

A Study on the Organizational Structure and Working Process of a Knitting Industry

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CHAPTER-I

INTRODUCTION OF THE STUDY

INTRODUCTION

Sri Vinayaga Knitting, located in Tirupur, Tamil Nadu, is a notable manufacturer and supplier of high-quality knitted fabrics and garments, primarily catering to both domestic and export markets. The company's customer-centric philosophy and commitment to quality have helped it establish strong, lasting business relationships in the textile industry.

AREA OF STUDY

The analysis covers the manufacturing process of knitted fabrics and garments, including raw material sourcing, knitting, dyeing, cutting, stitching, and finishing. It examines the organizational structure, highlighting roles and responsibilities within the company to understand how tasks and management are distributed. The scope extends to quality assurance practices, emphasizing how consistency and standards are maintained throughout production. The study includes market engagement, looking at how the company serves its clients, addresses customer needs, and adapts to market trends in the knitwear sector. It reviews the company's approach to infrastructure, technology, and workforce development for maintaining competitiveness and business growth. This area of study provides a comprehensive view of how a knitting company like Sri Vinayaga Knitting operates within the larger context of the textile industry in Tirupur.

ABOUT KNITTING COMPANY

A knitting company specializes in converting yarn into knitted fabrics or garments using various machines such as circular and flat knitting machines. These companies can range from small-scale local units to large, export-oriented organizations and they play a crucial role in the textile and apparel industry. The core manufacturing process involves stages like yarn selection, inspection, winding, knitting, linking, cutting, sewing, washing, finishing, quality control, ironing, and packaging. Quality control is emphasized at multiple stages to ensure the final product meets design specifications, fit, and comfort expectations.

WHAT A KNITTING COMPANY DOES

- A knitting company mainly uses yarn—like cotton, polyester, or blends—to create knitted fabrics, which may be used for making t-shirts, innerwear, winter wear, sportswear, and other garments.
- Processes in a knitting company often include yarn sourcing, machine-based knitting (circular or flat knitting), dyeing and finishing of the fabric, cutting, sewing garments, quality control, and packaging for distribution.
- These companies may serve other garment exporters, retail brands, wholesalers, or directly supply finished goods to shops.

ROLE IN THE TEXTILE INDUSTRY

- Knitting companies are essential in regions known for garment manufacturing, such as Tirupur in Tamil Nadu, India, which is famous globally for producing quality knitwear.
- They help supply major fashion retail brands and contribute significantly to apparel exports.
- Continuous innovation in machinery and techniques allows knitting companies to offer a wide range of fabric textures, patterns, and finishes, making them competitive in the dynamic textile market.

KEY FEATURES

- Focus on efficiency, quality, and timely delivery.
- Employ skilled and semi-skilled technicians to operate machines and maintain production quality.
- Commitment to sustainability and eco-friendly practices is increasingly common in modern knitting companies.
- A knitting company like Sri Vinayaga Knitting in Tirupur exemplifies the above features in its structure and operations, contributing to the robust knitwear ecosystem in its region.

IMPOTANCE OF KNITTING INDUSTRIES

Knitting industries hold significant importance in the textile sector and the wider economy due to their versatile production capabilities, employment generation, and contribution to both domestic and international markets.

These industries specialize in manufacturing knitted fabrics and garments, which are highly valued for their comfort, elasticity, and adaptability across various clothing segments such as casual wear, sportswear, and innerwear.

The knitting industry supports a vast network of allied businesses including yarn suppliers, dyeing units, and fashion brands, thus playing a vital role in the textile supply chain.

Economically, knitting industries contribute immensely to export revenues, especially in prominent textile hubs like Tirupur, where they form the backbone of the regional economy by creating thousands of jobs ranging from skilled artisans to machine operators.

Additionally, the industry's ability to innovate with diverse knitting techniques and fabric blends drives competitiveness and meets evolving consumer demands.

Knitting industries also foster technological advancements and sustainability initiatives within the textile sector, aiding in resource-efficient production and environmentally responsible practices.

Overall, their role is crucial in sustaining textile industry growth, supporting livelihoods, and positioning the country as a key player in the global apparel market.

In addition to their economic and employment contributions, knitting industries are integral to the innovation and diversification of textile products.

They enable the production of a wide range of fabric types—from lightweight, breathable textiles to heavier, insulating materials—meeting varied consumer needs across seasons and markets.

These industries support rapid fashion cycles through flexible and efficient manufacturing processes, allowing for customization and quicker turnaround times compared to woven fabric production.

Knitting industries are also pivotal in promoting sustainability, as they often utilize recyclable fibers and adopt energy-efficient machinery, contributing to the reduction of the textile sector's environmental footprint.

The integration of advanced knitting technologies facilitates precision manufacturing that minimizes waste and enhances fabric performance, such as moisture-wicking or antimicrobial properties.

Furthermore, knitting industries foster entrepreneurship and small-scale industrial growth, especially in regions like Tirupur, where local businesses thrive due to accessible knitting technology and workforce expertise.

These industries drive social development by empowering women and marginalized communities through employment opportunities in knitting units.

Lastly, knitting industries contribute significantly to the global textile value chain by linking raw material suppliers, manufacturers, exporters, and retail brands in a collaborative ecosystem that sustains market competitiveness and economic resilience.

knitting industries play a crucial role in promoting environmental sustainability within the textile sector.

Many knitting companies are adopting eco-friendly practices such as using organic or recycled fibers, reducing material waste through precision knitting technologies, and employing energy-efficient machinery.

Innovations like digital knitting machines help minimize waste and decrease production timelines, thereby lowering the industry's carbon footprint.

The integration of renewable energy sources, such as solar panels, and certifications like GOTS and Global Recycled Standard (GRS) further underscore the industry's commitment to sustainable manufacturing.

SCOPE

The scope of this project covers the core business functions, operational workflow, and business strategies of Sri Vinayaga Knitting.

- It explores: The company's manufacturing processes and main product lines. The organizational structure and roles within the unit.
- The strategies employed to ensure product quality and timely deliveries.
- The customer engagement practices in place to maintain positive business relationships.

OBJECTIVES

- To analyze the business profile and competitive strengths of Sri Vinayaga Knitting.
- To understand the scope of its manufacturing and marketing operations within the broader textile value chain.
- To identify and describe the organization's process flow from raw material procurement to finished goods delivery.
- To highlight the company's commitment to quality, customer satisfaction, and continual improvement.
- To document how the company addresses market trends and adapts to evolving consumer requirements in the knitwear sector.
- By addressing these objectives, this project aims to provide a thorough overview of Sri Vinayaga Knitting's operations and strategic positioning in the competitive Tirupur textile hub.

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PROFILE OF THE COMPANY

SRI VINAYAGA KNITTING

HISTORY OF THE COMPANY

Sri Vinayaga Knitting operates as a proprietorship under the leadership of Mr. Kuppusamy Sivasakthi . The company specializes in the production of single jersey fabrics, cotton fabrics (including OE Lycra and Melange), and printed T-shirts.

Sri Vinayaga Knitting, Tirupur, was established in 2017 and quickly became recognized for manufacturing high-quality knitted fabrics and garments, including Grey OE Lycra Fabric and printed cotton T-shirts for men.

The company is based in Tirupur, which is one of India's most central textile hubs known for knitwear exports and advanced fabric processing. With over two decades of combined expertise among its leadership, Sri Vinayaga Knitting leverages strong relationships with local textile mills and suppliers across Tamil Nadu.

The company's founder, Mr. Kuppusamy Sivasakthi, has extensive experience in yarn and fabric supply, giving the business a foundation in both manufacturing and sourcing.

Over time, Sri Vinayaga Knitting diversified its product lines to offer various types of yarns (cotton, polyester, viscose, and blends), catering to B2B buyers, exporters, and fabric wholesalers in domestic and international markets.

The business model emphasizes consistent quality, competitive pricing, and on-time delivery with rigorous quality checks at each manufacturing stage.

Sri Vinayaga Knitting also specializes in custom textile solutions and maintains a mission centered on ethical standards, reliability, and environmental responsibility.

Overall, the company's growth is notable for its technological advancements, network expansion, and commitment to industry best practices, positioning Sri Vinayaga Knitting among the most trusted names for textile and knitwear distribution in Tirupur.

TIMELINE OF THE COMPANY

Here is a concise timeline of Sri Vinayaga Knitting, Tirupur, from its founding to the present:

- **Timeline of Sri Vinayaga Knitting Early 2000s:** Sri Vinayaga Knitting was founded by Mr. Kuppusamy Sivasakthi in Tirupur, the textile hub of India, based on his prior experience and network in the yarn and fabric industry.
- **2000s–2010s:** The company focused on building relationships across Tamil Nadu, supplying cotton, polyester, and viscose yarns to various local textile mills.
- **2010s:** Expanded its product range to offer specialized yarns—ring spun, open end, and melange yarns—and began serving more B2B clients in the Tirupur textile cluster.
- **2017:** Officially recognized for excellence in yarn supply, the company reinforced its commitment to quality, reliability, and custom solutions for textile businesses.
- **2017–2022:** Strengthened infrastructure, improved supply chain management, and adopted advanced technology for consistent yarn quality and timely delivery. Enhanced market reach to serve international clients and exporters.
- **2023–2025:** Emerged as a leading supplier with an extensive clientele both in India and worldwide. Focused on sustainability, competitive pricing, and client-driven product customization.

Maintains its position as a trusted partner for premium yarn and fabric requirements in the textile industry. Throughout its journey, Sri Vinayaga Knitting has prioritized business integrity, ethical standards, and customer satisfaction, contributing to its steady growth and prominence in the textile sector.

BASIC FACTS ABOUT THE COMPANY

- Nature of Business: Manufacturer
- Additional Business: None
- Total Number of Employees: Up to 10
- Annual Turnover: ₹1.5 - ₹5 crore
- GST Registered since September 28, 2017
- Legal Status: Proprietorship

Their infrastructure includes a dedicated manufacturing unit, warehouse, and quality control systems to ensure fabric consistency and timely delivery. Products mainly serve garment mills, textile exporters, and B2B clients both domestically and internationally.

VISION AND MISSION OF THE COMPANY

A vision statement takes into account the current status of the organization and serves to point the direction of where the organization wishes to go. As a means of setting a central goal that the organization will aspire to reach, the vision statement helps to provide a focus for the mission of the corporation, business, or non-profit entity.

A mission statement is a formal short written statement of the purpose of a company or organization. The mission statement should guide the actions of the organization, spell out its overall goal, provide a sense of direction, and guide decision-making. It provides the framework or context within which the company's strategies are formulated.

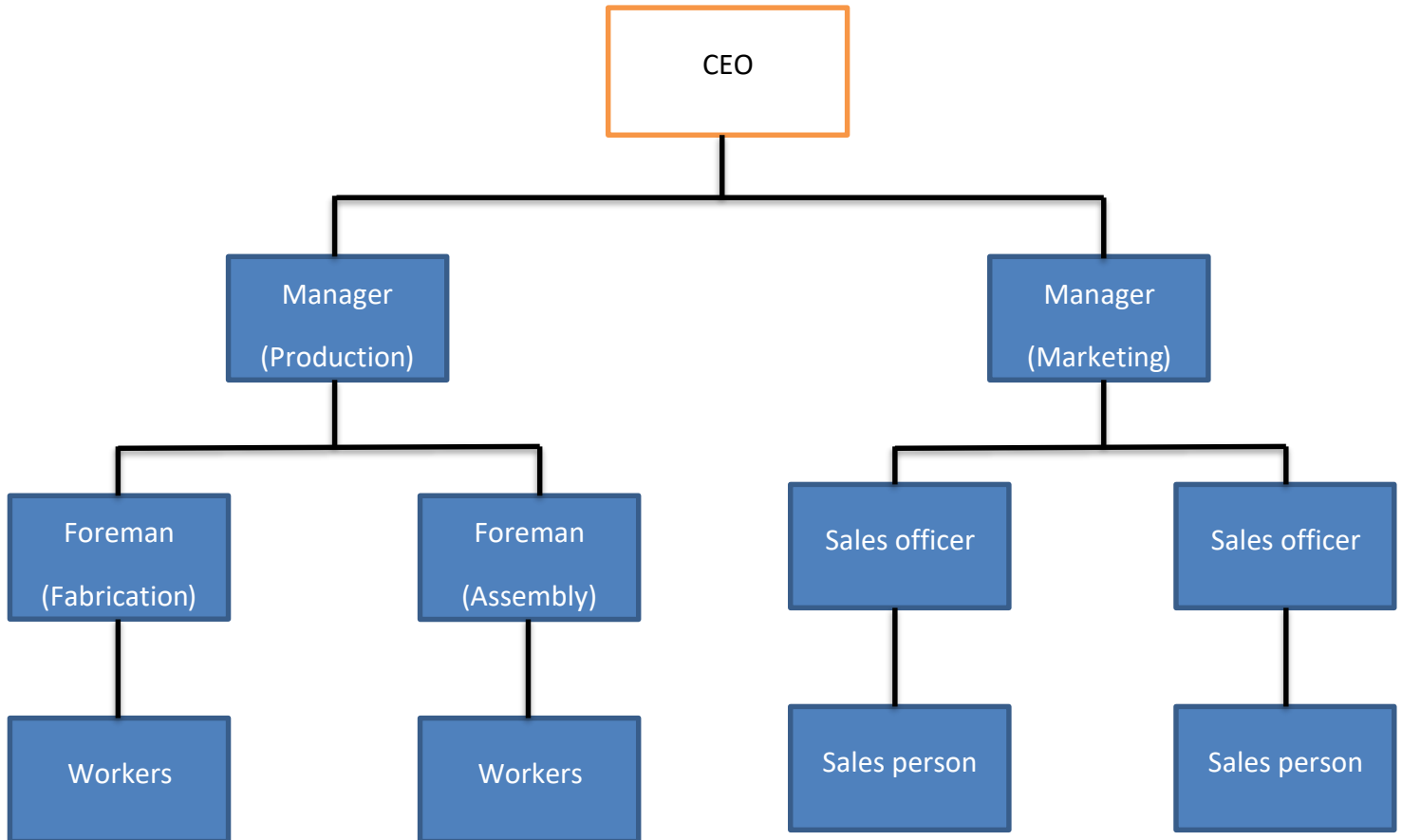
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ORGANIZATIONAL CHART

ORGANIZATIONAL CHART

The definition of an organization chart or “org chart” is a diagram that displays a reporting or relationship hierarchy. The most frequent application of an org chart is to show the structure of a business, government, or other organization.

Org charts have a variety of uses, and can be structured in many different ways. They might be used as a management tool, for planning purposes, or as a personnel directory, for example. Perhaps your organization doesn't operate in a “command and control” style, but instead on teams.



The type of organization chart make should mirror the management philosophy and organizational structure of company. There are four basic types of organizational charts:

1. Functional Top-Down
2. Divisional Structure
3. Matrix Organizational Chart
4. Flat Organization Chart

While specific details are not published, typical small-scale knitting units in Tirupur have the following organizational structure based on available references:

- Proprietor/CEO: Mr. Kuppusamy Sivasakthi
- Management and Administrative Staff
- Designers (for garment and fabric patterns)
- Tailors and Textile Technicians
- Quality Controllers
- Skilled/Semi-skilled Labour (for machinery operation and packaging)

This hierarchy is designed for efficient decision-making and quality assurance, suitable for a company with less than ten core employees.

The organizational structure of Sri Vinayaga knitting is designed to ensure efficient production, quality control, and customer service through a clear hierarchy of roles and responsibilities.

At the top of the chart is the Proprietor or Managing Director, who provides strategic leadership and overall management of the company.

Reporting to this role are department heads such as the Operations or Production Manager, who oversees the entire manufacturing process including knitting, dyeing, finishing, and packaging.

Supporting them are Production Supervisors who manage day-to-day activities on the shop floor and ensure that production targets and quality standards are met.

The Quality Control team plays a vital role in inspecting raw materials and finished products, maintaining consistency and compliance with client specifications.

The Procurement and Supply Chain department is responsible for sourcing yarn and materials, managing vendor relationships, and controlling inventory to ensure smooth production flows.

Meanwhile, the Sales and Marketing team handles client communications, order processing, and business development efforts to sustain strong B2B relationships.

Additionally, a Design and Development team (where applicable) works on fabric innovation and customization to meet evolving market demands.

Support functions such as Human Resources, Finance, IT, and Maintenance provide essential services that enable the core manufacturing activities to operate without disruption. Shift supervisors and floor-level leaders coordinate workforce productivity and machine performance during their respective shifts.

This organization structure promotes seamless coordination among departments, clear accountability, and a focus on quality and timely delivery, which are critical for maintaining Sri Vinayaga knitting competitive advantage in the textile industry.

The chart is flexible to scale according to company size, with roles potentially consolidated in smaller setups or more specialized in larger enterprises.

Overall, this hierarchical yet collaborative structure aligns management and operations with the company's mission of delivering reliable, high-quality textile products to its clients.

EXPLANATION OF ORGANIZATION CHART:

PROPRIETOR/MANAGING DIRECTOR

The top leadership, often the founder or key partners, responsible for strategic decisions, overall management, and steering company vision and mission.

OPERATIONS MANAGER/DIRECTOR

Oversees day-to-day manufacturing activities, including knitting, fabric production, quality control, and supply chain management.

PRODUCTION SUPERVISORS

Manage specific sections of production such as knitting, dyeing, finishing, and packaging to ensure smooth workflow and adherence to quality standards.

QUALITY CONTROL TEAM

Responsible for inspecting raw materials, in-process fabrics, and finished products to maintain consistency and compliance with specifications.

PROCUREMENT AND SUPPLY CHAIN DEPARTMENT

Handles sourcing of raw materials (yarn and fabric), vendor relationships, inventory management, and logistics coordination for timely delivery.

SALES AND MARKETING TEAM

Handles client relationships, business development, order processing, and after-sales service to maintain strong B2B partnerships.

DESIGN AND DEVELOPMENT TEAM (IF APPLICABLE)

Focuses on fabric and garment design innovations and customization per client requirements.

SUPPORT STAFF

Includes finance, human resources, administration, and technical maintenance teams that support the primary manufacturing and business functions.

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WORKING PROCESS

WORKING PROCESS OF THE COMPANY

The working process of knitting industries involves various detailed stages that ensure the production of high-quality knitted fabrics and garments. The first step is the design phase, where the product designs and specifications are finalized in alignment with consumer demands. Following this, the yarn selection and treatment stage involves choosing suitable yarn types, often blending different fibers, and applying treatments for desired texture and strength.

The knitting process itself is central, which uses machines such as circular or flat-bed knitting machines to interloop yarns into continuous fabric. This fabric is then subjected to dyeing and chemical treatments to give it color and enhance properties like durability or softness. After that, the fabric moves to shaping and assembly, where individual fabric panels are cut, blocked to stabilize dimensions, and sewn together with precision stitching machines.

Additional steps include adding trims and embellishments like buttons or zippers followed by a rigorous quality inspection phase to check for flaws and ensure compliance with design and functional standards.

Finally, the garments undergo finishing touches, such as ironing and packaging, before being dispatched to customers.

Other important working process points include continuous monitoring to reduce waste and machine downtime, application of pre-shrinkage treatments to control fabric sizing, and marker planning for efficient fabric cutting.

Advanced knitting methods like fullyfashioned knitting reduce cut losses by producing garment parts shaped during knitting, reducing need for cutting and wastage.

These comprehensive processes, supported by skilled operators and quality teams, ensure knitting industries produce versatile, comfortable, and durable knitted products that meet market expectations while optimizing resource use and productivity.

STAGES OF WORING PROCESS

FIBER SELECTION AND PROCESSING

The process begins with selecting high-quality natural and synthetic fibers such as cotton, polyester, or blends. These raw fibers are cleaned and prepared to remove impurities, ensuring a strong foundation for yarn production.

YARN MANUFACTURING (SPINNING)

Cleaned fibers undergo spinning where they are twisted into yarns. Techniques like ring spinning and open-end spinning are used to produce yarns with desired strength, texture, and uniformity.

FABRIC MANUFACTURING (KNITTING)

The yarn is then converted into knitted fabrics by looping the yarn through knitting machines. This stage creates stretchable and soft fabrics suited for various apparel types.

DYEING AND PRINTING

Knitted fabrics are dyed using various dyeing methods or digitally printed to apply colors and patterns as per design specifications. This step enhances fabric aesthetics and market appeal.

FINISHING TREATMENTS

Fabrics undergo finishing processes like softening, wrinkle resistance, waterproofing, or other chemical treatments to improve durability, comfort, and performance.

QUALITY CONTROL

Throughout all production stages, rigorous quality inspections are conducted to detect defects and ensure compliance with industry and client standards.

CUTTING, STITCHING, AND PACKAGING

Finished fabrics are cut and sewn into garments if required. The final products are then inspected, ironed, folded, and packed securely for distribution to customers.

CHAPTER V

CONCLUSION

Sri Vinayaga Knitting is an emerging leader in the Tirupur textile sector, combining state-of-the-art machinery, stringent quality control, and a skilled workforce to deliver highquality knitted fabrics and garments. Its strategic location, efficient business structure, and commitment to customer satisfaction have positioned it as a trusted supplier for B2B clients across India and abroad. The company's focus on continuous improvement in infrastructure and manufacturing processes ensures it remains competitive in the dynamic textile marketplace.