major players of cement industry considering their 6 profitability ratios. The estimated profitability ratios are ascertained on the basis of simple average value for the 5 successive financial years from 2010 to 2015.

Table-1 contains the financial data of five cement manufacturing firms.

TABLE 1: PROFITABILITY RATIOS OF MAJOR CEMENT COMPANIES

Sl. No.	Name of Company	Avg. Operating Profit Margin (%)	Avg. PBIT Mar- gin (%)	Avg. Net Profit Mar- gin (%)	Avg. ROCE (%)	Avg. ROE(%)	Avg. Return on Long Term Fund (%)
1	UtraTech Cement	20.586	15.242	11.278	17.046	14.566	17.554
2	ACC	15.932	10.664	9.564	17.936	13.594	17.946
3	Ambuja Cements	20.408	14.262	13.068	18.852	13.246	18.852
4	Shree Cement	25.172	11.646	10.894	17.758	16.814	19.26
5	India Cement	15.712	9.42	1.892	7.448	2.164	8.404

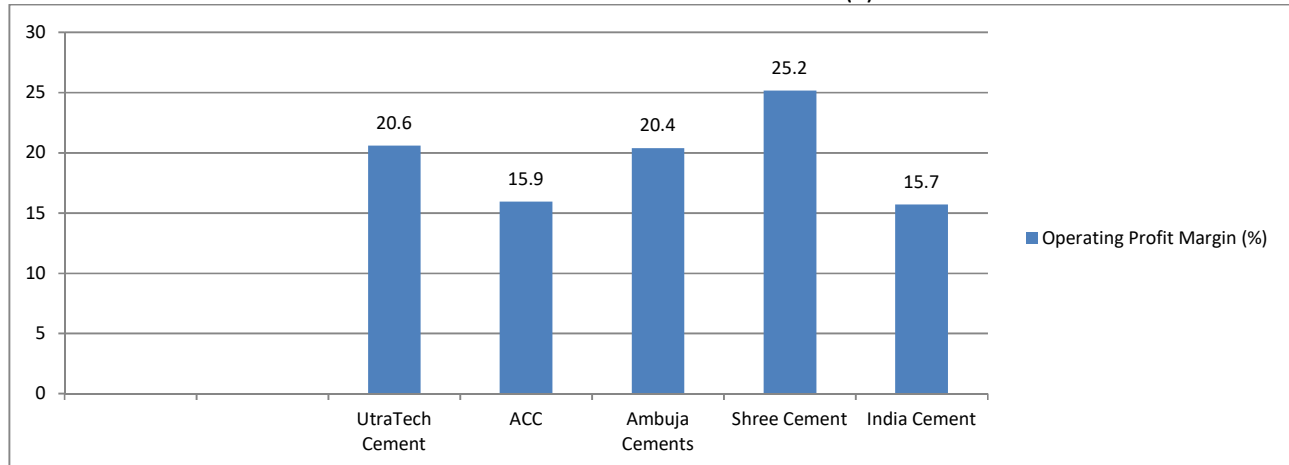
Serial Number has been done on the basis of Total Income during 2010-15.

The industry shows significant variation across firms in terms of all Profitability ratios.

1. OPERATING PROFIT MARGIN

Operating Profit Ratio establishes the relationship between operating Profit and net sales. Higher operating ratio indicates that the firm has got enough margins to meet its non operating expenses well as to create reserve and pay dividends. It can be computed as follows:

FIGURE 1: AVERAGE OPERATING PROFIT MARGIN (%)



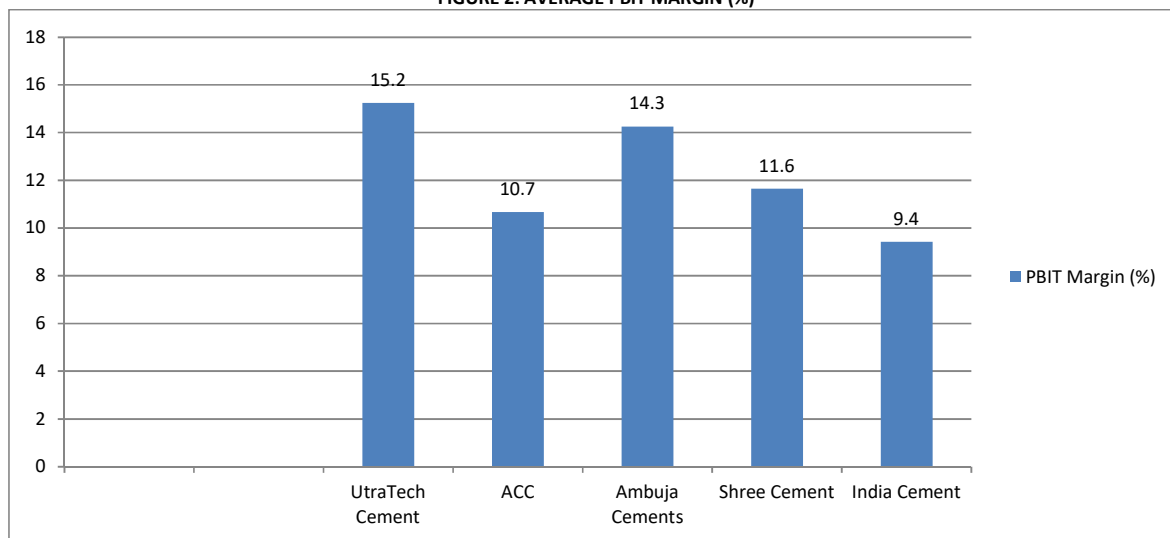
The Figure 1 indicates that the Shree Cement has the highest Average Operating Profit margin of 25.2%, UltraTech Cement comes at the second place with an average operating profit margin of 20.6% while Ambuja Cement ranks third with 20.4% Average Operating profit margin which is marginally low to UltraTech Cement. Whereas ACC and India Cement comes on fourth and fifth place with % Average Operating Profit of 15.9% and 15.7% consecutively.

2. PBIT MARGIN

PBIT Ratio is useful to compare multiple companies, especially with in a given industry, and it also helps to evaluate how a company has grown over time. The PBIT Margin is defined as:

$$\text{PBIT Margin} = (\text{Operating Profit} + \text{Other Income}) / \text{Sales} \times 100$$

FIGURE 2: AVERAGE PBIT MARGIN (%)



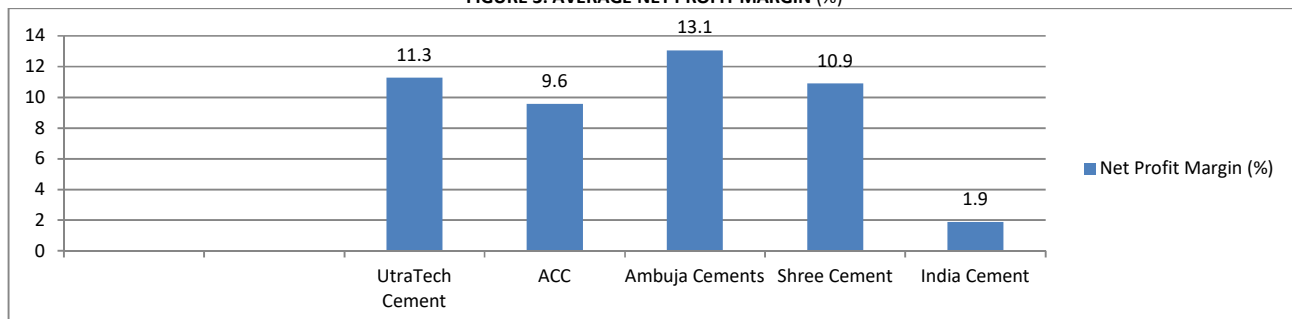
As seen in the above Figure-2, the average PBIT margin of UltraTech Cement is slightly ahead with 15.2% to the Ambuja Cement with 14.3%. While highly competition between Shree Cement, ACC and India Cement for the third, fourth and Fifth Rank.

3. NET PROFIT MARGIN

This ratio establishes the relationship between net profit and net sale. It indicates managements' efficiency in manufacturing, administering and selling the product. A firm with high net profit margin would be in an advantageous position to survive in the face of falling selling prices, rising cost of production or declining demand for the product. It is calculated as a percentage of sales. It is computed as under:

$$\text{Net Profit Ratio} = \text{Net profit} / \text{Net Sales} \times 100$$

FIGURE 3: AVERAGE NET PROFIT MARGIN (%)

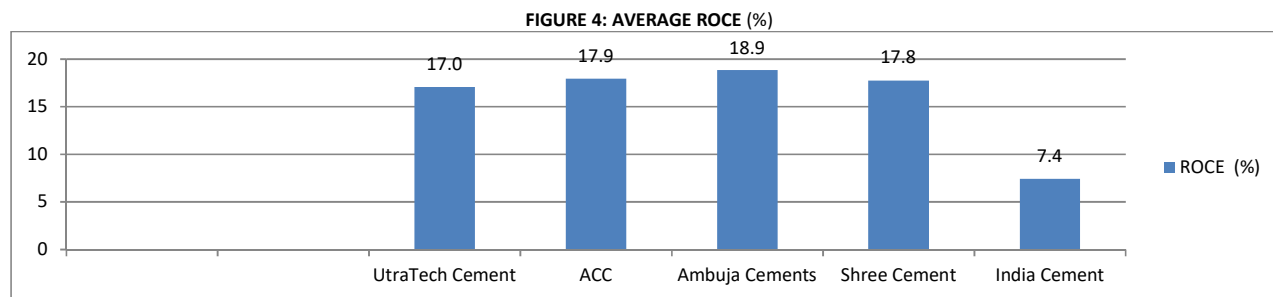


The Figure 3 indicates that the Ambuja Cement which has the highest average Net Profit Margin of 13.1%. UltraTech Cement, Shree Cement and Acc are quite competitive with Average Net Profit margin of 11.3%, 10.9% and 9.6%, but India Cement is out of the competition and far behind to the rest with Average Net Profit of 1.9%.

4. RETURN ON CAPITAL EMPLOYED

Return on capital employed is the indicator of the operational efficiency of the company. It measures how much investors are earning on the capital they have invested in that business. Return on Capital Employed is a performance measure and it indicates how much return is generated from Invested Capital. The return on capital Employed is defined as:

$$\text{ROCE} = [\text{Profit after Tax + Interest}] / \text{Net Capital Employed} \times 100$$

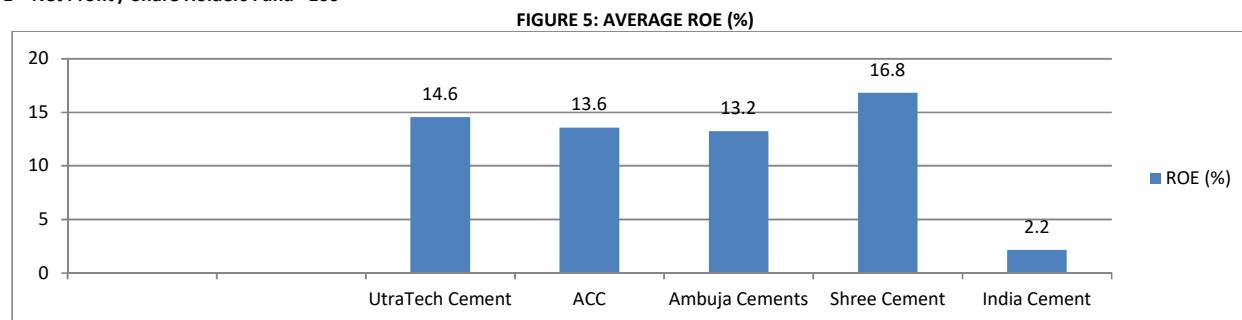


The Figure 4 indicates cut-throat competition between top four companies, leading with Ambuja Cement followed by ACC, Shree Cement and UltraTech Cement with Average Return on Capital Employed (ROCE) by 18.9%, 17.9%, 17.8% and 17% consecutively. On the other hand India Cement is far behind with 7.4% Average Return on Capital Employed (ROCE).

5. RETURN ON EQUITY

The Return on Equity ratio is perhaps the most important of all the financial ratios to investors in the company. It measures the return on the money the investors have put into the company. In general, the higher the percentage, the better, with some exceptions, as it shows that the company is doing a good job using the investors' money. The return on net worth is defined as:

$$\text{ROE} = \text{Net Profit} / \text{Share Holders Fund} \times 100$$

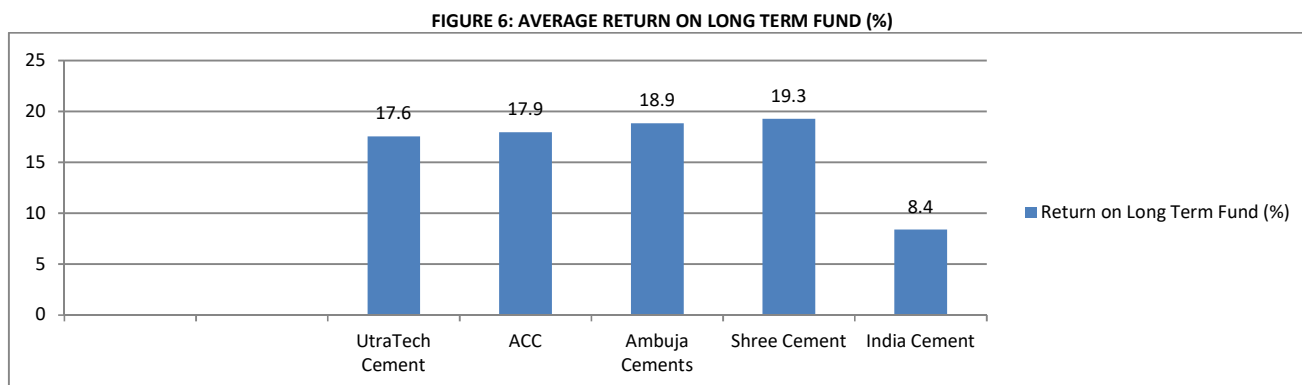


The Figure 5 indicates that the Return on Equity of Shree Cement has grown strongly with an average Return on Equity of 16.8% which is the highest in the industry, but UltraTech Cement, ACC and Ambuja Cement also has good presence in the market with 14.6%, 13.6% and 13.2%. While once again India Cement is far behind with 2.2% Average Return on Equity.

6. RETURN ON LONG TERM FUNDS

Return on Long term funds establishes the relationship between net profit and the long term funds. It tells us that earning of the company which reflects operating condition of the firm. The term long-term funds refer to the total investment made in business for long term. It is calculated by dividend earnings before Interest and Tax (EBIT) by the total long term funds. The return on Long term funds is defined as:

$$\text{Return on Long term fund} = \text{EBIT} / \text{Long term Fund} \times 100$$



The Figure 6 indicates that the Shree Cement shows highest soundness of return on long term fund with an average of 19.3%. Ambuja cement, ACC and UltraTech Cement is much closer to Shree Cement with an average Return on Long Term Fund of 18.9%, 17.9% and 17.6% consecutively, while like always India Cement comes at fifth place with an Average Return on Long Term Fund of 8.4% only.

7. CONSOLIDATED PROFITABILITY PERFORMANCE

The Table-2 exhibits the consolidated profitability performance of five major cement companies to illustrate their individual position.

TABLE 2

Company	Rank as per Profitability Ratio						Total	Ultimate Rank
	Avg. Operating Profit Margin	Avg. PBIT Margin	Avg. Net Profit Margin	Avg. ROCE	Avg. ROE	Avg. Return on Long term Fund		
UltraTech Cement	2	1	2	4	2	4	15	3
ACC	4	4	4	2	3	3	20	4
Ambuja Cements	3	2	1	1	4	2	13	2
Shree Cement	1	3	3	3	1	1	12	1
India Cement	5	5	5	5	5	5	30	5
The ultimate Rank has been calculated taking lower the aggregate of the individual Rank								

FINDINGS

- Among the top five Cement companies selected for the study Shree Cement was having the highest Operating Profit margin of 25.2% as per last five years' performance. UltraTech Cement was at the second place with operating profit margin of 20.6%.
- In the area of Profit before Interest and Tax, UltraTech Cement was in the top most position among the five cement companies with 5 years average of 15.2%. Ambuja Cement was in the second place in average PBIT margin 14.3%.
- In Net Profit Ratio, Ambuja Cement was the best performer, as it had the highest average Net Profit Margin of 13.1%. Thus, it had chances of earning higher profits. UltraTech Cement came at the second position with 11.3%.
- Among the top five leading cement manufactures of India, cut-throat competition was found in top four companies in terms of Return on Capital Employed, leading by Ambuja Cement with 18.9%, followed by ACC with 17.9%, Shree Cement with 17.8% and UltraTech Cement with 17%.
- In the area of Return on Equity, Shree Cement was the best performer among the leading cement manufacturers, as it had grown strongly with a 5-year average of 16.8%. Thus, it had a potential return on the money for the investors have put into the company.
- The Return on long term fund was highest for Shree Cement with 5-year average of 19.3%. Thus; Shree Cement shows highest soundness among the top five companies. Ambuja Cement was much closed to Shree Cement with an average return of 18.9%.
- The study revealed that Shree Cement was in the highest profitability position during the study period compared to other industry players.

CONCLUSION

The companies selected for the study shows that the industry is somewhat doing well as far as profitability ratios are concerned. It is notable that the operational efficiency of Shree Cement. It also has second highest profitability position based on ultimate rank. The other major performer is UltraTech Cement which ranks third position during the study period, where as ACC enjoying fourth position. However, the profitability performance of India Cement is less satisfactory in comparison with the other players in the industry.

REFERENCES

- Banerjee, D. (2007). *"Modern Accounting Theory and Management Accounting"*. Kolkata: Book Syndicate Pvt. Ltd., pp. 596-599.
- Dharmaraj, C., Samuel Joseph, C. and Santosh, E. (2011). *"Testing the Performance of Leading Banks in India - An Experimental Study."* Indian Journal of Finance, Vol.5, No.11, pp. 23-33.
- Dr. Shishir Pandey and Vikas Kumar Jaiswall (2014) *"Comparative Study of Profitability Analysis of Indian Aluminium Industries between Public and Private Sector"* GE International Journal of Management Research Vol. 2, Issue 12, December 2014. pp.143-150.
- Dr.M. Thyagarajan and Mr J. Uday Kumar (2015), *"Profitability Analysis of Selected Aluminium Companies in India"* Indian journals of Applied Research Vol. 5, Issue 4, April 2014. pp. 807 - 809.
- <http://www.ibef.org/industry/cement-presentation#>
- <http://www.moneycontrol.com/financials/acc/ratios/ACC06#ACC06>
- <http://www.moneycontrol.com/financials/ambujacements/ratios/AC18#AC18>
- <http://www.moneycontrol.com/financials/indiacements/ratios/IC#IC>
- <http://www.moneycontrol.com/financials/shreecements/ratios/SC12#SC12>
- <http://www.moneycontrol.com/financials/ultratechcement/ratios/UTC01#UTC01>
- Kapil, S. (2011). *"Financial Management"*. Dorling Kindersley (India) Pvt. Ltd., pp. 120-136.
- Mohan Kumar, Safeer Pasha, Bhanu Prakash. (2015). *"Profitability Analysis of Selected Cement Companies in India."* International Journal of Multidisciplinary Research and Modern Education, Vol. 1, Issue II, 2015 pp. 95-99.
- Parth Ghosh. (2014). *"Inter firm Profitability Analysis of Indian Tyre Industry: A study during the period 2008-09 to 2012-13."* International Journal of Commerce, Business and Management, Vol. 3, No. 4, August 2014.pp. 533-542.

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce & Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue, as well as on the journal as a whole, on our e-mail **infoijrcm@gmail.com** for further improvements in the interest of research.

If you have any queries, please feel free to contact us on our e-mail infoijrcm@gmail.com.

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward to an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator

DISCLAIMER

The information and opinions presented in the Journal reflect the views of the authors and not of the Journal or its Editorial Board or the Publishers/Editors. Publication does not constitute endorsement by the journal. Neither the Journal nor its publishers/Editors/Editorial Board nor anyone else involved in creating, producing or delivering the journal or the materials contained therein, assumes any liability or responsibility for the accuracy, completeness, or usefulness of any information provided in the journal, nor shall they be liable for any direct, indirect, incidental, special, consequential or punitive damages arising out of the use of information/material contained in the journal. The journal, neither its publishers/Editors/ Editorial Board, nor any other party involved in the preparation of material contained in the journal represents or warrants that the information contained herein is in every respect accurate or complete, and they are not responsible for any errors or omissions or for the results obtained from the use of such material. Readers are encouraged to confirm the information contained herein with other sources. The responsibility of the contents and the opinions expressed in this journal are exclusively of the author (s) concerned.

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active co-operation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Journals

