TOYOTA PRODUCTION SYSTEM

By Deepak Sharma, Group HR Head

Myth : Most of Managers think that such system can be applicable only in Automotive.

Fact : Toyota Production System can be Applicable in Any Industry

What is Toyota Production System?

A production system which is steeped in the philosophy of “the complete elimination of all 8 Type of Waste” imbuing all aspects of production in pursuit of the most efficient methods.

Eight Types of Waste Defined

Waste is any activity that does not add value to the product or service. The activity does not add value if the customer is not willing to pay more money for this activity. Waste can be viewed as the single hurdle that can limit a business over time, unless they are identified and systematically eliminated.

1: Overproduction:
2: Waiting:
3: Transportation:
4: Non-Value-Added processing:
5: Inventory:
6: Under Utilizing People:
7: Defects:
8: Motion:

“Making Perfect Things” Just-in-Time

Toyota Motor Corporation’s production system is a way of “Making Things” that is sometimes referred to as a “lean manufacturing system” or a “Just-in-Time (JIT) system,” and has come to be well known and studied worldwide.

This production control system has been established based on many years of continuous improvements, with the objective of “making the Product ordered by customers in the quickest and most efficient way, in order to deliver the Product as quickly as possible.”

The Toyota Production System (TPS) was established based on two concepts: The first is called “jidoka” (which can be loosely translated as “automation with a human touch”) which means that when a problem occurs, the equipment stops immediately, preventing defective products from being produced; The second is the concept of “Just-in-Time,” in which each process produces only what is needed by the next process in a continuous flow.

Based on the basic philosophies of jidoka and Just-in-Time, the TPS can efficiently and quickly produce vehicles of sound quality, one at a time, that fully satisfy customer requirements.

From The Editor’s Desk

Dear Readers,

We present you the first issue of Volume 2 of “Nishtha” which opens with an enriching article on “Toyata Production System”. Don’t miss the Max Panorama section depicting activities from both Plant and Marketing. Do check out three back to back interesting stories in the Pearls of Wisdom section and “How they catch Monkey’s in India” on to the last page.

Mr. Awadheesh poetry on “Kundalia” take us to the spiritual journey of worshipping Lord Shiva and getting blessed.

Birthday wishes to everyone. Stay Safe, Stay Healthy.

Regards,

Nitesh Chaharia

MR.WISE

"Do not think of your faults: look for what is good and strong and try to imitate it. Your faults will drop off like dead leaves, when the time comes."

John Ruskin

For any suggestion, write-ups, photographs, participation in Editorial Board please mail us at nishtha@gnggroup.in
EMPLOYEE INTERACTION SESSION

A brief interaction session was called upon by President Plant, Mr. M.M Tiwari with all the employees on 26th July’16 at GNAM club. At first President addressed all employees, motivated them and thanked them for their efforts, after which an open interaction session was made with the employees regarding their issues and development proposals. The whole interaction session was schedule to create harmonious relationship among employees and management.

FREE TUITION CLASSES TO ALL THE STUDENTS OF THE STAFF COLONY

Under the leadership of HR & Administration Department on 15th May’2016 Free Tuition classes for all the students from Play Group to 2nd Standard is being organized daily in the evening for 2 hours from 3 PM To 5 PM. On 26th July’16 President Plant (Mr. M.M Tiwari) visited the class room and was delighted to witness children from different age group attending there classes in a disciplined manner. President then discussed with the teachers and representatives from HR & Admin department regarding further improvement and development that can be done for the tutorial class. Teachers and Management are working mutually for the betterment of the students by introducing facilities and necessary amenities.

SKILL DEVELOPMENT TRAINING PROGRAMMES

A series of training program were conducted by the HR department in GNAM club for the skill development of all the employees in various aspect like technical, behavioral and functional. The training program was attended by employees of the entire department of the plant. The training session were taken by different mentors from various department who were well versed in the subject presented. All the training topics were properly conveyed through word and action.
TABLE TENNIS (PING PONG) TOURNAMENT

Table tennis “Singles” tournament is going on in GNAM club. As the nature of game, play fast and demands quick reaction which is the charm of the game. Whereas players are spinning the ball that alters its trajectory to limit the opponent options however the hitter is always having the great advantage. The final match is scheduled on 8th August, 2016.

CARROM BOARD CONTEST –“SINGLES”

This is one of the most participatory games which attract the players to strike and pocket more and more. All the participant have been trying their best to qualify the league matches and move ahead for the finals. The league match is about to finish and the final will be played on 10th August, 2016.

GURU PURNIMA CELEBRATION AT TEMPLE

Guru Purnima is an Indian festival dedicated to spiritual and academic teachers. This festival is traditionally celebrated by Hindus, Jains and Buddhists, to pay their respects to their teachers and express their gratitude.

On this auspicious day, Sunderkand Path was organized at temple which was followed with Aarti and Prasad distribution.
Dealer Kit Distribution to P.ENTERPRISE, Urban Kamrup

Dealer Kit Distribution to B.N. ENTERPRISE, Lower Assam

Dealer Kit Distribution to SHREE BALAJI HARDWARE, Meghalaya

New Dealer. ABER ENTERPRISE, Kerakuchi, Guwahat

New dealer, HAZRAT HARDWARE, kowaimari, Nagaon

SRINATH ENTERPRISE, Cachar received max umbrella.

Handover Dealership certificate to Subhash ji owner of SHREE KRISHNA HARDWARE Store Dibrugarh

RAJKHOWA HARDWARE, Harmoty receives Max Umbrella.

Canopy done at CLASSIC ENTERPRISE, Nagatilla by Ranadhis.

Mason meet at SAM ENTERPRISE DIBRUGARH

Canopy done at rural markets of Hailakandi, and Algapur.
PEARLS OF WISDOM

A POUND OF BUTTER
By: Umesh Vishwakarma, Manager (Process)

There was a farmer who sold a pound of butter to the baker. One day the baker decided to weigh the butter to see if he was getting a pound and he found that he was not. This angered him and he took the farmer to court. The judge asked the farmer if he was using any measure. The farmer replied “Your Honour, I am primitive. I don’t have a proper measure, but I do have a scale.” The judge asked, “Then how do you weigh the butter”. The farmer replied, “Your Honour, long before the baker started buying butter from me, I have been buying a pound loaf of bread from him. Every day the baker brings the bread. I put it on the scale and give him the same weight in butter. If anyone is to be blamed it is the baker.

Moral of the story: - We get back in life what we give to others. Whenever you take an action, ask yourself this question. Am I giving fair value for the wages or money I hope to make? Honesty and dishonesty become a habit. Some people practice dishonesty and can lie with a straight face. Others lie so much that, they don’t even know what the truth is any more. But who are they deceiving? “THEMSELVES.”

CHINESE BAMBOO TREE
By Vikash Mishra, Asst. Manager (HR & IR)

“Incredible but true, story of the Chinese bamboo tree. “ The process goes like this: You take a little seed, plant it, water it, and fertilize it for a whole year, and nothing happens. The second year you water it and fertilize it, and nothing happens. The third year you water it and fertilize it, and nothing happens. How discouraging this becomes! The fifth year you continue to water and fertilize the seed and then---take note. Sometime during the fifth year, the Chinese bamboo tree sprouts and grows “NINETY FEET IN SIX WEEKS!”

Life is much akin to the growing process of the Chinese bamboo tree. It is often discouraging. We seemingly do things right, and nothing happens. But for those who do things right and are not discouraged and are persistent things will happen. Finally we begin to receive the rewards.”

IT’S LITTLE THINGS THAT MAKE A BIG DIFFERENCE.”
By Pawan Singh, Sr. Manager (Mechanical)

There was a man taking a morning walk at or the beach. He saw that along with the morning tide came hundreds of starfish and when the tide receded, they were left behind and with the morning sun rays and they would die. The tide was fresh and the starfish were alive. The man took a few steps, picked one and threw it into the water. He did that repeatedly. Right behind him there was another person who couldn’t understand what this man was doing. He caught up with him and asked, “What are you doing? There are hundreds of starfish. How many can you help? What difference does it make?” This man did not reply, took two more steps, picked up another one, threw it into the water, and said, “It makes a difference to this one.” What difference are we making? Big or small, it does not matter. If everyone made a small difference, we’d end up with a big difference, wouldn’t we?

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QUICK TIPS TO IMPROVE SELF CONFIDENCE

By Anupama Kar, Executive (MIS)

Here are some quick tips to improve your Self Confidence. If we are committed to have a healthy self confidence there are many things you can do every day to boost your self confidence, each small steps that will help you to reach your goal. The good news is that self-esteem is not fixed and can be improved, try some of the steps below to boost your confidence and self-esteem.

1) **Identify your successes.** Everyone is good at something, so discover the things at which you excel, then focus on your talents. Give yourself permission to take pride in them. Give yourself credit for your successes. Inferiority is a state of mind in which you've declared yourself a victim. Do not allow yourself to be victimized.

2) **Look in the mirror and smile.** Studies surrounding what's called the “facial feedback theory” suggest that the expressions on your face can actually encourage your brain to register certain emotions. So by looking in the mirror and smiling every day, you might feel happier with yourself and more confident in the long run.

3) **Exercise and eat healthy.** Exercise raises adrenaline and makes one feel happier and healthier. It is certainly an easy and effective way to boost your self-confidence.

4) **Turn feelings of envy or jealousy into a desire to achieve.** Stop wanting what others have just because they have it; seek things simply because you want them, whether anybody else has them or not.

5) When you're feeling superbly insecure, write down a list of things that are good about you. Then read the list back. You'd be surprised at what you can come up with.

6) Don't be afraid to **push yourself a bit** - a little bit of pressure can actually show just how good you are!

7) You can try taking a martial arts or fitness class/course (or both). This will help build confidence and strength.

8) Invest in some new clothing and donate some of your old clothing to send a message to yourself that you both look sharp and feel sharp.

9) Try to make yourself **talk positively** at all times. When you hear yourself saying you can't do something, stop and say you can. Unless you try, you will never know whether you are able to or not.

10) Don’t get wrapped up in your mistakes and dwell on bad points; they can contrast your good points or even give you something to improve. There’s no feeling like being good at something you were really bad at.

11) Don’t confuse what you have with who you are. People degrade their self worth when comparing possessions.

12) **Surround yourself with nurturing friends,** not overly critical individuals who make you feel inadequate or insecure. This could do great harm and damage to your self confidence.
We Welcome New Members at Green Valley Industries Ltd.

Mr. Pawan Singh, B.E. Mechanical has joined us as Sr. Manager in Mechanical department and has diverse experience from Cement Companies like ACC Ltd., Ultratech Cement Ltd. and Ambuja Cement Ltd. He is from Durg Chhattisgarh.

Mr. Jonathan Ralte has joined as a Trainee in Sales & Marketing in Manipur. He is having a good interpersonal and communication skills.

HOW THEY CATCH MONKEYS IN INDIA

By Rupesh Mishra, Asst. Manager Commercial

Monkey-hunters use a box with an opening at the top, big enough for the monkey to slide its hand in. Inside the box are nuts. The monkey grabs the nuts and now its hand becomes a fist. The monkey tries to get its hand out but the opening is big enough for the hand to slide in, but too small for the fist to come out. Now the monkey has a choice, either to let go off the nuts and be free forever or hang on to the nuts and get caught.

Guess what it picks every time? You guessed it. He hangs on to the nuts and gets caught.

We are no different from monkeys. We all hang on to some nuts that keep us from going forward in life. We keep rationalizing by saying, "I cannot do this because . . ." and whatever comes after "because" are the nuts that we are hanging on to which are holding us back.

Successful people don't rationalize. Two things determine if a person will be a success: reasons and results. Reasons don't count while results do.

A good advice for failure is: Don't think, don't ask and don't listen. Just rationalize.