ANALYSIS OF INDUSTRIES BECOMING SICK BY RATIO ANALYSIS

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Abstract: Industries becoming sick has become a great problem everywhere in this industrial world especially in the 3rd world countries. Many researches have been done to analyze the problem and suggest opinions about solving this problem as huge amount of capital is lost if an industry becomes sick and go out of business. If the numbers become multiple, such happenings might affect national economy and thus it draws attention of political and business leaders besides new entrepreneurs of the country. In this paper an attempt has been made to analyze this problem by using financial ratio analysis. Various financial ratios of two numbers of medium and large industries of one industrial corporation in Bangladesh have been calculated by using actual financial data of the industries. The data has been analyzed and a correlation has been shown with various financial ratios with the industries becoming sick. The authors hope that the findings of the analysis will attract attention of academicians, industrialists, political leaders, and the owners of the industries which are becoming sick and will also show a guiding path to new entrepreneurs.

Keywords: Sick industries, financial ratios, operations of an industry in Bangladesh

INTRODUCTION

Ratio analysis is one of the tools of financial analysis. Using this tool one can analysis and say, whether an industry is a healthy unit or a sick unit.^{1,2,3}

Ratio analysis is defined as the systematic use of various ratios to interpret the financial statements so that the strength and weakness of a firm, as well as its historical performance and current financial condition can be determined.

RATIOS

Ratios used in this study are:

- 1. cash flow ratio,
- 2. Net income/ Profitability ratio,
- 3. Debt ratio,
- 4. Liquid assets/ total assets ratio,
- 5. Current ratio,
- 6. Turnover ratio,
- 7. Cost ratio,
- 8. Altman ratio
- 9. Risk /Leverage ratio

Cash flow ratio: It is the ratio of cash flow (Profit before interest, tax and depreciation) to the sales or cash flow to the total assets or cash flow to the total debt.

Cash flow ratio = Cash flow /Sales

Profitability Ratio: Profitability ratio measures the success of the firm in earning a net return on sales or on investment. Since profit is the ultimate objective of the firm, poor performance here indicates a basic failure that, if not corrected,

would probably result in the firm's going out of business.

Profit Margin = Net income /Sales **Debt ratio**: This ratio equals total debt (Total liabilities) divided by total assets that can be calculated by using the balance sheet data.

Debt ratio = Total debt /Total assets

The debt to total assets ratio is also called debt ratio. Generally, creditors prefer a low debt ratio as it implies a greater protection of their position. A debt ratio generally means that the firm must pay a higher interest rate on its borrowing; beyond some point, the firm will not be able to borrow at all.

Liquid/total assets ratio: This is the ratio of current assets to the total assets.

Total assets ratio = Current assets / Total assets **Current ratio**: The current ratio is the ratio of total current assets to total current liabilities. It is calculated by dividing current assets by current liabilities.

Current ratio = Current assets /Current liabilities **Turnover ratio**:

(a) Inventory turnover: Inventory turnover equals cost of goods sold divided by average inventory. Therefore, both balance sheet and income statement data must be used. Inventory level may be changed significantly during a known year and it is particularly important here to use a yearly average rather than the year end amount.

Inventory turnover = Cost of goods sold /Average inventory

(b) Fixed assets turnover: This ratio is computed by dividing net sales by fixed asset and equals:

Fixed assets turnover = Net sales /Fixed assets **Cost ratio**: Cost ratio is the ratio of operating expenses to sales.

Cost ratio = Operating expenses /Sales

Altman's ratio: It is the ratio of profit before interest and tax to the total assets.

Altman ratio = Profit before interest /Total assets **Risk/Leverage Ratio**: The term leverage may be defined as the employment of an asset or sources of funds for which the firm has to pay a fixed cost or fixed return. There are two types of leverage: Operating and Financial.

The leverage associated with investment activities is referred to as operating leverage.

Operating leverage = Sales-stock consumed /Profit before interest and tax

While leverage associated with financing activities is called the financial leverage.

Financial leverage = Profit before interest and tax /Profit before tax

CASE STUDIES

Case study 1: Company A

It was established in mid-sixties by one of the then well-known Industrial group at its own cost. The industry is located at Dhaka. It was a private limited company initially. After liberation, the industry was declared as a nationalized industry. In early 70's Company A started its commercial production. The Industry has the following related information as shown in Table 1.

| | Table 1 | Basic | infori | nation | of | Com | pany | A |
|--|---------|---------------------------|--------|--------|----|-----|------|---|
|--|---------|---------------------------|--------|--------|----|-----|------|---|

| Land area | 1.03 acres | | | | |
|--------------------------|-------------------------|--|--|--|--|
| Authorized capital | 25.0 lac Taka | | | | |
| Paid up capital | 17.0 lac Taka | | | | |
| Attainable Capacity | 9.0 lac pcs | | | | |
| Product | Fluorescent Tube Light | | | | |
| | 4'-00, 40 watt and | | | | |
| | 2'-00, 20 watt | | | | |
| Raw material | Lampshell, Exhaust and | | | | |
| | support tube, filament, | | | | |
| | lead in wire, base cap, | | | | |
| | chemicals (butyl acid), | | | | |
| | argon gas, mercury gas | | | | |
| | etc. | | | | |
| Annual production target | 7.0 lac pcs. | | | | |
| | _ | | | | |

The firm's actual financial ratio data has been tabulated in Table 2, the conclusion has been discussed after the tabular results. We have used the following explanations for ratio keys: Ratio keys (explanation of keys is given in Appendix) are tabulated in first column and in subsequent columns results for the yearly period under consideration have been mentioned.

Remarks on ratio analysis (Company A)

Cash flow ratio: From the results of ratio keys 1, 2 and 4, it is found that the sample industry is in sick position as these ratios show gradual declination if considered on average basis and forgetting the occasional random fluctuations.

Net income ratio: From the results of ratio keys 5, 6 and 8 as shown below, it can be concluded that the sample industry is in sick position.

Debt/Total assets ratio: From the results of ratio key 9 and 11, we found that in the first four years though the industry seems to be in a little bit better position but the last four years' result show the industry again has become sick.

Liquid assets/ Total assets: From the ratio key 15, it is seen that the results continuously going on lower trend and our opinion is that the sample industry may survive.

Liquid assets/Current debt: Ratio key 19 is also used for prediction of sickness and from the result, we found that in last four financial years the trend is lower, i.e. the industry is becoming sick

Turnover ratio: Ratio 21, 24 and 26 are the keys for revival but from the result, it is seen that the sample industry might become sick. Ratio key 22, it is the key for prediction of sickness and from the result we found that with respect to sickness the industry's position is not good at all. Ratio key 23 is the key for prediction of sickness as well as revival and from the result it can be said that the industry may survive.

Cost ratio: Ratio key 40, it is for prediction of sickness and from the result it is seen that the sample industry is becoming sick. Ratio key 44, it is for prediction of revival and from the result it is seen that the condition of the industry is becoming sick.

Case Study 2:Company B

The project was taken up 1965 on the basis of a feasibility report (prepared by a UK based firm), the project was financed under USSR credit. The implementation of the project was completed in late 70's. The plant came into operation in early 80's. The project was converted into public limited company in 1979. The company has the data during establishment are shown in Table 3.

The same ratios mentioned in previous Section have been used in the study of Company B, and shown in Table 4.

Remarks on ratio analysis (Company B)

Cash flow ratio: From the results of ratio key 1, 2 and 4, we can say that the sample industry may survive.

Net income ratio: From the results of ratio key 5, 6 and 8, it is seen that, considering average values,

Table 2. Actual financial ratio data: Company A

| Oloup A. FI | ediction of S | ICKIICSS | | | | | | |
|-------------|---------------|----------|---------|---------|---------|---------|---------|---------|
| Ratio key | 2003-04 | 2004-05 | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 | 2010-11 |
| 7 | 0.04 | 0.03 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | -0.04 |
| 9 | 0.26 | 0.23 | 0.20 | 0.19 | 0.19 | 0.20 | 0.21 | 0.21 |
| 11 | 0.36 | 0.33 | 0.30 | 0.29 | 0.30 | 0.31 | 0.37 | 0.37 |
| 19 | 4.84 | 5.31 | 5.92 | 6.13 | 5.97 | 5.95 | 5.32 | 5.33 |
| 22 | 0.28 | 0.27 | 0.46 | 0.55 | 0.63 | 0.77 | 0.51 | 0.67 |
| 31 | 2.13 | 2.31 | 2.55 | 2.58 | 2.57 | 2.43 | 1.91 | 1.88 |
| 33 | 1.81 | 1.85 | 1.80 | 1.05 | 1.17 | 2.71 | 2.56 | -0.48 |
| 34 | 1.31 | 1.41 | 2.30 | 2.58 | 1.06 | 1.01 | 1.02 | 0.99 |
| 35 | 2.37 | 2.61 | 4.14 | 2.69 | 1.24 | 2.74 | 2.10 | -0.48 |
| 36 | 4.76 | 3.93 | 5.66 | 5.35 | 6.11 | 6.32 | 5.14 | 4.93 |
| 40 | 0.24 | 0.24 | 0.29 | 0.44 | 0.38 | 0.46 | 0.44 | 0.61 |

Group B: Prediction of Revival

| Ratio key | 2003-04 | 2004-05 | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 | 2010-11 |
|-----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 15 | 1.24 | 1.21 | 1.18 | 1.18 | 1.15 | 1.17 | 1.13 | 1.11 |
| 21 | 0.01 | 0.02 | 0.01 | 0.03 | 0.04 | 0.05 | 0.14 | 0.12 |
| 24 | 6.20 | 6.62 | 7.67 | 9.95 | 9.51 | 10.09 | 8.63 | 9.14 |
| 26 | 4.99 | 5.48 | 6.49 | 8.45 | 8.24 | 8.64 | 7.64 | 8.21 |
| 38 | 0.24 | 0.20 | 0.18 | 0.17 | 0.19 | 0.10 | 0.08 | -0.10 |
| 44 | 0.12 | 0.10 | 0.09 | 0.06 | 0.06 | 0.05 | 0.07 | 0.05 |

Group C: Prediction of Sickness as well as Revival

| Ratio key | 2003-04 | 2004-05 | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 | 2010-11 |
|-----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1 | 0.18 | 0.16 | 0.15 | 0.17 | 0.21 | 0.12 | 0.12 | -0.14 |
| 2 | 0.04 | 0.03 | 0.02 | 0.02 | 0.02 | 0.01 | 0.02 | -0.02 |
| 4 | 0.10 | 0.09 | 0.08 | 0.07 | 0.09 | 0.05 | 0.04 | -0.05 |
| 5 | 0.13 | 0.10 | 0.06 | 0.06 | 0.13 | 0.04 | 0.04 | -0.23 |
| 6 | 0.03 | 0.02 | 0.01 | 0.01 | 0.02 | 0.01 | 0.01 | -0.03 |
| 8 | 0.07 | 0.06 | 0.03 | 0.02 | 0.05 | 0.02 | 0.01 | -0.07 |
| 23 | 0.24 | 0.30 | 0.26 | 0.16 | 0.18 | 0.17 | 0.58 | 0.25 |
| 30 | 0.03 | 0.03 | 0.02 | 0.01 | 0.02 | 0.01 | 0.01 | -0.02 |

the Sample industry may survive.

Debt/total assets ratio: From the results of ratio key 9 and 11, it can be concluded that sample industry at present is in sick position.

Liquid/Total assets: Ratio key 15, it is for prediction of revival but from the results, it is seen that the sample industry's overall condition is not that good.

Liquid assets/Current debt: Ratio key 19, it is for prediction of sickness but from the result we can say that the sample industry is becoming sick.

Turnover ratio: Ratio key 21, 24, and 26 are the keys for revival, but from the result it is seen that the sample industry may survive. Ratio key 22 is the key for prediction of sickness but from results it is seen that the industry may survive. Ratio key 23 is the key for prediction of sickness as well as revival but from the result it can be opined that the industry may survive.

Cost ratio: Ratio key 40 is for prediction of sickness but it is seen that the results of the sample industry are reverse i.e., the industry may survive. Ratio key 44.is for prediction of revival, and from

results it is seen that the condition of the industry is not that good.

Table 3. Basic information of Company B

| Land area | 107 acres |
|---------------------|---------------------------------|
| Authorized capital | 75.0 crores Taka |
| Paid up capital | 58.51 crores Taka |
| Attainable Capacity | 1850 M. Ton |
| Product | Three phase transformer, 33/ |
| | 11 KV, Circuit breaker, |
| | Isolator, Lighting arrestor |
| Raw material | Silicon steel sheet, copper |
| | strips, super enamel copper |
| | wire, M.S. sheet, H.T |
| | insulator, transformer oil etc. |
| Annual production | 1875 Nos. of 200 KVA |
| target | Transformers |

Therefore the general conclusion is that the condition of the Company B may be considered as still better, and it can be said that it may be possible to overcome the present problems at any time if corrective actions are taken.

| Group A: Pr | ediction of S | ickness | | | | | | |
|-------------|---------------|---------|---------|---------|---------|---------|---------|---------|
| Ratio key | 2003-04 | 2004-05 | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 | 2010-11 |
| 7 | -0.13 | -0.17 | -0.10 | -0.14 | -0.10 | -0.07 | -0.05 | -0.05 |
| 9 | 0.54 | 0.80 | 0.91 | 1.13 | 1.66 | 4.44 | 7.18 | 13.17 |
| 11 | 0.74 | 1.05 | 1.14 | 1.42 | 2.05 | 5.07 | 7.73 | 16.53 |
| 19 | 1.20 | 0.88 | 1.02 | 0.93 | 0.85 | 0.81 | 0.78 | 0.78 |
| 22 | 2.32 | 1.76 | 1.15 | 0.73 | 1.23 | 0.93 | 0.79 | 0.82 |
| 31 | 1.67 | 1.49 | 1.29 | 1.22 | 1.06 | 0.66 | 0.60 | 0.46 |
| 33 | 0.57 | 0.67 | 0.08 | 0.16 | -0.52 | 5.40 | 2.71 | 2.09 |
| 34 | 0.71 | 0.77 | 0.59 | 0.58 | 0.43 | -0.24 | -0.96 | -1.65 |
| 35 | 0.40 | 0.52 | 0.05 | 0.09 | -0.22 | -1.30 | -2.60 | -3.45 |
| 36 | 5.08 | 3.93 | 3.12 | 2.78 | 2.91 | 3.97 | 4.69 | 2.82 |
| 40 | 0.65 | 0.65 | 0.32 | 0.25 | 0.34 | 0.21 | 0.19 | 0.22 |

Table 4. Actual financial ratio data: Company B

Group B: Prediction of Revival

| Ratio key | 2003-04 | 2004-05 | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 | 2010-11 |
|-----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 15 | 0.65 | 0.71 | 0.93 | 1.05 | 1.41 | 3.59 | 5.58 | 10.35 |
| 21 | 0.50 | 0.34 | 0.27 | 0.11 | 0.09 | 0.18 | 0.14 | 0.45 |
| 24 | 3.37 | 2.73 | 1.73 | 1.07 | 1.57 | 1.36 | 1.17 | 1.40 |
| 26 | 5.20 | 3.85 | 1.86 | 1.02 | 1.12 | 0.48 | 1.09 | 0.14 |
| 38 | 0.96 | 1.17 | 0.83 | 0.96 | 0.77 | 0.65 | 0.57 | 0.34 |
| 44 | 0.05 | 0.13 | 0.08 | 0.26 | 0.22 | 0.12 | 0.20 | 2.20 |

GRUP C: Prediction of Sickness as well as Revival

| Ratio key | 2003-04 | 2004-05 | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-10 | 2010-11 |
|-----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1 | -0.69 | -0.89 | -0.22 | -0.20 | -0.19 | -0.06 | -0.03 | -0.03 |
| 2 | -0.13 | -0.23 | -0.12 | -0.20 | -0.17 | -0.15 | -0.03 | -0.22 |
| 4 | -0.17 | -0.22 | -0.10 | -0.14 | -0.08 | -0.03 | -0.02 | -0.01 |
| 5 | -0.83 | -1.03 | -0.28 | -0.24 | -0.25 | -0.11 | -0.05 | -0.05 |
| 6 | -0.16 | -0.27 | -0.15 | -0.24 | -0.22 | -0.23 | -0.05 | -0.36 |
| 8 | -0.21 | -0.25 | -0.13 | -0.17 | -0.11 | -0.04 | -0.03 | -0.02 |
| 23 | 0.82 | 0.61 | 0.28 | 0.20 | 0.14 | 0.35 | 0.19 | 0.68 |
| 30 | -0.21 | -0.33 | -0.21 | -0.33 | -0.35 | -0.51 | -0.14 | -1.31 |

CONCLUSION

The ratio analysis method as outlined in² is an important tool to predict the condition of a firm/industry from the point of view of the survival/getting sick. In this study the related financial ratios from actual data collected from the sources^{4,5,6,7} related to the organization show the overall conditions of the industries which have been considered in the case study. We can conclude that although the overall condition of the Company A is relatively better than that of the Company B, if proper corrective measures are taken both the companies may not become sick in near future ultimately. There might be errors in data source as collected from recorded books of industries^{4,5,6,7}, and there are random fluctuations in data. In this study we considered only the overall average value ignored the sources of data recording and errors etc.

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1.

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3.

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5.

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8.

9.

24.

25

26.

Current Assets / Sales

Net Worth / Sales

Total Assets / Sales

Cash Flow Ratios Adaptations/Defined as Key Remarks Cash flow/ Sales Profit before Interest, tax & Depreciation Lower trend indicates sickness /Sales Cash Flow/ Total Assets Profit before Interest, tax & Depreciation / Lower trend indicates Capital Employed sickness Cash Flow/ Net Worth Profit before Interest, tax & Depreciation / Lower trend indicates (Share Capital + Reserves) sickness Cash Flow/ Total Debt Profit before Interest, tax & Depreciation / Lower trend indicates (Deferred Liabilities + Current Liabilities) sickness **Net Income Ratios** Net Income / Sales Profit before Tax / Sales Lower trend indicates sickness Net Income / Total Assets Profit before Tax / Capital Employed Lower trend indicates sickness Net Income / Net Worth Profit before Tax / (Share Capital + Lower trend indicates reserves) sickness Net Income / Total Debt Profit before Tax / (Deferred Liabilities + Lower trend indicates Current Liabilities) sickness **Debt/** Total Assets Ratios Current Liabilities / Total Assets Total Current Liabilities / Capital Higher trend indicates Employed sickness 10. Long Term Liabilities / Total Deferred Liabilities + Capital Employed Higher trend indicates Assets sickness Current Liabilities + Long Term Deferred Liabilities + Total Current Higher trend indicates 11. Liabilities / Total Assets Liabilities / Capital Employed sickness 12. Current Liabilities + Long Term (Deferred Liabilities + Total Current Higher trend indicates Liabilities + Preference Stock Liabilities + Preference Share) / Capital sickness Total Assets Employed Liquid Assets / Total Assets Cash / Total Assets (Cash + Bank) / Capital Employed Lower trend indicates 13 sickness (Cash + Bank + Sundry Debtors) / Capital Lower trend indicates 14 Ouick Assets / Total Assets Employed sickness 15. Current Assets / Total Assets Total Current Assets / Capital Employed Higher trend indicates sickness Higher trend indicates 16. Working Capital / Total Assets Total Current Assets - Total Current Liabilities /Capital Employed sickness 17. Cash / Current Liabilities (Cash + Bank) / Total Current Liabilities Lower trend indicates sickness 18. Quick Assets / Current Liabilities (Cash + Bank + Sundry Debtors) / Total Lower trend indicates Current Liabilities sickness Total Current Assets / Total Current 19. Current Assets Current Lower trend indicates Liabilities Liabilities sickness **Turnover Ratios** Cash / Sales (Cash + Bank) / SalesHigher trend indicates 20. sickness 21. Account Receivables / Sales Sundry Debtors / Sales Higher trend indicates sickness 22. Inventory / Sales Inventory / Sales Higher trend indicates sickness 23. Quick Assets / Sales (Cash + Bank + Sundry Debtors) / Sales Higher trend indicates sickness

APPENDIX List of Ratios Used in the Study

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Total Current Assets / Sales

Capital Employed / Sales

(Share Capital + Reserves) / Sales

Higher trend indicates

Higher trend indicates

Higher trend indicates

sickness

sickness

sickness

| | | - | |
|------|---|---|------------------------|
| 27. | Cash/ Fund Expenses for | (Cash + Bank) / (Operating Expenses + | Lower trend indicates |
| | Operation (Cash Interest) | Direct Manufacturing Expenses + Salaries | sickness |
| | r i i i i i i i i i i i i i i i i i i i | & Wages) | |
| 28. | Defensive Interest(Ouick Assets / | Ouick Assets / (Operating Expenses + | Lower trend indicates |
| -0. | Fund Expenses for Operation) | Direct Manufacturing Expenses + Salaries | sickness |
| | i una Expenses for Operation) | & Wages) | Stekness |
| Key | Adaptations/Defined as | | Remarks |
| 20 | No Credit Interval (Net Quick | Net Quick Assets/ (Operating Expenses + | Lower trend indicates |
| 2). | Assets / Fund Expenses for | Direct Manufacturing Expenses + Salaries | sickness |
| | Operations) | & Wages | SICKIICSS |
| Altm | an's Dation | æ wages) | |
| | | | T / 1 1 1 / |
| 30. | Profit Before Interest & Tax / | Profit Before Interest /Capital Employed | Lower trend indicates |
| | Total Assets | | sickness |
| 31. | Market Value of Equity + | (Book Value of Equity + Preference + | Lower trend indicates |
| | Preference / Total Liabilities | Reserves) / (Deferred Liabilities + Total | sickness |
| | | Current Liabilities) | |
| Robe | rt P Abates Ratio | | |
| 32. | Inventory Cover for Deficit Quick | Net Quick Assets / Inventory | Higher trend indicates |
| | Ratio | | sickness |
| 33. | Operating Leverage | (Sales – Stock Consumed) / Profit before | Higher trend indicates |
| | | Interest & tax | sickness |
| 34. | Financial Leverage | Profit before Interest & tax / Profit | Higher trend indicates |
| | | before Tax | sickness |
| 35. | Total Leverage | Operating Leverage x Financial Leverage | Higher trend indicates |
| | | | sickness |
| Shor | t -Term Liquidity | | |
| 36. | (Inventory + Sundry Debtors) / | (Inventory + Sundry Debtors) / (Sundry | Lower trend indicates |
| | (Sundry Creditors + Loans & | Creditors + Loans & Advances) | sickness |
| | Advances) | | |
| Long | -Term Liquidity | | |
| 37 | Long - Term Debt / (Equity + | Deferred Liabilities / (Equity + Reserves + | Higher trend indicates |
| 57. | Share Canital) | Preference Shares) | sickness |
| | Share Capitar) | | Sterriess |
| 38 | Cash Flow / Long - Term Debt | (Profit after Tax + Interest + Depreciation | Lower trend indicates |
| 50. | Cush Flow / Long Form Door |)/ (Deferred Liabilities + Interest) | sickness |
| Cost | Ratios | | |
| 20 | Stock Consumed / Sales | Stock Consumed / Sales | Higher trend indicates |
| 39. | Stock Consumed / Sales | Stock Consumed / Sales | sialmass |
| 40 | Wagaa & Salariaa / Salar | Wagaa & Salariaa / Salaa | Ligher trend indicates |
| 40. | wages & Salaries / Sales | wages & Salaries / Sales | sielmass |
| 4.1 | Direct Mars Gratering Engaged | Direct Man Cost airs E annual (Color | |
| 41. | Direct Manufacturing Expenses / | Direct Manufacturing Expenses / Sales | Higher trend indicates |
| 42 | Sales | On earlier Francisco / Seller | SICKNESS |
| 42. | Operating Expenses / Sales | Operating Expenses / Sales | Higher trend indicates |
| 40 | | | sickness |
| 43. | (Sales – Material Cost) / Sales | (Sales – Material Cost) / Sales | Lower trend indicates |
| | | | sickness |
| 44. | (Sales – Material Cost) / Capital | (Sales – Material Cost) / Capital | Lower trend indicates |
| | Employed | Employed | sickness |