

THE PARADOX OF PROGRESS

- Mr. Bijit Purkayastha (HR Head)

It starts with an age-old question: what is the meaning of life? Most people would say the meaning of life is to make the world a little more beautiful, or nicer, or more interesting. But how? These days, our main answer to that is: through work.

Our definition of work, however, is incredibly narrow. Only the work that generates money is allowed to count towards GDP. Little wonder, then, that we have organized education around feeding as many people as possible in bite-size flexible parcels into the employment establishment. Yet what happens when a growing proportion of people deemed successful by the measure of our knowledge economy say their work is pointless?

That's one of the biggest taboos of our times. Our whole system of finding meaning could dissolve like a puff of smoke.

The irony is that technological progress is only exacerbating this crisis. Historically, society has been able to afford more non value adding jobs precisely because our robots kept getting better. As our farms and factories grew more efficient, they accounted for a shrinking share of our economy and the more productive agriculture and manufacturing became, the fewer people they employed. Call it the paradox of progress: the richer we become, the more room we have to waste our time.

The time has come to stop sidestepping the debate and home in on the real issue: what would our economy look like if we were to radically redefine the meaning of "work"? I firmly believe that a universal basic income is the most effective answer to the dilemma of advancing robotization. Not because robots will take over all the purposeful jobs, but because a basic income would give everybody the chance to do work that is meaningful.

I believe in a future where the point of education is not to prepare you for another useless job, but for a life well lived



I believe in a future where the value of work is not determined by the size of paycheck, but by the amount of happiness one spreads and the amount of meaning one gives.

I believe in a future where the point of education is not to prepare one for another useless job, but for a life well lived. I believe in a future where "jobs are for robots and life is for people."

And if basic income sounds Utopian to you, then I'd like to remind you that every milestone of civilization – from the end of slavery to democracy to equal rights for men and women – was once a Utopian fantasy too. Or, as Oscar Wilde wrote long ago: "Progress is the realization of Utopias."

From The Editor's Desk

Dear All,

As the year passes through the midpoint now is a perfect time to review how you've been doing and what it takes to achieve or even exceed your goals for the year.

And one of the best ways to do that successfully is to arrange for some breathing space away from daily distractions. Create a summer retreat for yourself where you get to reflect on the past as well as envision and plan for the second half of the year.

This issue of Nistha opens on the "Paradox of Progress" with some interesting management stories in the "Pearls of Wisdom" section.

*Happy Birthday To All of You born in the month of June!
Stay Safe , Stay Healthy*

*Regards,
Nitesh Chaharia*

MR.WISE

Your mind is like an acre of land. Look after it! Hard work is like tilling; good reading acts like fertilizer; discipline is like pesticides.

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



“BAAHUBALI-2” MOVIE SHOW IN CLUB: Sometimes, the best way to translate reality is through fiction. And no genre resonates more with people than cinema. With this perspective , A movie show “ BAAHUBALI-2” on big screen was organized in GNAM club by HR team on Saturday evening for the entertainment of all the employees and their families. Evening snacks was also served for the refreshment of all.

TRAINING ON PERSONAL FINANCIAL PLANNING: With a view to facilitate employees with their tax planning and investment decisions, a session on Financial Planning Education for HO and Plant employees was organised in May 2017 for unique discovery and assessment process with **BAJAJ CAPITAL** financial experts. Advisors helped the employees in understanding the current financial circumstances, anticipated changes, future goals, and results in the customized plan.



TRAINING ON “GOAL SETTING “: A training was conducted by HR department on effective GOAL SETTING by **Mr. Bijit Purkayastha** HR Head and mentor **Mr. Amitabh Babbar** for the plant members so that they can optimize their productivity .



SRT -9 INAUGURATION: SRT-9 in staff colony was inaugurated on 16th May, 2017 by Shri PVSR Dattu, Sr. V.P. (Plant) with Shri **Bijit Purkayastha** Head HR and employees. The employees with their families shifted in the new residential quarter on the day.

PEARLS OF WISDOM

THE PERMANENT PROBLEM

A classic story illustrates very well the potential cost of placing a problem in a disciplinary box. It involves a multistore office building in New York. Occupants began complaining about the poor elevator service provided in the building. Waiting times for elevators at peak hours, they said, were excessively long. Several of the tenants threatened to break their leases and move out of the building because of this...

Management authorized a study to determine what would be the best solution. The study revealed that because of the age of the building no engineering solution could be justified economically. The engineers said that management would just have to live with the problem permanently.

The desperate manager called a meeting of his staff, which included a young recently hired graduate in personnel psychology...The young man had not focused on elevator performance but on the fact that people complained about waiting only a few minutes. Why, he asked himself, were they complaining about waiting for only a very short time? He concluded that the complaints were a consequence of boredom. Therefore, he took the problem to be one of giving those waiting something to occupy their time pleasantly. He suggested installing mirrors in the elevator boarding areas so that those waiting could look at each other or themselves without appearing to do so. The manager took up his suggestion. The installation of mirrors was made quickly and at a relatively low cost. The complaints about waiting stopped.

Today, mirrors in elevator lobbies and even on elevators in tall buildings are commonplace.

The solution shows how the key to solve a problem is often *defining* the problem correctly in the first place.

THE JAPANESE FISH

The Japanese have always loved fresh fish. But the water close to Japan has not held many fish for decades. So to feed the Japanese population, fishing boats got bigger and went farther than ever. The farther the fishermen went, the longer it took to bring the fish. If the return trip took more time, the fish were not fresh.

To solve this problem, fish companies installed freezers on their boats. They caught the fish and freeze them at sea. Freezers allowed the boats to go farther and stay longer. However, the Japanese could taste the difference between fresh and frozen fish and they did not like the taste of frozen fish.

The frozen fish brought a lower price. So, fishing companies installed fish tanks. They caught the fish and stuffed them in the tanks, fin to fin. After a little thrashing around, they were tired, dull, and lost their fresh-fish taste. The fishing industry faced an impending crisis! But today, they get fresh-tasting fish to Japan. How did they manage...?

To keep the fish tasting fresh, the Japanese fishing companies still put the fish in the tanks but with a small shark. The fish are challenged and hence are constantly on the move. The challenge they face keeps them alive and fresh!

Have you realized that some of us are also living in a pond but most of the time tired and dull....? Basically in our lives, sharks are new challenges to keep us active. If you are steadily conquering challenges, you are happy. Your challenges keep you energized. Don't create Success and revel in it in a state of inertia. You have the resources, skills and abilities to make a difference. Put a shark in your tank this year and see how far you can really go....



DOB	Name of the Employees
06 th June	BINEES ROY GAYANG
09 th June	KAMALA KANTA SAHOO

SOLVE IT?

The removal of an element from the end of a word, usually for informal economy of expression, is known as APOCOPE. For example, CINEMA is an apocopic word as it comes from the word as its original word is CINEMATOGRAPH.

Can you figure out the original word for the followings

- AMP _ _ _
- CAB _ _ _ _ _ _
- DISCO _ _ _ _ _ _
- FAN _ _ _ _
- HACK _ _ _
- LAB _ _ _ _ _ _ _
- PIANO _ _ _ _ _
- PUB _ _ _ _ _ _ _
- SPEC _ _ _ _ _ _
- IMPO _ _ _ _ _

HOUSE 9. SPECULATION 10. IMPOSITION
5. HACKNEY 6. LABORATORY 7. PIANOFORTE 8. PUBLIC
1. AMPERE 2. CABRIOLET 3. DISCOTHEQUE 4. FANATIC

Answers

WHY ORGANIZATION STRUCTURES FAIL

By Mr. R.M Roy (VP F&A)

The design of an organization is often a critical enabler for the achievement of a company's strategy and goals, on-going innovation, and streamlined operations. If a manager overlooks one of these key elements in implementing structural change, the results can be disastrous for both the company, and the manager.

Enlisted below are some key areas where the Researchers have identified some mistakes made by companies.

1. **Not knowing what you are trying to achieve** : Setting organizational objectives are not easy because there are too many variables that can affect the end results taking into consideration internal factors such as financial resources and human capital as well as external factors such as competitors, demand for the products, and the economy. It is of prior most importance to identify internal **Strengths** and **Weaknesses** as well as external **Opportunities** and **Threats** and accordingly develop strategies that are relevant and realistic to your organization.
2. **Structuring an organization for specific personnel** :It is incredibly important to separate organization requirement and objectives from personal preferences of individuals while considering structuring of the company or while staff selection. It is not uncommon for key people within an organization to have tremendous influence due to their tenure, expertise, or importance to certain client relationships. As a result, there is a risk that the preferences of the individual will become a priority during organization design rather than the objectives and requirements of the business.
3. **Causing more disruption than needed**: Although it is true that the need for change after proper evaluation & assessment during later stages in the organization is inevitable & usually provides a good opportunity to also address other inefficiencies or problem areas, leaders should be cautious about causing more disruption than necessary. Drastic staffing cuts or process changes can result in reduced employee morale, the loss of valuable talent, stagnated innovation, and an overall distraction from the mission of the organization.
4. **Bypassing formal communications** :It is essential that a formal plan is developed to support the communication of the right information at the right point in the process. Details about the organization, along with details of the selection process, should be communicated as they are finalized to all levels of the organization. This will help avoid surprise or confusion about the responsibilities and expectations during the change. If rumors conflict with formal communication during the process, the legitimacy of the organization will be jeopardized.
5. **Breaking the circle of confidentiality** :It is incredibly important for participants to keep project information inside the circle of confidentiality. Revealing too much too soon to those outside the "Circle of Trust" can threaten an organization's level of engagement and overall productivity.



D.O.B	NAME OF EMPLOYEE
01 st Jun	LAL BACHAN CHAUHAN
01 st Jun	PANU KUMAR NATH
02 nd Jun	SANU BAIDYA
04 th Jun	RAHUL KUMAR
04 th Jun	BUBUL NATH
05 th Jun	MAHADEB DEB
06 th Jun	RAJESH RAI
06 th Jun	DIN DAYAL SHAH
07 th Jun	KOMRIS BAREH
07 th Jun	RAM KISHOR
08 th Jun	A. PRABHAKAR
09 th Jun	P. JANARDHAN RAO
10 th Jun	SANJEEV KUMAR RAWAL-WASIA
10 th Jun	SUBASH CHANDRA KHUNTIA
13 th Jun	SONLY LYNGDOH
14 th Jun	YASIN ALI BHUIYA
15 th Jun	JONE SIANGSHAI
19 th Jun	BIR SINGH ROHILA
21 st Jun	AJEN BASUMATARY
22 nd Jun	BETHEL SIANGSHIA
26 th Jun	PARITOSH DEB
27 th Jun	IMNALEPSHI
28 th Jun	PRABIN KALITA
30 th Jun	VIKAS VERMA
30 th Jun	APURBA THAKURIAH
30 th Jun	MD. IKBAL HUSSAIN

MARKETING OFFICE

DOB	Name of the Employees
01-Jun	SUVRAJIT NEOG
03-Jun	JAYDEEP JHA
04-Jun	SONU SINGH
06-Jun	VIJAY KUMAR DUBEY
11-Jun	LILA KANTA SHARMA
20-Jun	DIPIKA TAPARIA
22-Jun	BHASKAR SARMAH
24-Jun	SUBRAT KUMAR PADHI

लेखनी कब तक रहेगी कठघरे में ?

साहित्य सिर्फ समाज का दर्पण ही नहीं होता बल्कि समाज को परिष्कृत कर नई दिशा भी सुझाता है....दिखाता है.....पहला कदम बढ़ाता है और इसके लिए साहित्यकार न जाने कितनी रातों और कितने दिन कुर्बान कर मानसिक रूप से वहाँ हो आता हैउसको जी लेता है | सकारात्मक और नकारात्मक प्रभाव की गहन मीमांसा करके समाज के सामने प्रस्तुत करता है |

साधारणतया मनुष्य स्वभाव से ही आदतों की परिधि से घिरा होता है और उससे बाहर निकलना नहीं चाहता जैसे कि लोहे की जंजीर से बँधा हाथी का चंचल बच्चा बड़ा होकर पूर्ण बलशाली होने पर भी आदतानुसार जंजीर को तोड़ने का प्रयास नहीं करता| एक कवि जब लेखनी द्वारा लीक से हटकर कुछ अन्य राह दिखाता है तो बहुतायत जनसंख्या नज़रअंदाज़ कर देती है या विरोध करने पर उतर आती है | लेखनी प्रायः अलग-थलग पड़ जाती है परिणामतः कुछ जर्जर हो जाती है तो कुछ मृतप्राय, कुछ हताहत तो कुछ अडिग |

जो लेखनी अडिग रह जाती है वह निः संदेह परिवर्तन का बीज बो देती है किन्तु तिरस्कार सहते - सहते या सफाई देते - देते अक्सर ही दम तोड़ देती है | उसके द्वारा बोया गया बीज लम्बे अर्से के बाद ही उभर पाता है....परिवर्तन होने लगता है | तलाश शुरु हो जाती है फिर बीजारोपण करने वाली लेखनी की.....उच्च कीमत.....उच्च सम्मान की झड़ी लग जाती है | पैदा होने लगते हैं कुकुरमुत्ते की तरह वारिस....| नाम, यश, प्रशस्ति और रायल्ली का दीर्घकालीन खेल मरणोपरान्त या मरणासन्न समय में अबाध चलता है | अब सवाल यह उठता है कि ऐसा क्यों होता आ रहा है सदियों से और रुकेगा कैसे ?

इसके लिए लेखनीकारों और प्रबुद्ध जनों को दृढ़ संकल्प लेकर लेखनी को सत्ता के गलियारे से आजाद कराना होगा | चाटुकारिता के चालीसे को हतोत्साहित करना होगा | रचना का उचित मूल्यांकन करना होगा | कोई रचनाकार परिवर्तन की बात करता है तो उससे मिलकर उसकी सम्भावना पर विमर्श करना होगा और संतुष्ट होने पर समर्थन व सम्मान की मुहिम चलानी होगी | लेखनी को कठघरे में खड़ा करना गलत नहीं किन्तु जिरह - बहस की अवधि कम करके न्याय की व्यवस्था शीघ्रातिशीघ्र करना होगा ताकि लेखनी झंझावात से टकराते - टकराते बेचारगी (अपराधबोध) का भाव लिए आत्महत्या न कर ले.....लीक में गिरकर गलत की समर्थक न हो जाये.....मृतप्राय न हो जाये|

अगर हम सबके जागरुकता पूर्ण प्रयास से लेखनी उन्नयन के दौर में ही सही न्याय पा जाये तो उसे लम्बी अवधि तक कठघरे में नहीं रहना पड़ेगा.....लेखनी अपने उद्देश्य में सफल होकर जल्दी ही समाज को सही दिशा दे सकेगी.....नई कलमें भी विकास का पंख फड़फड़ायेंगी| कोई 'निराला' अभाव में परिजनों को नहीं खोयेगा..... .कोई 'सुकरात' ज़हर नहीं पीयेगा.....कोई 'महादेवी वर्मा' सार्वजनिक मंच का त्याग नहीं करेगी.....कोई 'दिनकर' परशुराम की प्रतिक्षा करते नहीं मरेगा |

आइये इसके हेतु कदम से कदम मिलाकर आगे बढ़ें |

अवधेश कुमार 'अवध'

पर्यावरण

1-

झुलस रहे हैं सभी चराचर,
सूर्य कोप के आतप से |
धरती अम्बर झुलस रहे हैं,
पर्यावरणी आफत से |
लगातार अपने पैरों पर,
मार रहे हम कुल्हाड़ी |
अब तो चेतो हे प्रबोध जन,
मौत बुलाती ताकत से ||

2-

जंगल काट - काटकर हमने,
धरती को बर्बाद किया |
वन्य जीव के दुख दर्दों को,
भूले से ना याद किया ||
स्वार्थ - भावना के चंगुल में,
मानवता से दूर हुए |
खुद भविष्य का गला घोटकर,
वर्तमान आबाद किया ||

3-

हवा विषैली, पानी दूषित,
खान पान बेकार हुआ |
ऐसा नशा चढ़ा उन्नति का,
बार - बार संहार हुआ |
पर्वत नदियाँ झीलें जंगल, दुख
के आँसू रोते हैं |
विजयी होने की आशा में, हार
हुई, बेज़ार हुआ ||

4-

आओ आज प्रतिज्ञा कर लें,
फिर हरियाली लायेंगे |
खाली धरती जहाँ कहीं हो,
नूतन पौध उगायेंगे |
साफ सफाई को अपनाना,
जीवन का उद्देश्य हुआ |
अपने पावन कर्मों से ही, भू
को स्वर्ग बनायेंगे ||
अवधेश कुमार 'अवध'

अवधेश कुमार 'अवध'

WE WELCOME NEW MEMBERS AT GVIL



Name: RANADHIR SINHA
Date of joining: 01-05-2017
Designation: Helper
Department: Automobile



Name: ARVIND KUMAR JINDAL
Date of joining: 02-05-2017
Designation: General Manager
Department: Mechanical



Name: SAJAL GHOSH
Date of joining: 18-05-2017
Designation: Driver
Department: Administration



Name: RAJIB SAHA
Date of joining: 20-05-17
Designation: Driver
Department: Administration



Name: ANAND MUKHERJEE
Date of joining: 20-05-17
Designation: Supervisor
Department: Administration



Name: ABDUL MALIK
Date of joining: 25-05-17
Designation: Operator
Department: Automobile



Name: ASHIT SINHA
Date of joining: 25-05-2017
Designation: Operator
Department: Automobile



Name: JEHERUL ISLAM
Date of joining: 25-05-2017
Designation: Operator
Department: Automobile



Name: SUKUMAR ROY
Date of joining: 25-05-2017
Designation: Operator
Department: Automobile



Name: SURESH SINHA
Date of joining: 25-05-2017
Designation: Operator
Department: Automobile



Name: PROSONJIT SINGHA
Date of joining: 27-05-2017
Designation: Operator
Department: Automobile



Name: ABINASH BARUAH
Date of joining: 22-05-2017
Designation: ASM
Department: Sales



Name: RANA BHATTACHARJEE
Date of joining: 10-05-2017
Designation: ASM
Department: Sales



Name: DIBYENDU KAR
Date of joining: 08-05-2017
Designation: Deputy Manager
Department: Sales