



Footwear Chronicle



a member of
SATRA
TECHNOLOGY
CENTRE

A Quarterly Journal by Central Footwear Training Institute, Chennai

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Issue 2

Tamil / English / Hindi

DFMD

PGDFT

PDFT

FDPF

FDPF

FMT

LGM

CFDP

**IF YOU TRAIN HARD
WINNING IS EASY**

**IF YOU TRAIN EASY
WINNING IS HARD**



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walking from
failure to
failure with no
loss of
enthusiasm**



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Offering a range of imported and indigenous machines used in the production of leather footwear, leather goods and sports shoes for cutting, sewing, stitching, shaping, and other manufacturing processes.



Accessories:

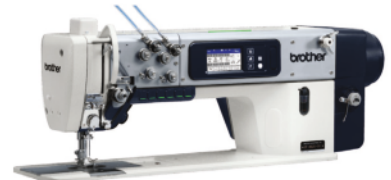
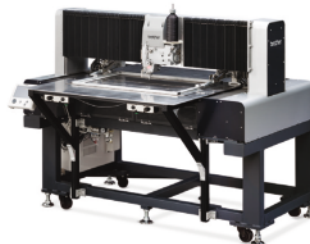
Providing accessories that are essential for the production process such as tools, molds, and other components necessary for the manufacture of shoes and leather goods.



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All our products are tested on our state-of-art facility in Italy and India, that guarantee maximum reliability, durability, and work quality.

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Manufacturers of indigenous machinery



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Sidco Industrial Estate, Ambattur,
Chennai: 600 098



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SUCCESS IS

NOT AN ACTIVITY

BUT A PROCESS

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Index



01	Director's Desk	6
02	Significant Achievements	7
03	About the Institute	9
04	Important Events	11
05	Specialized Training Programmes	22
06	Skill Training Programmes	27
07	Technical Articles	32
08	Concept Note For Student's Design	40
09	Seminar Series	43
10	Beneficiaries of CFTI	46
11	Tariff for Common Facility Services	50
12	CAD CAM Services	52



From the Director's Desk

Hello Readers,

I wish to share that during this first quarter (April - June) of 2024-25, 3716 candidates have been trained in various long term, medium term, short term, skill development, sponsored and Specialization training programmes.

Common facility services are provided at nominal charges to footwear MSMEs. 712 numbers of job work and consultancy services have been done during this quarter. Interested footwear MSMEs are requested to make use of these facilities, further details are at page No.50-53.



Mr. Arin Singh Narang of 32nd batch of Diploma in Footwear Manufacture and Design (DFMD) course won the silver medal in Shoe Making category, in the India Skills Competition 2024 at New Delhi

As part of the "Seminar Series", during this quarter of 2024-25 was conducted, CFTI's SEMINAR SERIES Chapter 20 on "First Neurorthotic Flip Flop in the World" was conducted by Mr. S.K. Ram, India Director, Equilibras.

This issue of the chronicle consists of articles on

1. The Parts of Footwear Shoes and their manufacturing, by Mohammed Aftab 23rd DFMD Students
2. Fruits to Fashions: Story behind Pineapple Skin (in Tamil) by Shri. S. Wellington Raja, Technical Faculty
3. Unveiling the Craft of Bag-tanned Leather: A Journey through Tradition and Skill, by Mrs. N.S. Shai Lakshmi, Faculty
4. Organisational Behaviour, by Mrs. Chandralekha Ganesh, Management Faculty

With all support from Footwear Industry fraternity, the Institute keeps progressing.

Your valuable suggestions are always welcome for the qualitative improvement of the Footwear Chronicle.

K.MURALI
Director



CFTI, CHENNAI SIGNIFICANT ACHIEVEMENTS APRIL -JUNE 2024



TECHNOLOGY :

During the reporting month 712 MSMEs got benefitted through common facility services the beneficiaries include

- AB Leather ware Manufacturing Company
- Azendo Fashions LLP
- Caldes Fashions
- Florence Shoe Company
- Fluidics Engineers Pvt Ltd
- Nova Enterprises
- P J Leather Ware
- Pandura Fashion
- Serene Shoe Company
- Sharp Industries
- Venu Engineering Services Pvt Ltd.,
- Amazon - Bangalore
- Bhagwan Dass & Sons Fastners Pvt Ltd
- Crimson Interactive - Mumbai
- Deutsche Bank - Pune
- Eben Telecom - Ernakulam
- Hema Engineering Ltd - Hosur
- HIACC Engineering & Services Pvt. Ltd.,
- NSK Bearing India Pvt Ltd - Chennai
- RLI Energiz Private Limited
- Saraswathi Electricals And Solar Power Systems
- Techne Online Systems (P) Ltd.,
- Transport Corporation Of India Foundation - Gurugram
- VET Institute of Arts And Science College
- Ayaz Leather Products
- Fluidics Engineers Pvt Ltd
- India Shoes Pvt. Ltd
- Lavithram Healthcare System
- M.V. Diabetes Foot Care
- Naagu International
- Newlab F Apparels
- Padmash Leather Exports (P) Ltd,
- Pambha Shoe Accessories
- Rajkamal, Shams Shoes Pvt. Ltd
- Shaniyo Exports
- Sri Balamurugan Engineering Enterprises
- Aircon Solutions Private Limited
- Blue Avis Aviation (India) Private Limited
- Creaa Housing Private Limited
- Get-Cabs Private Limited
- Giant Bazaar (India) Private Limited
- Ikos Gaia Infra Private Limited
- JNV Freight And Logistics Private Limited
- Jodi Life Care Products Private Limited
- S V P Holidays Private Limited,
- Seal Online Solutions Private Limited
- Stellent Marketing Private Limited
- Tracho Exporters India Private Limited
- Vans Hospitality Private Limited
- Bhartiya International Ltd(Bangalore)
- Foot Comfort, PA Footwear Private Limited
- Shaniyo Exports, Sharp Industries
- Throne Venture LLP
- Best Engineers Pumps Private Limited
- Hindustan College Of Arts & Science
- Innovative Sourcing & Inspection Consultants LLP
- L B C India
- Mahesh Arts Ground Floor
- Nichias Industrial Products Pvt. Ltd.
- SMT Electricals and Electronics
- Synergy Global Sourcing
- V Smart Power Solutions
- VDNA Laboratories
- In Die-less Cutting Clicking, Closing, Lasting, Safety Shoes, Board Surfacing, Sidewall Stitching, Stroble Stitching, Laser, CAD, Foot bed, Training and PU Soles manufacturing.





SKILL DEVELOPMENT :

- CFTI, Chennai has conducted 22 Skill Training Programmes including for SC/ST candidates in NSQF approved job role Pre Assembly Operator, Stitching Operator Footwear and Stitcher Goods and Garments under TNSDC and PMKVY 4.0 sponsored with 805 participants.
- The Institute has conducted the following 82 online/offline specialization training programmes namely Chemical Products Making, Advertisement Film Making, Chemical Products Making, Export Startup, Gold Appraisal, Internship Trainings, Lean Six Sigma Black Belt, Lean Six Sigma Green Belt and Solar Power Installation, AI with Chat GPT, Bakery & Allied Products, Black Belt, Contract Labour Management, Digital Marketing, Electric Vehicle Installation, Export Business Procedure and Documentation, Food Masala Powders Making, Gold Appraisal, Gold Appraisal Techniques, GST Practitioner Training, How To Find Export Opportunities, Industrial Design Visualization and conceptualization, Income Tax Practitioner, ISO OHSMS 45001, Lean Six Sigma Black Belt, Lean Six Sigma Green Belt, Lean Six Sigma Yellow Belt, Millet Instant Food Dry Flour Making, Project Management Programme, Prevention of Sexual Harassment (PoSH), Simple Chemical Training, Solar Power Installation, Start Your Own, Business, Total Reward Specialist and Workplace Safety, AWS SAA C03, Blockchain Application Developer, Blockchain Functionality, Business Analytics Professional, Digital Marketing, Digital Marketing Expert, Ethical Hacking, Full Stack Developer, Gold Appraisal, Gold Appraisal Technique, ISO 9001:2015 QMS LA, Lean Champion, Lean Six Sigma Black Belt, Lean Six Sigma Green Belt, Lean Six Sigma Yellow Belt, PMP, Python Developer, Real Estate Consultant, Solar Power Installation, Statistics for Data Scientist, Talent Engagement Specialist, Tally Prime with GST and UI/UX Developer for 3046 participants.



Skilling / Awareness Programme:

Other Activities :

- Shri. Murali K, Director, CFTI, Chennai was awarded “Excellence in Diabetic Foot 2024” by Dr. Vijay Viswanathan from M V Hospital & Viswanathan Diabetes Research Centre, Royapuram, Chennai accompanied by Dr. S.N Narasinghan, Dr. David Armstrong & Shri. Gopinath Menon, Chief Justice of Kerala.
- 1st & 2nd year students of BPO (Bachelor in Prosthetics and Orthotics) from NIEPMD (National Institute for Empowerment of Persons with Multiple Disabilities) visited CFTI, Chennai and were demonstrated on new facilities at various departments in the Institute.
- The 2nd year students of B.Tech Biotechnology of Sri Venkateswara College of Engineering (SVCE) visited the Institute as part of their Industrial visit. 52 students along with 2 faculty members were demonstrated on new facilities at various departments in the Institute.
- CFTI Chennai Conducted ToT (Training of Trainers) a refreshment Programme to revive and restart the minds of Trainers who conducts footwear training courses throughout the year for the Institute.
- Three students of our Institute participated in the India Skills 2024 competition held in New Delhi during 15th – 19th May 2024. Out of these Mr. Arin Singh Narang of 32nd batch of Diploma in Footwear Manufacture and Design (DFMD) course won the silver medal in Shoe Making category.
- International Day of Yoga on 21st June 2024 was celebrated by this Institute. The Yoga Experts from M/s. Heart fullness Institute, Manapakkam, Chennai was invited. There was an Interesting and Interactive lecture on Yoga and its practices. The theme of this year Yoga 2024 is “Yoga for Self and Society”. The Officers, Staffs and Students of around 60 members devoted their time for well-being and benefitted by learning Aasanas and its practices, breathing exercise followed by Meditation.





ABOUT THE INSTITUTE



Central Footwear Training Institute (CFTI)

- Chennai is a Govt. of India Society functioning under the aegis of Ministry of MSME (Micro Small and Medium Enterprises), as MSME - Technology Development Centre, a pioneer Institution rendering services in human resource development for footwear and allied industry through imparting various training programmes on Footwear Designing & Manufacturing Technology.
- This Institute came into existence in July 1957 in the name of Central Footwear Training Centre with the assistance of Ford Foundation engaged in providing trained manpower to the shoe industry. The departmentally run Central Footwear Training Centre was converted in to an autonomous Institution (A Government of India Society under Ministry of SSI) w.e.f. 1.1.96 for better functional autonomy. The Institute has been modernized by "National Leather Development Programme" (NLDP) Project during 1993 under the United Nations Development Program (UNIDO) and is fully equipped with state-of-the art machinery to impart training in the modern methods of Footwear manufacturing. The affairs of the Society are governed under the Chairmanship of Additional Secretary & Development Commissioner, (MSME), Ministry of Micro, Small & Medium Enterprises, and Govt. of India with an objective of quicker implementation of managerial decisions followed by Governing Council members from Govt. of India, State Government of Tamil Nadu and from the Industry.
- CFTI situated in the Prime location of Guindy at Chennai having the state of Art Infrastructure for machinery and facilities to train in the area of footwear science and engineering. The facilities includes modern classrooms, workshop with world class Footwear Machines, 3 D Shoe CAD/CAM lab for Shoe Design & Development, Common facility services and all other students amenities like library, Sports centre, conference hall and Student's hostel.
- CFTI conducts various Long term, Short term and Part time techno managerial courses in Footwear, Leather Goods and allied subjects. This Institute also conducts various NSQF approved short term courses, Customised courses and part time evening courses based on the jobrole demand of the Industry for freshers, Semi-skilled people as well as entrepreneurs.





Special Mentions

- To bring in standardization in all the areas of this Institute.
- CFTI, Chennai is a Technical Institute with Quality and Modernization as its calling card.
- CFTI, Chennai has carved a niche for itself for training and making 'Industry Ready' footwear professionals over the last many decades.
- In its quest to always remain ahead of the curve and to equip its students with the latest developments in Technology, Management Practices, Market knowledge, Quality and Standardization CFTI, Chennai has raised its benchmarks to meet the global market demands and global performance benchmarks.
- The students who graduate out of CFTI, Chennai are equipped with the most advanced knowledge as well as hands on exposure to the latest Technological developments which sharpens their skills and enables them to help the Industry march forward as they pursue their careers in the Industry.
- CFTI, Chennai is adequately equipped and has established itself as a globally competitive "Centre of Excellence" in the area of Leather and Leather Products which offers knowledgeable and well trained personnel providing the skills and leadership covering the entire gamut of the Leather and Leather Product Value Chain This is an asset to the Indian Leather and Leather Product industry.

The Objective's of CFTI's are

- (i) To train personnel in footwear technology as per the requirements of the trade and industry.
- (ii) To provide training facility to trainees in the Footwear and allied Industry with a view to upgrade their skills.
- (iii) To train footwear designers.
- (iv) To introduce modern technology in footwear design/Industry.
- (v) To develop products and design with a view to secure advantage in export production.
- (vi) To foster appropriate linkages between Central Footwear Training Institute and Industry for utilization of existing capacity and their up-gradation and to undertake consultancy services for development of Footwear Industry.

In common terms, CFTI renders it's services on Training skilled workforce in both Long term as well as Short term courses and are much popular in the industry for imparting technical skill in the workshop areas of footwear manufacturing and processing. The prime importance of CFTI is well known for its hands on experience on the machines and art of skilling. The volume of the trainees trained by CFTI is high and we can see at least one CFTI Alumni in any of the Leather Footwear Industry. CFTI is covering Low level and middle level management in the pyramid of Indian Footwear Sector.

Vision

- To become a leading hub of Footwear, Leather Goods, Retail & Manufacturing of lifestyle products
- To establish an infra-structured network which promotes design, development, production & support service system for the Indian Footwear Industry
- To emerge as a centre of excellence Institute in Training & consultancy internationally.

Mission

- To provide world class education to its students
- Foster research & development for the growth of new designs
- Evolve innovation application for making India a global layer in every domain of lifestyle products





IMPORTANT EVENTS



Dr. Jaffer Ali, CEO of Redefine HR, led a session to revitalize trainers conducting footwear training courses at the CFTI Chennai.
Dr. K Jafer Ali CEO conducts motivation and refreshment course as a part of ToT to the trainers of CFTI, Chennai FY 2024-25



NIEPMD (National Institute for Empowerment of Persons with Multiple Disabilities) visited CFTI, Chennai and get demonstrations on new facilities at various departments in the Institute.



KORA SHOES HR Smt. Ponni and Mr. Gunasekar visited one of our Training Centres to provide placement opportunities for trained candidates, fulfilling their skilled manpower requirements. Candidate document verification was completed



IMPORTANT EVENTS



International Yoga Day celebration on June 21, 2024, at the Central Footwear Training Institute, MSME-TDC, Chennai. Let's come together to celebrate and embrace the practice of yoga.



CITD, Hyderabad on International Yoga day was celebrated by Shri.Murali K Principal Director, CITD, Hyderabad along with all of his Officers, Staffs, Faculties and students of the Institute in the grand manner with the help of Yoga Master.



A Popular Seminar Series conducted by Central Footwear Training Institute (CFTI, Chennai) conducts a seminar on patented scientific footwear product "Equibras" for equalized pressure distribution by Shri.Ram from Equibras.



Visit of Dr.Rajneesh, AS&DC(MSME) cum Chairman CITD, Hyderabad visited Central Institute of Tool Design at Hyderabad welcomed by Shri. Murali K Principal Director CITD and his Co Officers and staffs and showcase the facilities of the pioneer Institute.



IMPORTANT EVENTS



Shri. Murali K Director of CFTI, Chennai visited the proposed and approved Extension centre of CFTI, Chennai at the Building offered by ASAP, Community Skill Park at Thavanur, Malappuram District, Kerala.
Stakeholder meeting at FDDC conducted by Shri.Murali K, Director CFTI, Chennai associated by VKC Group along with members of FOOMA & CIFI Associations (Footwear manufacturers) for establishing CFTI's Extension centre at Thavanur, Malappuram District, Kerala



Shri.Murali K, Director CFTI Chennai conducted by Karam Safety Pvt Ltd & Sarvam Safety Pvt Ltd along with Shri.Sanjeev Khara and other officials from KARAM & SARVAM



CFTI, Chennai conducts NGO meeting for the year 2024-25 to enhance the work culture and ways of mobilization with various NGO's across the state of Tamilnadu to utilize the maximum services offered by them to meet the demands of Footwear Industry.



IMPORTANT EVENTS



CFTI Chennai Coordinators met the Principal and Vice Principal of Salem Christian College to impart Skill Training in the Leather Sector to their students.



Certificate Distribution by Shri. Murali, Director CFTI Chennai, Shri. Magesh, Managing Partner, Lloyd's Shoes along with Shri. avichandran, MD, RVR Impex, issued a certificate to candidate who undergone ESDP course conducted by the Institute at Lloyd's Shoes, Gudiyattham.



Inauguration of Machine monitoring system by Shri. Murali K, Principal Director, CITD Hyderabad to diagnose & maintain the health of the machine with the help of technical officers & staffs at CITD workshop, Hyderabad.



Training on "Internet of things" conducted by CITD Extn Centre at Chennai for Sub Inspectors & Inspectors of Tamilnadu police. Valedictory function presided by Shri K.Murali, Principal Director, with other officers of CITD and issued the certificates to the successful participants.



Visit of Dr. Rajneesh AS&DC (MSME), Ministry of MSME during his visit to Hyderabad at CITD, Hyderabad, NIMSME-Hyderabad, T-Hub & T-Works Hi-Tech city in Hyderabad along with Ministrial officials and staffs concern with Organisation.



IMPORTANT EVENTS



MSME DAY 2024

MSME-TDC

CENTRAL FOOTWEAR TRAINING INSTITUTE, CHENNAI

MSME DAY 2024

This Institute celebrated **MSME Day on 27th June 2024**. A guest was Invited from a Leather Industries as speaker to promote MSMEs. The Young Women Entrepreneur Ms.Tina was Invited from Leather Industry to deliver a speech on MSME Schemes, its Challenges and Opportunities to the young Trainees who are under going various Courses in this Institute.

The theme of this year **MSME Day 2024** is **“Building a Stronger Future Together”**. The Young Women Entrepreneur shared new Innovations and Technologies of the Footwear Manufacturing Units, building of successful brand in the competitive market was discussed amongst the Trainees who are the future Entrepreneurs.



Felicitation of Guest



Felicitation of Guest



Women Entrepreneur Ms.Tina from Leather Industries



Narrating about MSMEs to the Young Trainees of CFTI, Chennai



Visiting CFTI campus, at AFCAMMI Display Center



Vote of thanks



MSME Day 27th June 2024



IMPORTANT EVENTS



Filled in Application forms of CFTI Chennai being circulated and submitted at Collectorate Office, Kallakurichi.



HDFC Mutual Fund Investor Education and Awareness Programme



IMPORTANT EVENTS



FUTURETECH Workshop on “Exploring Industry Technologies for the Next Decade-TECHADE”

The MSME Technology Centre, Visakhapatnam, organized a one-day workshop titled "Exploring Industry Technologies for Next Decade TECHADE" on 28 June 2024. The workshop aimed to equip engineering students and faculty with essential skills in Industry 4.0 and beyond, focusing on digital technologies, industry automation, advanced robotics, drone technology, IoT, and Industrial IoT.



Dr. L. Sumalatha, Registrar of JNTUK, served as the Chief Guest



Welcome Speech and introduction by Mr. K. Murali, Principal Director, Central Institute of Tool Design, Hyderabad, and Mentor PD of MSME TC Visakhapatnam



The workshop attracted 182 participants including Principals, HoD's, faculty, and representatives from 48 esteemed Institutions (GITAM University, Aditya University, GVPR, ANITS, Sir CR Reddy, GMRI, AITAM, Aditya, Pragathi, Vishnu, Avanthi, NSRIT, MVGR, LB Reddy, SRK group, RK, Vignan, Andhra Loyola, from Tamil Nadu One, Odisha one etc), Additionally, industry professionals such as CEOs, Managing Directors, DGM's, Managers, and Engineers also attended from Hyderabad, Bangalore also.



IMPORTANT EVENTS



- Tech Session:1 Advanced Robotics Evaluation by Praveen Ganapathy from USA by Skype.
- Tech Session:2 Drone Technology and its Applications by Mr Satish, Visakhapatnam.
- Tech Session:3 Edge AI Applications & Adapting platforms by Harald Kreidl &Tashi Medhi, NXP Germany.

The one-day workshop "Exploring Industry Technologies for Next Decade TECHADE" at MSME Technology Centre, Visakhapatnam, in collaboration with PHYTECH INDIA, was a resounding success. It provided a platform for engineering students to explore and acquire skills in Industry 4.0 technologies, thereby enhancing their employability and readiness for future challenges. The event also highlighted the importance of industry-academia collaboration in driving technological advancements and innovation.





Congratulations



INDIA SKILLS COMPETITION 2024



Congratulations to Arin Singh for winning the Silver Medal in Shoe Making at India Skills 2024





CREATIVE DESIGN BY 23RD PGDFT STUDENT HARISH PORTFOLIO 2024



Harish

SHOE MAKER
HAND PAINTER
DESIGN ENTHUSIAST



Vintage



Design 01

CLIENT:
Men
2024

PROJECT:
CFTI | Vintage Theme | Men | Hand
Painted | Tan | Leather Upper | Leather
Sole | Semi Hand Crafted



Design 02



CLIENT:
Men
2024

PROJECT:
Vintage Themed Shoe | Men | Hand Painted | Red | Leather Upper | Leather
Sole | Semi Hand Crafted



Design 03

CLIENT:
Men
2024

PROJECT:
CFTI | Vintage Theme Shoe | Men | Hand
Painted | Leather Upper | Burnt Yellow |
Leather Sole | Semi Hand Crafted



Design 04



CLIENT:
Men
2024

PROJECT:
CFTI | Vintage Theme | Men | Hand
Painted | Roasted O | Leather Upper |
Leather Sole | Semi Hand Crafted

LET'S WORK
Together

✉ harishroman3012@gmail.com



PLACEMENT



Campus Placement



M.Sathishkumar, 23rd PGDFT



B.Aravind, 23rd PGDFT



D.Divakar, 23rd PGDFT



R.Nareshkumar, 23rd PGDFT

Our students were selected by SRL International Pvt Ltd for placement in their group companies. A campus interview was conducted by M/s. SRL International Pvt Ltd for the students of the PGDFT Batches Coordinated by Mrs. Chandralekha, Mrs. Kanchana, and Mrs. Vidhya Placement cell of the institute.





SPECIALIZED TRAINING PROGRAMMES ONLINE/OFFLINE (SELF FINANCING) :



CFTI-Chennai, Conducts training on "Advertisement Film Making" on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion.



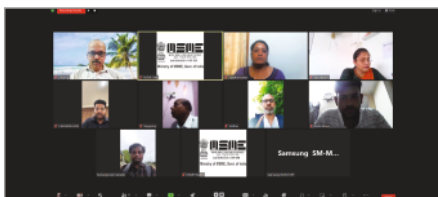
CFTI-Chennai, Conducts training on "Beautician & Professional Makeup" on demand based self financing mode in order to enhance skills and Entrepreneurs .This Institute issues certification after successful completion



CFTI-Chennai, Conducts training on "Bio Sanitary Products Making" on demand based self-financing mode in order to enhance skills and Entrepreneurs. This Institute issues certificates after successful completion



CFTI-Chennai, Conducts training on "Block Chain Application Developer" on demand based self-financing mode in order to enhance skills and Entrepreneurs. This Institute issues certificates after successful completion



The Institute has conducted the following 82 online/offline specialization training programmes namely Chemical Products Making, Advertisement Film Making, Chemical Products Making, Export Startup, Gold Appraisal, Internship Trainings, Lean Six Sigma Black Belt, Lean Six Sigma Green Belt and Solar Power Installation, AI with Chat GPT, Bakery & Allied Products, Black Belt, Contract Labour Management, Digital Marketing, Electric Vehicle Installation, Export Business Procedure and Documentation, Food Masala Powders Making, Gold Appraisal, Gold Appraisal Techniques, GST Practitioner Training, How To Find Export Opportunities, Industrial Design Visualization and conceptualization, Income Tax Practitioner, ISO OHSMS 45001, Lean Six Sigma Black Belt, Lean Six Sigma Green Belt, Lean Six Sigma Yellow Belt, Millet Instant Food Dry Flour Making, Project Management Programme, Prevention of Sexual Harassment (PoSH), Simple Chemical Training, Solar Power Installation, Start Your Own, Business, Total Reward Specialist and Workplace Safety, AWS SAA C03, Blockchain Application Developer, Blockchain Functionality, Business Analytics Professional, Digital Marketing, Digital Marketing Expert, Ethical Hacking, Full Stack Developer, Gold Appraisal, Gold Appraisal Technique, ISO 9001:2015 QMS LA, Lean Champion, Lean Six Sigma Black Belt, Lean Six Sigma Green Belt, Lean Six Sigma Yellow Belt, PMP, Python Developer, Real Estate Consultant, Solar Power Installation, Statistics for Data Scientist, Talent Engagement Specialist, Tally Prime with GST and UI/UX Developer for 3046 participants.



SPECIALIZED TRAINING PROGRAMMES



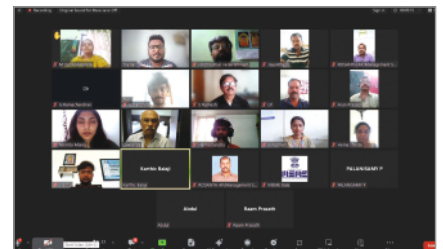
CFTI-Chennai, Conducts training on " Chemical Products Making " on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion.



CFTI-Chennai, Conducts training on " Digital Marketing " on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion



CFTI-Chennai, Conducts training on " Digital Marketing Expert " on demand based self-financing mode in order to enhance skills and Entrepreneurs. This Institute issues certificates after successful completion



CFTI-Chennai, Conducts training on " Electric Vehicle Installation " on demand based self-financing mode in order to enhance skills and Entrepreneurs. This Institute issues certificates after successful completion



CFTI-Chennai, Conducts training on " Electric Vehicle " on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion



CFTI-Chennai, Conducts training on " Export Opportunities " on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion





SPECIALIZED TRAINING PROGRAMMES



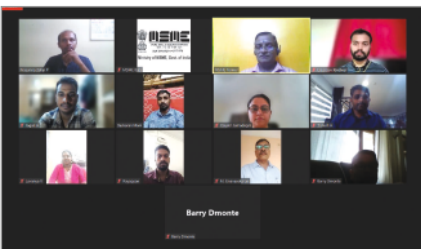
CFTI-Chennai, Conducts training on " Food Masala Powder Making " on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion.



CFTI-Chennai, Conducts training on " Gold Appraisal " on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion



CFTI-Chennai, Conducts training on " GST Practitioner" on demand based self-financing mode in order to enhance skills and Entrepreneurs. This Institute issues certificates after successful completion



CFTI-Chennai, Conducts training on " HR Analytics" on demand based self-financing mode in order to enhance skills and Entrepreneurs. This Institute issues certificates after successful completion



CFTI-Chennai, Conducts training on " Lean Six Sigma Black Belt " on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion.



CFTI-Chennai, Conducts training on " Millet Instant Food Dry Flours Making " on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion

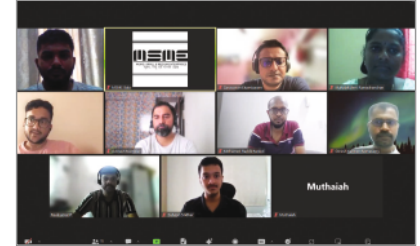




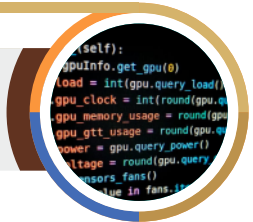
SPECIALIZED TRAINING PROGRAMMES



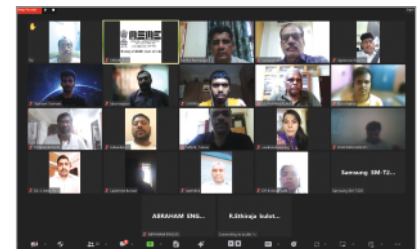
CFTI-Chennai, Conducts training on "PMP" on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion



CFTI-Chennai, Conducts training on " Python Programming " on demand based self-financing mode in order to enhance skills and Entrepreneurs. This Institute issues certificates after successful completion



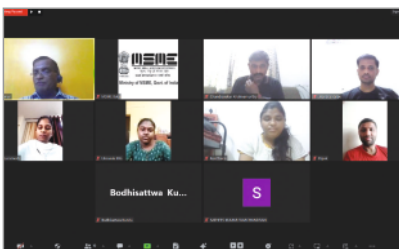
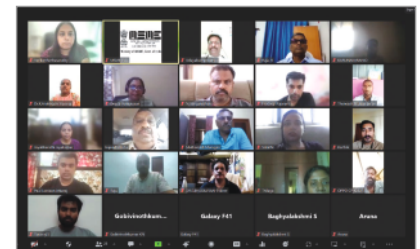
CFTI-Chennai, Conducts training on " Real Estate Consultant " on demand based self-financing mode in order to enhance skills and Entrepreneurs. This Institute issues certificates after successful completion



CFTI-Chennai, Conducts training on " Solar Power Installation " on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion



CFTI-Chennai, Conducts training on " Start Your Own Business " on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion



CFTI-Chennai, Conducts training on " Total Reward Specialist " on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion

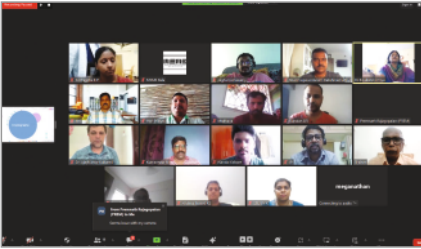




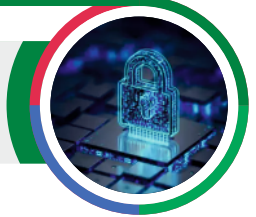
SPECIALIZED TRAINING PROGRAMMES



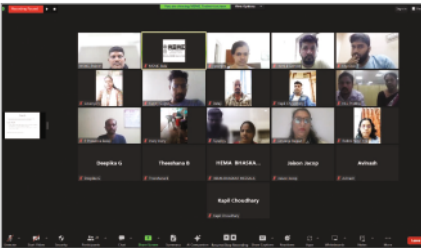
CFTI-Chennai, Conducts training on "AC Repair & Service" on demand based self-financing mode in order to enhance skills and Entrepreneurs. This Institute issues certificates after successful completion.



CFTI-Chennai, Conducts training on "Cyber Security" on demand based self-financing mode in order to enhance skills and Entrepreneurs. This Institute issues certificates after successful completion



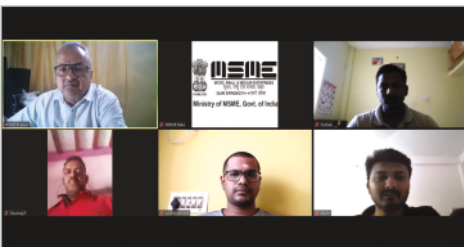
CFTI-Chennai, Conducts training on "Gold Appraisal" on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion.



CFTI-Chennai, Conducts training on "HR Payroll" on demand based self-financing mode in order to enhance skills and Entrepreneurs. This Institute issues certificates after successful completion



CFTI-Chennai, Conducts training on "Solar Power Installation" on demand based self financing mode in order to enhance skills and Entrepreneurs . This Institute issues certification after successful completion.



CFTI-Chennai, Conducts training on "ISO - EMS" on demand based self-financing mode in order to enhance skills and Entrepreneurs. This Institute issues certificates after successful completion





SKILL TRAINING PROGRAMMES



OBJECTIVE OF SHORT-TERM SKILL TRAINING

- Provide comprehensive skill training in NSQF approved job roles for unemployed youth, with a focus on the Footwear and allied Industries, aiming to facilitate their placement.
- Equip participants with foundational skills in leather cutting, stitching, and finishing, ensuring adherence to industry standards to enhance their employability.
- Ensure candidates are job-ready upon completion of training, meeting the National Occupational Standards set by the Leather Sector Skill Council.
- Enhance participants' employability within the leather sector through practical knowledge of industry tools, materials, quality control measures, and soft skills like teamwork and problem-solving.



TNSDC SKILL TRAINING PROGRAMMES:

" CFTI Chennai, as a training partner, is conducting a short-term skill training program titled 'Placement-linked Entry-level Training for Unemployed Youth.' Sponsored by the Tamil Nadu Skill Development Corporation, the program is currently held in Villupuram, Ranipet, and Tirupathur Districts. The training duration spans one and a half months, totaling 300 hours in NSQF approved job roles.

During this quarter, the Skill Training Division at CFTI Chennai completed training for 176 candidates. Mobilization efforts are underway for approximately 200 candidates.

Training centers have been strategically set up in remote villages closer to Footwear and Leather Goods Industries. Pre-surveys conducted with MSMEs and Industries facilitate parallel placement of trained candidates post-successful completion.

Emphasis has been placed on shop floor ethics such as 5S, Safety, and Housekeeping. Training conducted at company premises significantly enhances shop floor awareness and fosters a positive attitude towards employment in the Leather Footwear sector. Shop floor supervisors have commended the training modality by CFTI Chennai, noting increased productivity and reduced rework & wastages. Training by CFTI Chennai is tailored to meet industry needs, resulting in Skill Speed and scale for productivity in Companies.

SKILL TRAINING UNDER THE SHG PROGRAM:

Under the SC/ST fee reimbursement Scheme, Skill Training Programmes have been provided to 609 SC/ST Candidates in NSQF approved job roles, with 130 candidates newly commenced this quarter. Practical and Theoretical training in Stitching operator footwear job role or Stitcher leather Goods & Garments job role are provided during the one-and-a-half-month course duration.

PMKVY 4.0 SCHEME:

CFTI Chennai has completed a batch comprising 58 candidates under the PMKVY 4.0 Scheme for the NSQF-approved course, Stitching Operator Goods and Garments (LSS/Q5501), with 90 candidates mobilized in this quarter. The primary objective of this scheme is to cultivate a skilled workforce and foster an enabling ecosystem for youths to acquire skills and pursue career paths within the footwear and allied industries.

CURRENT TRAINING PROGRAMMES:

We are currently conducting a Skill Training Programme for 130 SC/ST candidates under the SHG Scheme, and 30 candidates under the Skill Training Programme sponsored by TNSDC.





SKILL TRAINING PROGRAMMES



TNSDC TRAINING



TAMILNADU SKILL DEVELOPMENT CORPORATION



CFTI Chennai Trainer Conducting a Skill training Programme of NSQF Approved courses under TNSDC Sponsorship



SKILL TRAINING PROGRAMMES



NSQF TRAINING

NATIONAL SKILL QUALIFICATION FRAMEWORK



CFTI Chennai Trainer Conducting a Skill training Programme of NSQF Approved courses under TNSDC Sponsorship



SKILL TRAINING PROGRAMMES



PMKVY TRAINING

PRADHAN MANTRI KAUSHAL VIKAS YOJANA



CFTI Chennai is hosting a Skill Training Programme featuring NSQF-approved job roles under the PMKVY 4.0 Scheme. Candidates will engage in Stitching Practice and Crafting Footwear Upper Parts



SHG TRAINING

SELF HELP GROUPS





SKILL TRAINING PROGRAMMES



CFTI Chennai's trainers conducting a Skill Training Programme for SC/ST candidates under the SHG Scheme, sponsored by the Development Commissioner (MSME)



Footwear को हिंदी में "फूटवियर" कहा जाता है। यह पैरों को संरक्षित रखने के लिए बनाया जाता है और व्यक्ति की सुविधा के लिए उपयोग किया जाता है। इसमें जूते, चप्पल, सैंडल, बूट्स, आदि शामिल होते हैं।

जूते के भाग और उनका विनिर्माण निम्नलिखित है:

1. सोल: जूते का निचला हिस्सा जिससे आपका पैर जमीन से संपर्क में रहता है। सोल का विनिर्माण विभिन्न प्रकार के रबर या प्लास्टिक से किया जाता है।
2. अपर: जूते का ऊपरी हिस्सा, जो आपके पैर को ढंकता है और सुरक्षित रखता है। अपर का विनिर्माण चमड़े, कपड़े, प्लास्टिक, या अन्य सामग्रियों से किया जा सकता है।
3. लेस: जूते को पैर पर बांधने के लिए इस्तेमाल होता है। ये अक्सर रस्सी, रबर, या कपड़े के बने होते हैं।
4. स्टेन: जूते के दोनों पक्षों के बीच में स्थिरता और सुरक्षा प्रदान करता है। ये अक्सर चमड़े या प्लास्टिक से बने होते हैं।
5. इनसोल: जूते के अंदरी हिस्से में स्थिरता और समर्थन प्रदान करता है। इनसोल का विनिर्माण फॉम, लीथर, या अन्य मजबूत सामग्री से किया जा सकता है।
6. हील: यह जूते के निचले हिस्से के तलवे को ऊंचाई प्रदान करता है और आराम प्रदान करता है।

जूते के विनिर्माण की प्रक्रिया विभिन्न चरणों में संगठित होती है, जैसे कि डिज़ाइनिंग, कटिंग, मोल्डिंग, और संयुक्त करना। प्रत्येक चरण में विशेष कौशल और सामग्री की उपयोगिता होती है ताकि उत्पाद उच्च गुणवत्ता और सुरक्षा के साथ बन सके।

मोहम्मद आफताब (Mohammed Aftab)
(32DFMD)





TECHNICAL ARTICLE



பழங்கள் முதல் ஃபேஷன் வரை: அன்னாசி தோல் பின்னால் உள்ள கதை

(சைவ பொருள் - ஐந்தாவது தொடர்)



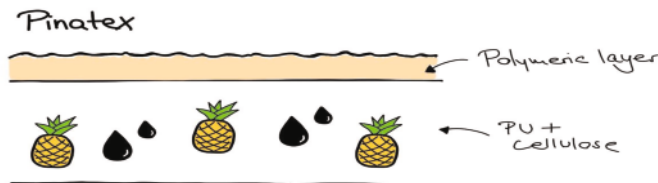
அன்னாசி நார் வரலாறு (Piña)

பினா என்பது அன்னாசி இலைகளில் இருந்து தயாரிக்கப்பட்ட ஒரு பாரம்பரிய பிலிப்பைன் நார் ஆகும். 17 ஆம் நூற்றாண்டிலிருந்து பிலிப்பைன்ஸில் அன்னாசிப்பழம் பரவலாகப் பயிரிடப்பட்டது மற்றும் பினா, கலாடோ மற்றும் சாம்ப்ராடோ எனப்படும் சிக்கலான மலர் எம்பிராய்டரிகளால் அலங்கரிக்கப்பட்ட பளபளப்பான சரிகை போன்ற நிப்பிஸ் துணிகளில் நெய்யப்பட்டது.

அன்னாசிப்பழ தொழில் துறை உலகளவில் ஒவ்வொரு ஆண்டும் 40,000 டன் கழிவு அன்னாசி இலைகளை உற்பத்தி செய்கிறது. அன்னாசி மரங்கள் முதன்மையாக அவற்றின் பழங்களுக்காக வளர்க்கப்படுகின்றன, எனவே தாவரத்தின் மற்ற பகுதிகளைப் பயன்படுத்துவது வணிக அர்த்தத்தை அளிக்கிறது மற்றும் மிகவும் குறைவான கழிவுகளை விளைவிக்கிறது. பினா என்ற பெயர் ஸ்பானிஷ் வார்த்தையிலிருந்து உருவானது, அதாவது அந்த வார்த்தையின் அர்த்தம் "அன்னாசி".

அன்னாசி தோல் எவ்வாறு தயாரிக்கப்படுகிறது?

அன்னாசி தோல் என்பது அன்னாசிப்பழத்தின் இலைகளிலிருந்து எடுக்கப்பட்ட நீண்ட நார்களை ஒன்றாக சேர்த்து தயாரிக்கப்படும் ஒரு நெய்யப்படாத பொருள். அன்னாசி செடியின் கழிவு இலைகளில் இருந்து நார் மூலம் தயாரிக்கப்படுகிறது. இந்த இலைகள் தற்போதுள்ள அன்னாசி அறுவடையில் இருந்து தயாரிக்கப்படும் ஒரு துணை தயாரிப்பு ஆகும். அன்னாசி இலைகள், பிஎல்ஏ (பாலிலாக்டிக் அமிலம்) மற்றும் பெட்ரோலியம் சார்ந்த பிசின் ஆகியவற்றிலிருந்து எடுக்கப்பட்ட செல்லுலோஸ் நார்களிலிருந்து தயாரிக்கப்படும் மாற்று தோல் ஆகும்.





TECHNICAL ARTICLE



அன்னாசி இலைகள்
சேகரிப்பு



ஃபைபர்
பிரித்தெடுத்தல்



கழுவுதல் மற்றும்
உலர்த்துதல்



இறுதி முடிக்கப்பட்ட
அன்னாசி தோல்

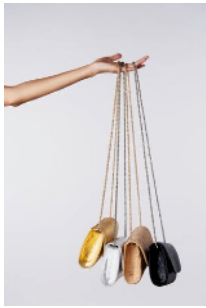


நெய்யப்படாத
தாள்கள்



சுத்திகரிப்பு
செய்தல்

அன்னாசி தோலில் இருந்து தயாரிக்கப்படும் பொருட்கள்



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UNVEILING THE CRAFT OF BAG-TANNED LEATHER: A JOURNEY THROUGH TRADITION AND SKILL

In the world of craftsmanship, where tradition meets meticulous skill, few arts rival the timeless allure of bag-tanned leather. This age-old method of tanning leather has captivated artisans and enthusiasts for centuries, blending practicality with a deep reverence for natural materials. In this article we will explore the history, process and enduring appeal of bag-tanning method.



Bag-tanning Method

History and Origins

Bag-tanning, also known as bark tanning or vegetable tanning, traces its origins back to ancient civilizations where necessity birthed innovation. Early cultures discovered that by treating animal hides with tannins derived from tree bark, leaves, and other plant materials, they could transform raw hides into durable, supple leather. This process not only preserved the hides but also endowed them with qualities that made them indispensable for crafting robust bags, footwear, and garments. Over time, techniques evolved and spread across continents, each region adding its unique twist to the method. From the ancient Egyptians to the Roman Empire and beyond, bag-tanned leather became synonymous with quality and craftsmanship, its techniques handed down through generations as closely guarded secrets of the trade.

The Art of Bag-Tanning

At its heart, bag-tanning is a labour-intensive process that requires a delicate balance of time-honoured methods and modern precision. The journey begins with the selection of premium hides, chosen for their thickness and quality. These hides undergo a meticulous preparation phase, where they are soaked, cleaned, and de-haired to create a pristine canvas ready for transformation.

The key to bag-tanning lies in the tanning agents themselves—natural extracts rich in tannins such as oak bark, chestnut, or quebracho. These agents are ground, boiled, and carefully mixed to create a tanning liquor. The prepared hides are then immersed in this liquor, where they undergo a slow, unhurried process of absorption and transformation. This method allows the tannins to penetrate deep into the fibres, gradually turning raw hides into durable leather while preserving their natural flexibility and strength.

Unlike modern chrome-tanning methods, which are quicker but less environmentally friendly, bag-tanning relies solely on natural ingredients and processes. This not only produces leather with a distinct earthy aroma but also ensures its biodegradability—a testament to its sustainability in an era increasingly conscious of environmental impact.



Bag-tanning Process



Manufacture of Bag Tanned Leather

Bag tanned leather were commonly made from buffalo hides. Bag tanning operation is done after the pre-tanning operations like soaking, liming, deliming.

Bag-tanning Process:

- It involves two stages – colouring and suspension. The colouring bath consists of weak babul liquor, made from bark of branches crushed myrobalan and soaking in water.
- The sides are put in this liquor for two days. Take out, wrung and put in second colouring bath for another two days. The skins now get coloured on both grain and flesh side, leaving central portion still untanned.
- After this, the sides are taken out, wrung, water is drained by keeping on bamboo poles, then stitched into a bag, using strong sisal fibre, leaving opening on the neck portion.
- The bag is filled up with a mixture of babul bark and crushed myrobalan nuts upto 1/3rd of its height and then suspended over wooden logs, into a pit (rectangular).
- Water and tan liquor are poured into the bag through the opening in the neck portion. Tanning takes place by penetration of tan liquor by osmotic pressure into the interior spaces in the skin.
- The liquor collected into the pit is put back into the bag each time when sufficient quantity is collected. The bags are kept in this condition for two days, after which a knot is tied at 2/3rd of its height.
- The bag is taken out. The mouth is opened on the butt portion and the mouth on the neck portion is closed. Thus, reversing the bag direction, the bag is suspended over the pit. Tan Liquor is poured into the bag at frequent intervals for two days.
- By this time, the middle portion of the bag also gets tanned. At this stage, the knot is removed, the bark and myrob are allowed to slip into the butt portion, the balance 1/3 portion of the bag and the bag is kept in this position for two days, by which time, the entire side gets tanned.
- Thus, the entire side is tanned in 3 steps. After this process, the bag is taken out, cut open to make the side flat and placed on a bamboo pole, beamed, scrubbed and washed with water thoroughly.
- The sides are dried in the sun on the flesh side for one day.
- The whole production from raw to tanning takes about 30 – 32 days. The yield varies from 40 – 45% on raw weight.



Myrobalan Nuts

Conclusion

In conclusion, the art of bag-tanned leather stands as a testament to the enduring legacy of craftsmanship and the timeless allure of natural materials. Rooted in history yet relevant in the modern world, its rich tradition continues to inspire artisans and enthusiasts alike, preserving a connection to our past while embracing the future of sustainable design. As we celebrate the artistry and significance of bag-tanned leather, this article is to explore its textures, discover its stories, and appreciate the skill and dedication that transform humble hides into cherished pieces of enduring beauty.

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ORGANISATIONAL BEHAVIOUR

Organizational behavior (OB) is the study of how individuals, groups, and organizations interact and influence one another. Though, in the field of business management, it is a largely used concept as means to understand—and more productively manage—groups of people.

The reason businesses look to OB is because it can assist organizations increase performance of the employees, while also creating a positive and healthy working environment.



Definition of Organizational Behavior



Organizational behavior is the study of how individuals and groups interact within an organization and how these interactions affect an organization's performance toward its goal or goals. The field examines the impact of various factors on behavior within an organization.

The focus of organizational behavior tends to center around employee productivity. For example, organizational behavior studies have shown that employees who feel valued and appreciated tend to be more motivated and productive, leading to increased profits for the organization.

However, organizational behavior can also focus on the ways in which organizations can better manage, change and improve

behavior in order to achieve desired outcomes (i.e., productivity, employee well-being, or workplace satisfaction).

Organizational Behavior vs. Organizational Culture

Organizational culture refers to qualities of the workplace itself that influence its employees, whereas organizational behavior refers to the resulting behavior of the people within it.

Organizational culture includes factors such as core values, the company's mission statement and expectations of the employees. It defines the identity and how it wants to be perceived.

For instance, if a company has a mission statement focused on providing the highest quality of customer service, then the core values may be centered around communication, professionalism and customer satisfaction. This will shape the employees expectations, such as expecting them to be willing and courteous to go the extra mile to serve the customer.

Organizational behavior is the resulting behavior of the people within the organization based on the culture they're immersed in. If the company culture is one that promotes customer service, then the employees are likely to display behaviors such as friendliness and helpfulness when dealing with customers.

The opposite may be true if the company's culture revolves around a competitive environment and employees are expected to go above and beyond to be the most successful. In this case, employees may display behavior such as aggressiveness and competitiveness in order to achieve the highest results.

Organizational culture works as the foundation for the employee's behavioral exhibit, and the two are closely intertwined. If a company wishes to create a positive working environment, it is essential to establish an organizational culture that promotes a healthy behavioral environment among its employees.

Benefits of Understanding Organizational Behavior

Understanding organizational behavior can help companies and businesses create and cultivate a positive culture and work environment that will ultimately improve the organization as a whole.

Benefits of organizational behavior have been shown to include:

- Increased employee satisfaction
- Increased customer satisfaction
- Increased innovation
- Increased productivity and performance
- Increased trust between employees and the company/management
- Better communication within the organization





- Bringing out leadership qualities of employees
- Employees are more likely to behave ethically
- Reduction in employee burnout
- Reduction in worker attrition and turnover

4 Elements of Organizational Behavior

Human behavior is a complex and multifaceted area of research that's constantly evolving and changing with the times. In the realm of organizational behavior, the research thus far has shown that four key elements contribute to human behavior within a workplace:

People: Everyone brings their own values, communication style and personality to a workplace environment. The employee's interaction with work and with each other is perhaps the most important factor in a work environment.

Structure: Refers to the relationships and roles of employees to one another and within the company. Includes elements such as hierarchies, job descriptions, departmentation and compensation system.

Technology: The machines, tools and resources provided to employees to perform their job duties, work with customers and otherwise function within a role and as a part of the organization.

External environments: Both internal and external environments included. This refers both to physical environments (space, lighting, furniture, etc.) and broader conditions (politics, economy, customers, etc.)

Critical to understanding organizational behavior is grasping that all four of these components make up the culture of a company and the way in which the employees behave within it. Company leaders can create change within their organization by pinpointing areas of weakness and adjusting accordingly.

Examples of Organizational Behavior

There are four key elements that contribute to organizational behavior. So let's take a look at examples of these at play to better understand what organizational behavior is, how it works, and what it looks like across various organizations.

People

People are the essential and primary element of organizational behavior. Their beliefs and attitudes shape the workplace operations, and how work is completed. For instance, an employee who is highly enthusiastic and motivated about their work may inspire others to do the same.

Some employees may value timeliness over perfection and prioritize meeting deadlines over taking care of themselves. Others might value both equally, while still others might prioritize self-care over the other two.

It's important to create a team of individuals who can work together effectively and efficiently, and who possess the values and personalities that are well-suited to the job at hand. This will help ensure that the boundaries between work and personal life are maintained, and that goals are met in a timely manner.

Structure

The structure of an organization can influence how work is carried out. A hierarchical system with clear roles and responsibilities, for example, may encourage people to work together in a structured, efficient manner.

Some organizations maintain strict hierarchies and role definitions, while others choose to adopt a less rigid, more collaborative approach. A chosen structure and its proper (or improper) management can provide workers with clarity or lead to chaos and confusion. These structural elements can dictate how effectively and comfortably employees are able to suggest changes, ask for help and escalate problems. If your organization seems to struggle with these issues and it is reflected in the behavior of the staff, it may be time to take a look at the structures in place.

Technology

Technology can have a huge impact on organizational behavior. Automated systems can streamline processes, making it easier for people to do their jobs. Likewise, poorly-designed systems can easily grind production to a halt.

Have you ever been to a hospital that seems to be constantly out of essential supplies? Or a retail establishment where the point-of-sale system reboots every 10 minutes? These operational failures of supply chain systems can have a massive impact on both customer and employee satisfaction. Ensuring that your employees have the tools necessary to perform well in their roles is critical to the overall success of the company.

External Environments

The external environment can also have an outstanding impact on an organization. For instance, economic conditions can





affect the availability of resources, while changes in the law can create new challenges in an organization. Companies must acknowledge and be aware of their external environment to adapt to it and remain competitive.

Imagine for a moment a large and highly profitable company paying a CEO and top executives large year-end bonuses, but claiming there's no "room in the budget" to hire desperately needed staff or replace broken essential equipment.

Employees receive the blame and are assigned impersonal remediation modules on how to improve performance when quotas are not met, are assaulted by customers while on the job or experience disciplinary action after admitting to mistakes made while overworked due to staffing shortages.

Meanwhile, the economy is trash, most of the company's employees aren't paid a living wage and the benefits provided by the company are sparse or nonexistent. Sound like a place you'd want to work?

6 Tips for Improving Organizational Behavior

An organization fosters increased opportunity for success with an efficient and effective team in a comfortable, safe environment. We've put together some tips that can help you and your team thrive.

1. Hire Great Candidates

Choosing exceptional candidates during the hiring process will help your business thrive. Paying said candidates what they're worth can help with this. Creating a job listing that accurately reflects the role you're hiring for as well as the company's "vibe" will go a long way in attracting the right kind of people for the job.

It is also a good idea to hire for personality and values rather than pre existing skills. Skills can be taught fairly easily, but the same cannot often be said for personal qualities.



2. Build Leadership

A good leader can bring out the best among its members or staff and promote collaboration, innovation and trust. Poor leadership will always hold teams back or break them apart, and it remains analytic that chosen leaders know how to and do so effectively.

3. Clearly Define Expectations and Goals

A clear set of rules, guidelines and goals builds the foundation upon which employees operate. Rules and expectations should be clear with explicitly noted consequences, and they should apply to everyone (yes, even management). Goals should be "SMART": Specific, Measurable, Achievable (or Actionable), Relevant (or Realistic) and Time-Bound.

4. Utilize Functional Technology

It's only a half-truth that the below standard workman blames his tools—you can't successfully wash dishes with a hammer. A team cannot operate to its full potential without efficient systems, functional equipment and adequate resources. Making sure your team is provided with what they need in a timely manner will make a world of difference.

5. Motivate Your Team

Great motivation is internal, not created by barking orders or making demands. Employees will feel motivated to do well when they know that they are valued as a person and not just a worker, they feel as though their work matters and they fully understand the why and how of what they're being asked to do.

Most importantly—and if I have to read another LinkedIn post taking my words out of context, I'll be naming and shaming in the next article I write—your employees will not be adequately valued until paid an adequate wage, awarded proper raises and treated with the respect they deserve for sacrificing their incredibly valuable time to help a business profit.

Do not pay workers a wage below the standard of living and expect to create an acceptable workplace—underpaid employees and a healthy workplace cannot coexist.

6. Create a Positive Work Culture

Creating a work environment where employees feel secure, respected and valued can help every organization improve. Investing in a relaxed atmosphere, meaningful rewards, appropriate training and providing adequate and appropriately compensating staff goes a long way in promoting the well-being of employees, customers and overall business.

Reference:

<https://www.forbes.com/advisor/in/business/what-is-organizational-behavior/>

By
Chandralekha Ganesh
Technical & Management Faculty



FINAL PRODUCTION MODERATION 23rd PGDFT





FINAL PRODUCTION MODERATION 26th CFT





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SEMINAR SERIES BEING CONDUCTED BY CFTI CHENNAI



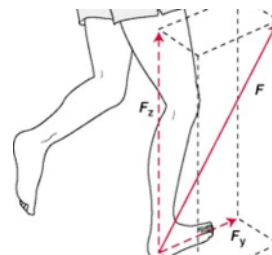
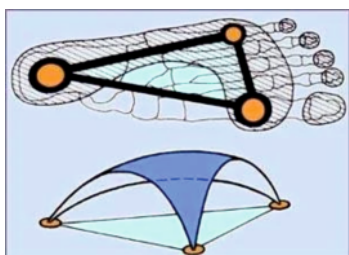
As you are aware that **CFTI, Chennai** has carved a niche for itself for training and making 'Industry Ready' footwear professionals over the last many decades. In its quest to always remain ahead of the curve and to equip its students with the latest developments in Technology, Management Practices, Market knowledge, Quality and Standardization CFTI, Chennai has raised its benchmarks to meet the global market demands and global performance benchmarks. The students who graduate out of CFTI, Chennai are equipped with the most advanced knowledge as well as hands on exposure to the latest Technological developments which sharpens their skills and enables them to help the Industry march forward as they pursue their careers in the Industry.



Footwear is as much Science and Technology as it is an art. The **CFTI, Chennai** with its state of the art facilities and experienced faculty grooms skilled professionals who can meet the challenges of the Footwear Industry head on in a globalised scenario.

However, along with the knowledge imparted in-house, it is extremely important that the students hear first hand from experienced practitioners in the Industry on various facets of 'day to day challenges' in running an enterprise.

It is in this context that **CFTI, Chennai** holds a "Seminar Series" for its students to keep them abreast of the latest in the Industry be it a New Product, a New Process, a New Machine, a New Software, New Automation products, New Practices for Improving Quality and Productivity, New Testing Protocols, New Regulations, New Standards, New Management Techniques and many more such useful topics. This seminar series being gather technocrats, Industry & Academia in the footwear sector.



CFTI Chennai conducted the Twentieth in the 'Seminar Series' on 31.05.2024 on the topic of "First Neurorthotic Flip Flop in the World by Mr. S K Ram, India Director, Equilibras



Shri. K Srinivasan, Faculty,
briefed about the guest speaker, Shri. SK Ram.



Shri. K Murali, Director shared insights
on the importance of the topic and
how they will impact our footwear industry.



SEMINAR SERIES BEING CONDUCTED BY CFTI CHENNAI



Shri. K Murali, Director, felicitated the guest speaker with a plaque distribution.



The guest speaker, Shri. SK Ram, delivered the lecture.

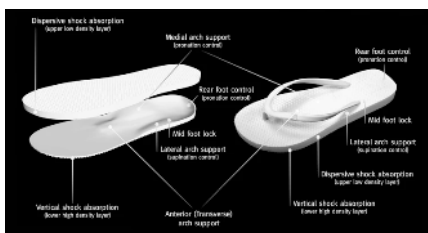
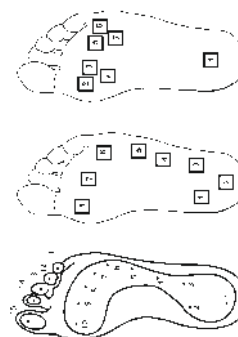


The guest speaker taught management skills to the students



CONTENTS COVERED:

- About equilibras
- Discover Revolutionary Health and Performance Benefits with Equilibras Footwear
- Transforming the Humble Flip-Flop through a Revolutionary Medical Footwear Innovation
- What people are experiencing now
- Research-backed Evidence and Innovation by Introducing Equilibras E-Flips
- Discover the Comprehensive Health Benefits of Equilibras
- Advanced Pronation and Supination Support in Innovative Footwear
- Tap into Market Opportunities with Performance-Assisting Footwear for Sport and Fitness Enthusiasts
- Enhance Recovery and Performance with Equilibras Footwear
- Benefits of Equilibras Polyurethane Construction
- Reviews for Equilibras Orthotic Flip-Flops
- Explore the Market Potential and Benefits of E-Flips (Equilibras)





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70	M/s. Capri Global Capital Limited, Maharashtra
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72	M/s. Jasmin Infotech Private Limited, Tamil Nadu
73	M/s. India Nippon Electricals Ltd, Puducherry
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55	RAMJEE SUPPLIERS	CHENNAI	110	BHARTIYA INTERNATIONAL LTD	BANGALORE



Job work cost under common facility services in CFTI, Chennai while rendering its services to common facility services with its modernized setup and infrastructure to all Micro Small and Medium Enterprises on hourly basis and few on job basis. The lists of machine for utilization with its charges are listed here under

DESIGN SECTION

S.No.	Job Description	Description	UOM	Cost in INR
1	Design & Development	Critical Construction	1 Size	2000
		Normal Construction	1 Size	1500
		SANDAL	1 Size	1000
2	Digitizing & Pattern Grading (1.01)	Normal Construction	1 Series *	1500
		Boot & Mocassin	1 Series *	2000
		Normal Model in Sandal	1 Series *	1000
3	Marking Patterns (1.02)	Type by Plastic	1 Series *	1500
		Type by Shank Board	1 Series *	3000
4	Cut file on Paper patterns	Type by Chart (Consecutive Sizes)	1 Series *	1200
		Type by Chart (Incl. Half Sizes)	1 Series *	1500
5	Graphical Documentation Manager	Normal File	1 File	1500
6	Graphical Documentation Manager	Complicated File	1 File	2000
7	Costing Sheet	Any Type	1 File	1000
8	Insole / Sole Grading	For Any Type (Incl. Half Sizes)	1 Series *	500
9	Vaccum Shell (1.05)	For Any Type	1 Pair	150



Tariff for other Common Facility Services

CLICKING SECTION

S.No.	Job Description	Description	UOM	Cost in INR
10	Swinging Arm Clicking M/c	ATOM SE16 (16 T Capacity)	Per hour	50
11	Swinging Arm Clicking M/c	ATOM SE-18 (20 T Capacity)	Per hour	50
12	Travel Head Cutting Machine	ATOM -SP588 25 Tonnes	Per hour	150
13	Splitting Machine with width 400 mm	SEAZEN SZ 400	Per hour	120
14	Splitting Machine	CAMOGA C520RC (Without labour)	Per hour	409
15	Stamping Machine	BRUGGI	Per hour	25
16	Stamping Machine	Indigeneous (TSE)	Per hour	25
17	Strap Cutting Machine (Circular Type)	Indigenous	Per hour	50
18	Strap Cutting Machine (Vertical Type)	Indigenous (TSE)	Per hour	50
19	Cutting Machine (With Labour)		Per hour	92

CLOSING & PRECLOSING SECTION

S.No.	Job Description	Description	UOM	Cost in INR
20	SEAM Ceiling Machine		Per Hour	307
21	Flat Bed Single Needle M/c	Indigenous	Per Hour	25
22	Flat Bed Single Needle M/c	Indigenous	Per Hour	20
23	Flat Bed Single Needle M/c	TTY	Per Hour	20
24	Post Bed Single Needle Sewing M/c	AK8820	Per Hour	20
25	Post Bed Single Needle M/c	TTY 9910	Per Hour	20
26	Post Bed Single Needle M/c	ADLER (888 ECO)	Per Hour	50
27	Post Bed Single Needle M/c	ADLER (4180-I)	Per Hour	25
28	Post Bed Single Needle M/c	JUMBO KING	Per Hour	25



29	Computerized Post Bed Single Needle M/c	ADLER (888 CLASSIC)	Per Hour	50
30	Post Bed Double Needle M/c	Indigenous	Per Hour	25
31	Post Bed Double Needle M/c	ADLER	Per Hour	25
32	Post Bed Double Needle M/c	JUMBO KING	Per Hour	25
33	Cylinder Bed Single Needle M/c	PFAFF-335	Per Hour	25
34	Cylinder Bed Single Needle Lock Stitch M/c	ADLER	Per Hour	30
35	Zig Zag Machine	PFAFF-418	Per Hour	25
36	Skiving M/c	TORIELLI-105	Per Hour	25
37	Skiving M/c	JUMBO KING	Per Hour	25
38	Heavy Duty Skiving M/c with Dust Collector	GLOBAL SK 112	Per Hour	40
39	Skiving M/c	JUMBO KING WR 801	Per Hour	25
40	Strobel M/c	STROBEL	Per Hour	50
41	Strobel M/c	PFAFF	Per Hour	25
42	Pneumatic Eyeleting M/c	TORIELLI	Per Hour	30



SOLE / INSOLE MAKING SECTION

S.No.	Job Description	Description	UOM	Cost in INR
43	Insole Moulding Machine	Torielli	Per hour	50
44	Insole Bevelling Machine	Indigeneous	Per hour	30
45	Insole Rivetting Mc	BRUGGI -BRU-112	Per hour	30

FULL SHOE LASTING / BOTTOMING SECTION

S.No.	Job Description	Description	UOM	Cost in INR
46	Pre Forming M/c (Moccasin-4 Station)	Indigenous	Per Hour	50
47	Toe Mulling M/c	Indigenous	Per Hour	40
48	Counter Moulding M/C	Torielli 85/ZCH	Per Hour	50
49	Counter Moulding M/c	PR 1440	Per Hour	80
50	Toe Lasting M/c (Hydraulic Type)	MOLINA- BIANCI Mobi 1/ BUSM RBII	Per Hour	200
51	Heel Mulling M/c	157.6.17	Per Hour	40
52	Side and Seat Lasting	CERIME 58 E	Per Hour	200
53	Cement Seat Lasting Machine	Toreilli/ ORMAC- 760	Per Hour	100
54	Heel Seat Crowning Machine	Alen 211	Per Hour	50
55	Pounding & Ironing M/c	Torielli - 17/AGC	Per Hour	60
56	Hot Air Blower	TORIELLI	Per Hour	40
57	Hot Air Blower	Indigenous	Per Hour	40
58	Heat Setting Plant (4 Track)	Indigenous	Per Hour	120
59	Roughing & Scouring M/c	Torielli - CF78/ CF78 N	Per Hour	50
60	Flash Activating M/c	ISMC	Per Hour	30
61	Dryer & Reactivator	PR 1155	Per Hour	120
62	Sole Attaching M/c (Pneumatic)	Elettro Technica BC	Per Hour	75
63	Sole Attaching M/c (Hydraulic)	Sigma 756	Per Hour	100



COMMON FACILITY SERVICES CAD CAM SERVICES

Your most **RELIABLE** partner for comprehensive 2D & 3D CAD Solutions

FACILITY	SERVICES OFFERED	INPUTS REQUIRED	OUTPUTS PROVIDED
<div><p>UPPER SKIVING</p><p>UPPER VAMP</p><p>UPPER TONGUE</p><p>UPPER QUARTER OUT 2</p><p>UPPER QUARTER</p><p>UPPER QUARTER IN 2</p><p>UPPER EYELET</p></div> <p>PRODUCT DATA MANAGEMENT-(PDM) / GRAPHICAL DOCUMENTATION MANAGER (GDM)</p> <div><p>*LIXING VAMP & LINING QUARTER ATTACHING AND SWITCHING</p><p>*LOCK STITCH</p></div>	<ul style="list-style-type: none">• Production modules: Cutting Automation.• Working process definition• Show Boards• Costing modules: Consumption, Costing.• Leather and synthetic consumption including parallelogram/auto methods.• Easy costs evaluation with Excel like spread sheets.• Development modules: Manage BOM and specification sheets for various operations.• Managing of materials and components information.• Customisable reports and specification sheets.	<ul style="list-style-type: none">• Shoe sample• Material details	<ul style="list-style-type: none">• Bill of Materials• Technical sheets• Production cycles• Material components and consumption• Costing

TARIFF FOR GDM & COSTING




S.No.	JOB PARTICULARS	DESCRIPTION	UOM	COST IN INR
1	GDM	Normal File	1 File	1500.00
		Complicated File	1 File	2000.00
2.	Costing Sheet	Any Type	1 File	1000.00

For Job Works and Common Facility Services, Please Contact
jobwork@cftichennai.in



COMMON FACILITY SERVICES CAD CAM SERVICES

Your most **RELIABLE** partner for comprehensive 2D & 3D CAD Solutions

FACILITY	SERVICES OFFERED	INPUTS REQUIRED	OUTPUTS PROVIDED
 CONCEPTUAL DESIGNING	<ul style="list-style-type: none">Creation of CAD DesignReverse engineering of a ShoeCreation of Virtual Samples	<ul style="list-style-type: none">Photo of shoe or 2D sketchesModel last	<ul style="list-style-type: none">3D shoe design on the last.Creating Virtual 3D prototype of the shoe with different textures.2D & 3D data for production of uppers.Copy a physical shoe for Reverse engineering.Scanning of shoes, sketches and last for 3D shoe modeling
 3D LAST MODELLING &  2D PATTERN ENGINEERING & GRADING	<ul style="list-style-type: none">E-Last ImportAdvanced Flattening SystemSimultaneous 2D & 3D StylingFull Pattern Engineering Functions	<ul style="list-style-type: none">Model lastE-last2D shell with Style LinesSet of Patterns in Model SizeDxf file	<ul style="list-style-type: none">3D & 2D Shoe Design and Pattern Engineering.E-last import from the last makers.Model 3D Last modification & Grading.Design/styling directly on 3D last or 2D shell.3D & 2D Grading.

TARIFF FOR 2D PATTERN GRADING

S.No.	JOB PARTICULARS	DESCRIPTION	UOM	COST IN INR
1.	Design & Development	Critical Construction	1 Size	2000.00
		Normal Construction	1 Size	1500.00
		Sandal	1 Size	1000.00
2.	Digitizing & Pattern Grading	Normal Construction	1 Series	1500.00
		Boot & Mocassin	1 Series	2000.00
		Normal Model in Sandal	1 Series	1000.00
3.	Marking Patterns	Type by Plastic	1 Series	1500.00
		Type by Shank Board	1 Series	3000.00
4.	Cut file on Paper patterns	Type by Chart (Consecutive Sizes)	1 Series	1200.00
		Type by Chart (Incl. Half Sizes)	1 Series	1500.00
5.	Insole/Sole Grading	For Any Type (Incl. Half Sizes)	1 Series	500.00
6.	Vacuum Shell	For any Type	1 Pair	150.00

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jobwork@cftichennai.in



OSURI ASSOCIATES was established in 1999 to support the footwear industry. We are an exclusive importer and distributor of different types of Footwear Component Materials from specialised, high quality, manufacturers. We are supplying to the shoe manufacturers / exporters mainly in South India. Some of the materials which the company currently deals in are listed below.



- Toe Puff and Counter Stiffener Material
- Synthetic P.U. Lining & P.U. Leather
- Microfiber Suede & Lining Material
- Synthetic Heelgrip Material
- Non-woven Insole & Strobel Material
- Shank Board Material
- Cellulose Insole Material
- Synthetic Latex Foam Material
- Poly Propylene Cutting Boards



OSURI FOOTWEAR COMPONENTS PVT. LTD. (OFCPL), part of Osuri Group of Companies is a manufacturer of different types of Moulded Insoles, Cut & Skived Toe Puffs and Pre-Moulded Counter Stiffeners according to customer's specifications. The company has a wide range of moulds to suit different last shapes and has a pool of trained and experienced manpower.

It procures Cellulose and Shank Board material directly from manufacturers and is able to offer good quality insoles at a competitive price. Italian machinery is used to make Insoles, Cut & Skived Toe Puffs and Pre-moulded Counter Stiffeners and stringent quality processes ensure the best quality output. The current capacity is 8,000 pairs a day.



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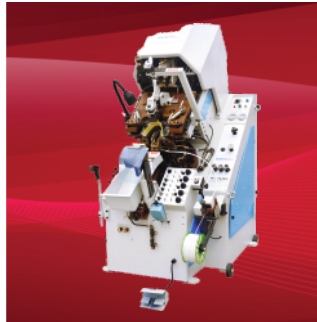
smac
move beyond

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One Step Solution for complete Sports Shoe Machines



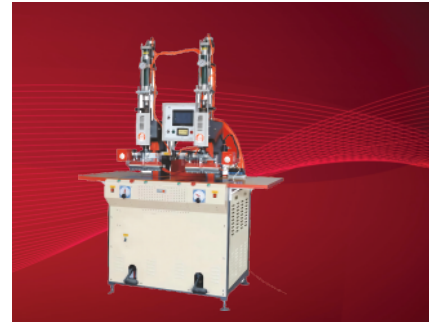
Emma - G2 - 1606 Multi-layer Oscillating Knife Cutting Machine



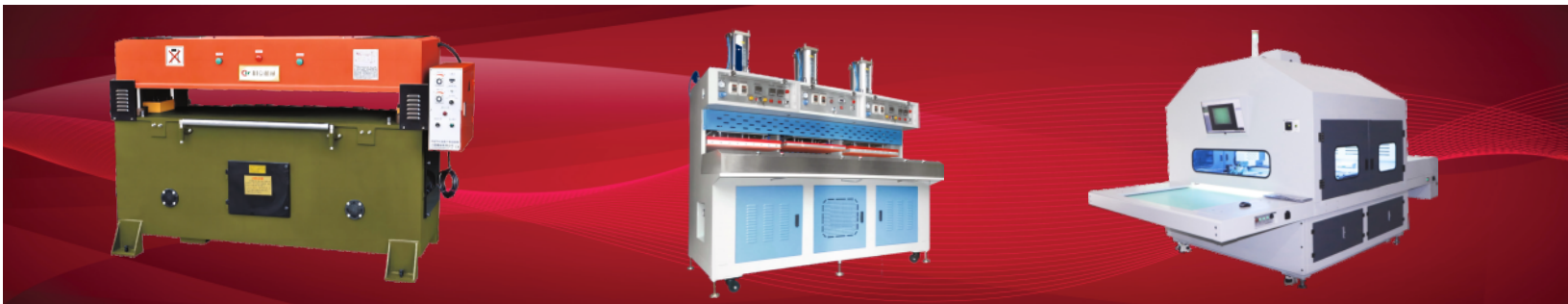
SK - 737 A/MA Toe Lasting Machine



SK - HL - 240 EVA Hot & Cold Moulding Machine



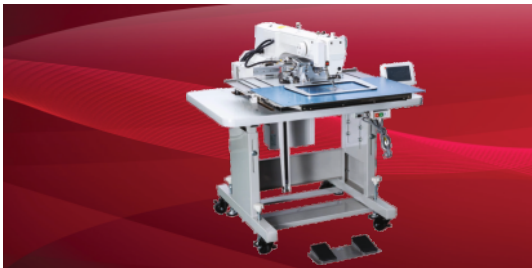
SK - HF - 5/8/12 Automatic High Frequency Welding Machine



SK-840A - Beam Cutting Machine

SK - 1825 Hot & Cold TPU Fusing Machine

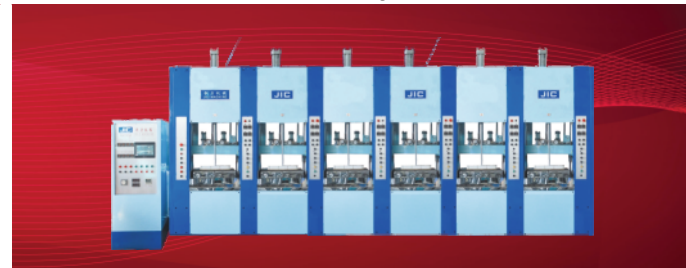
SK - 1680S Auto Marking Machine



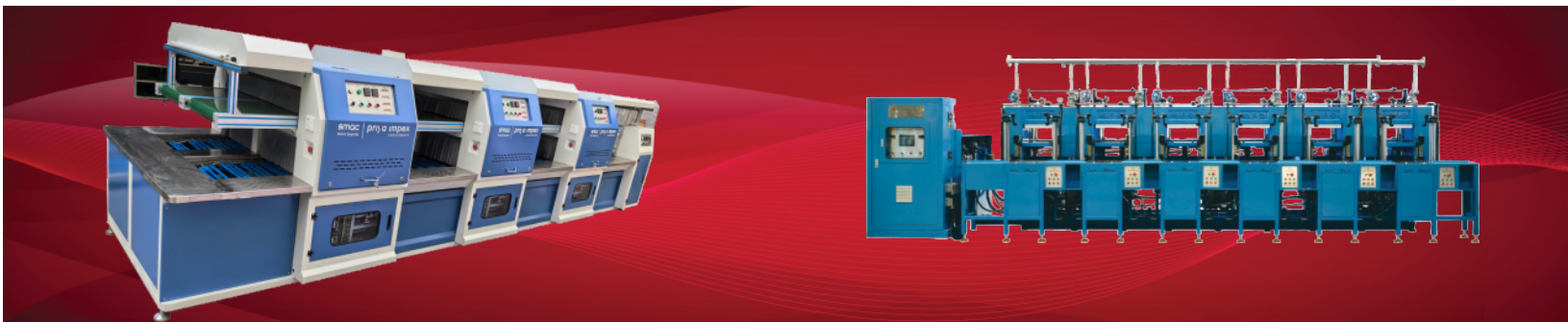
SK - 3020/4060 Pattern Sewing Machine



SK - 591/592 Stitching Machine



SK - 9106 SF EVA Injection Moulding Machine



SK - 555 Double Layer NIR Cementing Conveyor

SK - HAXJ3 - 2150 A/B Automatic Rubber Compression Moulding Machine

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Ph : +91 9840135903
info@priyaimpex.com

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Footwear Machines & Soles



GOVT OF INDIA

CENTRAL FOOTWEAR TRAINING INSTITUTE, CHENNAI.

MSME - TECHNOLOGY DEVELOPMENT CENTRE

(Ministry of Micro, Small & Medium Enterprises, Govt. of India)

Placement
assistance
provided

COURSE DETAILS

Hostel Facility
Available for
Boys & Girls

INVITES APPLICATIONS FROM ELIGIBLE CANDIDATES FOR THE FOLLOWING JOB ORIENTED LONG, MEDIUM & SHORT TERM COURSES

S. No.	Name of the Course	Level Code	NSQF Level	Duration	Eligibility	Age	Course Fee (in Rs.)		Date of Commencement
							General Candidates	SC/ST Candidates Raw Materials & Uniform Fees Only	
1	Diploma in Footwear Manufacture & Design (DFMD)	MSME/DFMD/60	6	24 months	12th Pass	17 to 25	1,59,000	39,000	JUNE
2	Post Graduate Diploma in Footwear Technology (PGDFT)	MSME/PGDFT/19	7	18 months	Any Graduate	35 max	1,48,000	23,000	AUGUST
3	Post Diploma in Footwear Technology (PDFT)	MSME/PDFT/12	6	12 months	Any Diploma	35 max	1,23,000	23,000	AUGUST
4	Advanced Certification Course in "Footwear Design & Product Development" (ACFDPD)	MSME/ACFDPD/65	5	12 months	12th Pass	35 max	1,25,000	25,000	JUNE
5	Advanced Certificate Course in "Footwear Manufacturing Technology" (ACFMT)	MSME/ACFMT/01	5	12 months	10th Pass	35 max	75,000	25,000	JULY
6	Certificate Course in "Footwear Design & Production" (CFDP)	MSME/CFDP/71	4	6 months	10th Pass	35 max	43,000	13,000	JULY
7	Certificate Course in Leather Goods Maker (LGM)	DGT/1079	3	12 months	10th Pass	35 max	88,000	21,000	JULY
8	Footwear And Fashion Accessories Retail Associate	LSS/Q 1201	4	4 Months	10th Pass	18 Years	35,000	11,000	JUNE

• No tuition fee for SC/ST candidates. Only the cost of raw materials issued to them for practical purpose is chargeable. The finished goods (No. of pairs of shoes made in the practicals differ from course to course) are given back to the students. Hostel Fees is to be paid by applicable candidates.

• Students who come from more than 30 km from institute should either stay in the institute hostel or in any local accommodation

• Placement assistance will be provided for all successful candidates for the courses mentioned at Sl. No. 1 to 7.

• No Entrance Exam. Admission is based on "FIRST COME FIRST SERVE" basis and on merit basis as well.

• All above mentioned Long Term Courses are of NSQF Compliance.

• Apart from the above mentioned fees, caution money deposit of Rs. 5,000 is to be paid by all (including SC/ST) candidates for the courses mentioned at Sl. No. 1 to 5 & 7 and Rs. 3,000 for the courses mentioned at Sl.No. 6.

• Caution Money Deposit will be refunded to all the Students (provided there is no recovery on account of loss of tools or property) after completion of the Course.

Short Term / Part time Courses

S. No.	Name of the course	Duration	Eligibility	Tuition Fee (in Rs.)	GST @ 18%	Total Fees
1.	Certificate in Shoe Computer Aided Design (CSCAD)	3 months	10th	23,000	4,140	27,140
2.	Design & Pattern Cutting	3 months	10th	10,000	1,800	11,800
3.	Shoe CAD - 2D	1 month	10th (Should have Design Knowledge)	10,000	1,800	11,800
4.	Shoe CAD - 3D	1 month	Minimum 1 Year Certified Course in Footwear, Designing & Pattern Cutting Experience	15,000	2,700	17,700
5.	Shoe Upper Cicking	1 month	8th	10,000	1,800	11,800
6.	Shoe Upper Closing	3 months	8th	12,500	2,250	14,750
7.	Lasting, Full Shoe Making & Finishing	3 months	8th	12,500	2,250	14,750
8.	Leather Goods Making	1 month	8th	10,000	1,800	11,800
9.	Die-Less Cutting & Design	1 month	Should have Design knowledge	12,000	2,160	14,160
10.	OPTITEX PDS-21- Leather Goods CAD (2D)	75Hrs (@ 3 Hrs/Day)	Certificate Course / Work Experience Leather Goods Making	5000	900	5,900
11.	OPTITEX PDS-21- Leather Goods CAD (3D)	21 Hrs (@ 3 Hrs/Day)	Certificate Course in Leather Goods CAD 2D	1500	270	1,770

HOSTEL FEE (BOYS & GIRLS)

S. No	Type of Accommodation	Per Month With Food	Per Annum With Food
1.	Dormitory	5,300/-	63,600/-
2.	Three Sharing Room	5,800/-	69,600/-
3.	Double Sharing Room	7,800/-	93,600/-
4.	Double Sharing A/C Room	9,300/-	1,11,600/-

For further
details Contact :
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