



FROM THE GM CORPORATE HR DESK

Mr. Abhijit Roy

Human resource is the most precious asset of any organisation. It is said that people do not quit their jobs because they are unhappy with the organisation, but because they are unable to give the level of input towards their work that satisfies them. And what satisfies them is their performance.

This self-satisfaction mechanism can be devised through the effective management of human re-

sources. Here lies the role of people managers who need to know the power of their written and spoken words, disposition towards anger and smiles, attitude and behaviour, as well as attention and indifference towards employees.

For example, most people managers do not realise the significance of their words, which can lead to depression and stress among subordinates. This stress directly affects employee performance, which eventually creates an impasse in the way of achieving organisational goals.

In order to enjoy the fruits of effective management and consequently emerge a role model for subordinates, a manager should bear a few things in mind.

Patience :When it comes to errors made by an employee, it is said that “No reaction is the best reaction”. A manager has to remain cool and patient come what may.

Words play a miraculous role : People managers must understand the importance of their words. They should be able to ascertain the impact of what is said and how important casual and formal talk could be for a certain subordinate.

Do not evaluate people, observe them : As a manager, you need to observe the people you are dealing with before forming opinions. The difference between evaluation and observation can simply be explained as: evaluation is usually biased and observation is always unbiased.

Follow the pattern : Before directing any feedback to your subordinates, you need to follow a pattern, for example a log. If you find someone coming late to the office and leaving early without informing you, do not throw a comment or ridicule the first time this happens.

Neutralising illusions : Neutralising illusions is one of the biggest tasks of a people manager. Misconceptions still exist that the ‘stick’ has a stronger impact: managers believe subordinates perform better when they are pressurised.

Loyalty with managers

One more important fact every manager must understand is that people are not loyal to organisations, they are loyal to their managers. If your personality is acceptable and worthy of respect to subordinates, they will perform better for you.

Develop a replacement : No, this is not a life-threatening suggestion. When you feel that you are comfortable with the job you have been assigned and there are some tasks which cannot be accomplished without your help, stop and contemplate. This is always bad – not a reflection of supreme accomplishments.

Put it this way: if you cannot be replaced, you cannot be promoted. Therefore, always pass on your skills to your subordinates.

Miracles?

Instill! Only satisfied employees can perform miracles. Never forget this reality. The failure of employees in performing their jobs well is also the failure of a manager in disguise. Help them in performing miracles for you.

From The Editor's Desk

Dear Readers,

On behalf of entire GNG group, I'd like to wish you all the best as we begin another journey of challenges, victories, lessons and changes in the fiscal calendar of year of 2015-16.

We open this issue of Nishtha with wonderful tips from Mr. Abhijit on effective management. Do check the last month festivals and celebrations in **Max Panorama** section with some interesting facts about the Concrete on to the last pages. Also we have some interesting stories “Club 99” & “What do we build ?” in the **Pearls of Wisdom** section.

Wishing Everyone a very Happy “Bihu” and “Poila Boishakh” festival this April. Birthday wishes to all.

Regards,
Nitesh Chaharia

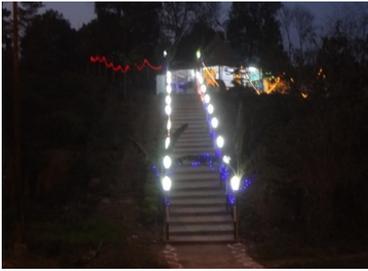
MR.WISE

“One who understands much displays a greater simplicity of character than one who understands little.”

– Alexander Chase

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

MAX PANORAMA



Maha Shiv ratri was celebrated in a grand manner on 7th March. The auspicious occasion was graced by the presence of all Employees their family and HOD's. Rudra Abhishek of Lord Shiva was done by Mr. Ramshroop Sharma (Pandit ji) and by all family members present. Maha Shiv ratri was celebrated in a grand manner at GVIL Temple which included Sandhya Bhajans followed by Prasad Distribution.



The first Annual gathering of GNAM Club was organized on 19th March, 2016. The event was graced by the presence of our Honorable President Sir. Mr. M.M Tiwari. Lamp was lit by our President Sir in the memory of our late Chairman Mr. G. N. Agarwal. After the inaugural speech, Gift (Wallet) was distributed to all the Club members and prizes for Chess competition (for Men) and Ludo (for women) was distributed. The program was concluded by discussing the plan for Club development followed by Hi-Tea.



Holi was celebrated with great enthusiasm at Plant. On the eve of Holi, all employees gathered in front of Guest house and lit huge bonfires "Holika Dahan". All the employees including HOD's took special delight in spraying colours on one another and throwing water. The employees also formed groups called tolis and move in colonies - applying colours and exchanging greetings. Songs, dance and mouthwatering Holi delicacies were the other highlights of the day.



All the employees and other staffs at Guwahati Office coloured each other in Holi colours and celebrated the festival with greetings and full joy. Apart from getting coloured in Holi swag, employees and other staffs were distributed sweets boxes on the eve of HOLI.

PEARLS OF WISDOM

What do we build in our lives?

Once upon a time two brothers, who lived on adjoining farms, fell into conflict. It was the first serious rift in 40 years of farming side by side, sharing machinery, and trading labor and goods as needed without a conflict.

Then the long collaboration fell apart. It began with a small misunderstanding and it grew into a major difference, and finally it exploded into an exchange of bitter words followed by weeks of silence.

One morning there was a knock on John's door. He opened it to find a man with a carpenter's tool box.

"I'm looking for a few days' work" he said. "Perhaps you would have a few small jobs here and there I could help with? Could I help you?" "Yes," said the older brother. "I do have a job for you."

"Look across the creek at that farm. That's my neighbor; in fact, it's my younger brother. Last week there was a meadow between us and he took his bulldozer to the river levee and now there is a creek between us. Well, he may have done this to spite me, but I'll do him one better."

"See that pile of lumber by the barn? I want you to build me a fence --an 8-foot fence -- so I won't need to see his place or his face anymore."

The carpenter said, "I think I understand the situation. Show me the nails and the post-hole digger and I'll be able to do a job that pleases you."

The older brother had to go to town, so he helped the carpenter get the materials ready and then he was off for the day.

The carpenter worked hard all that day measuring, sawing, nailing.

About sunset when the farmer returned, the carpenter had just finished his job. The farmer's eyes opened wide, his jaw dropped. There was no fence there at all. It was a bridge -- a bridge stretching from one side of the creek to the other! A fine piece of work, handrails and all -- and the neighbor, his younger brother, was coming toward them, his hand outstretched. "You are quite a fellow to build this bridge after all I've said and done."

The two brothers stood at each end of the bridge, and then they met in the middle, taking each other's hand. They turned to see the carpenter hoist his toolbox onto his shoulder. "No, wait! Stay a few days. I've a lot of other projects for you," said the older brother. "I'd love to stay on," the carpenter said, but I have many more bridges to build.



PLANT

DOB	NAME OF EMPLOYEE
1 st April	Dr. Rajat Paul
1 st April	Mr. Bubul Kumar Das
1 st April	Mrs. Chiarly Shadap
2 nd April	Mr. Ratan Moni Sinha
2 nd April	Mr. Amal Sinha
3 rd April	Mr. Mihsalan Suting
5 th April	Mr. Rambachan Kumar Gupta
5 th April	Mr. Bijoy Sutradhar
6 th April	Mr. Rajen Sinha
7 th April	Mr. Riki Sympli
9 th April	Mr. Sajan Prasad
9 th April	Mr. Babu Urang
10 th April	Mr. Sura Yogananda Vi-raiah
10 th April	Mr. Naresh Kumar
15 th April	Mr. Kapil Bhattacharya
16 th April	Mr. Bipul Singha
19 th April	Mr. Milan Kumar Das
19 th April	Mr. Roghu Ranjan Nath
24 th April	Mr. Anil Narzari
26 th April	Mr. Nantu Paul
27 th April	Mr. Robin Sunar
27 th April	Mr. Ajit Das
28 th April	Mr. Prasenjit Sinha
28 th April	Mr. Kunal Kashyap
30 th April	Mr. A. Shyam Kishore Singha
30 th April	Mr. Padum Bahadur Thapa

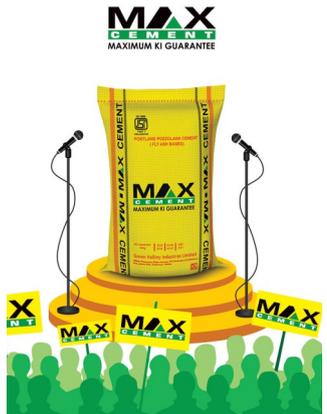
MARCH 16 NEW JOINEES

GUWAHATI

1. Pranjal Goswami , Sr. Executive Branding
2. Sahiduddin Ahmed , ASM Barakvalley
3. Jugal Gogoi , Driver Ghuwahati

MEGHALAYA

1. Gurajala Jeevan, DIT Mechanical
2. Santosh Das, Supervisor Mining



The Chosen One in North East

We have been awarded four times in a row. Merit is all that counts. That's why we are the most preferred and recommended cement brand.

THE 99 CLUB

- Vikash Mishra, Asst. Manager (HR)

Once upon a time, there lived a King who, despite his luxurious lifestyle, was neither happy nor content.

One day, the King came upon a servant who was singing happily while he worked. This fascinated the King; why was he, the Supreme Ruler of the Land, unhappy and gloomy, while a lowly servant had so much joy. The King asked the servant, "Why are you so happy?"

The man replied, "Your Majesty, I am nothing but a servant, but my family and I don't need too much – just a roof over our heads and warm food to fill our tummies."

The king was not satisfied with that reply. Later in the day, he sought the advice of his most trusted advisor. After hearing the King's woes and the servant's story, the advisor said, "Your Majesty, I believe that the servant has not been made part of The 99 Club."

"The 99 Club? And what exactly is that?" the King inquired.

The advisor replied, "Your Majesty, to truly know what The 99 Club is, place 99 Gold coins in a bag and leave it at this servant's doorstep."

When the servant saw the bag, he took it into his house. When he opened the bag, he let out a great shout of joy... So many gold coins!

He began to count them. After several counts, he was at last convinced that there were 99 coins. He wondered, "What could've happened to that last gold coin? Surely, no one would leave 99 coins!"

He looked everywhere he could, but that final coin was elusive. Finally, exhausted, he decided that he was going to have to work harder than ever to earn that gold coin and complete his collection.

From that day, the servant's life was changed. He was overworked, horribly grumpy, and castigated his family for not helping him make that 100th gold coin. He stopped singing while he worked.

Witnessing this drastic transformation, the King was puzzled. When he sought his advisor's help, the advisor said, "Your Majesty, the servant has now officially joined The 99 Club."

He continued, "The 99 Club is a name given to those people who have enough to be happy but are never content, because they're always yearning and striving for that extra 1 telling to themselves: "Let me get that one final thing and then I will be happy for life."

We can be happy, even with very little in our lives, but the minute we're given something bigger and better, we want even more! We lose our sleep, our happiness, we hurt the people around us; all these as a price for our growing needs and desires. That's what joining The 99 Club is all about.

Moral: Be happy with what you have



KOLKATA

DOB	Name of the Employees
14th April	Manas Pramanik
18th April	Shampa Chakraborty
25th April	Rituparna Banerjee

GUWAHATI

DOB	Name of the Employees
1st April	Ashim Patowary
1st April	Abul Fazal Ahmed
1st April	Naresh Kumar Baitha
8th April	Indrajit Chowdhury
25th April	Bijoy Kr. Shee

আশা

মনে কত আসা,

হবে কি পূরণ?

জানি না কখন!

পাব নতুন জীবন।

কি হবে কি হবে,

ভাবি মনে মনে?

যদি হই ফুল,

হব মায়ের পায়ের ধূল।

যদি হই ভোমরা,

নেব মধু শরা শরা।

এই আমার আশা,

এই আমার ভালবাসা।

Written By: Shambhu Dey

Executive (Sales & Marketing)

SOME QUITE INTERESTING THINGS ABOUT CONCRETE

Ancient

Concrete isn't modern. The oldest ever found isn't even man-made. It is a 12 million-year-old natural deposit found in Israel in the Sixties in which oil shale had combusted naturally near limestone, producing a natural layer of concrete. Israel is also home to the earliest man-made deposits. In 1985, the excavation of a Neolithic site dating back 9,000 years in southern Galilee revealed a concrete floor, and evidence of a limekiln that had been used to burn limestone to form the cement used to bind and harden sand. Another Neolithic site in Serbia showed a similarly constructed concrete floor.

Durable



Knowledge of concrete seems then to have disappeared until the Ancient Egyptians used it as infill material when constructing the pyramids at Giza.

Their formula for making concrete hasn't changed much since: limestone was roasted, pulverised then mixed with sand or gravel and water. This knowledge spread around the Mediterranean, but it was the Romans who perfected the art of what they called opus caementicium. They added sandy deposits of pozzolana (a volcanic rock found near Naples at Puteoli, now known as Pozzuoli). This enabled their concrete to set even under water; it was of such high quality that some Roman bridge piers are still in daily use despite having been subjected to 2,000 years of river erosion. The reason that the Colosseum, Hadrian's Wall and the aqueduct at Pont du Gard in the south of France are all still standing is that they were built using concrete

Strong

The Pantheon in Rome was built in about 120AD and is still the largest unreinforced (i.e. with no metal skeleton to strengthen it) concrete dome in the world.



Because it is unreinforced, however, it does not comply with modern safety standards.

The explanation for its resilience may lie partly in the Roman technique of using thick mortar which was pounded into place rather than the runnier concrete we have to use today so that it will be machine-friendly and shape itself around its metal armature.

मैक्स को बनाइए!

देश गान गाइए!!

मैक्स संग तरंग हो,
मैक्स संग उमंग हो,
मैक्स का अभियान हो,
मैक्स को बनाइए देश.....।।

ये कारवाँ रुके नहीं,
ये हौसला झुके नहीं,
लक्ष्य जब महान हो,
मैक्स को बनाइए देश.....।।

गीत और गान बजे,
बाल बृद्ध लोग सजे,
कायम आन बान हो,
मैक्स को बनाइए देश.....।।

सात सुर सितार हो,
छाई बस खुमार हो,
एकता अभिमान हो,
मैक्स को बनाइए देश.....।।

हाथ में गुलाल लिए,
अंग अंग लाल किए,
प्रियतम सुजान हो,
मैक्स को बनाइए देश.....।।

आपसी जुड़ाव रहे,
देश हित भाव रहे,
सुखमय जहान हो,
मैक्स को बनाइए देश.....।।

*अवधेश कुमार, अभियन्ता
सिविल*

“लुढ़कती लेखनी” से

SOME QUITE INTERESTING THINGS ABOUT CONCRETE

Portland

Probably the most significant event in the history of modern concrete was the patent granted to Joseph



Aspdin of Wakefield in 1824 for Portland cement. It changed the course of construction forever. Aspdin's breakthrough was to produce a substance that was both fast-setting and attractive. By heating crushed limestone and clay, he produced a render that dried to a colour and finish similar to the expensive and fashionable limestone quarried from Portland in Dorset.

His only problem was finding stone to supply his Wakefield factory (he was twice prosecuted for digging up and stealing pavement slabs).

Aspdin was also held back by his own lack of chemical knowledge. He was approximate in his quantities and insisted on being present when each kiln was loaded. This drove his son William to decamp to north-west Kent. Here the abundant supplies of chalk made mass production possible, and William founded the company which eventually grew into Blue Circle, now absorbed into Lafarge, the world's largest cement company.

Versatile

Aspdin was very keen to promote the use of concrete in building houses, and in 1850 he started work on a huge concrete mansion called Portland Hall, near Gravesend in Kent. When one of his cement-laden barges ran aground on the isle of Sheppey, the locals recovered all the barrels assuming they contained whisky. When they discovered they were full of now solid cement, they cut their losses and built a pub out of them. It still stands – the Ship on Shore in Sheerness.

Futuristic

Thomas Edison held 49 concrete patents and experimented with precast concrete houses filled with concrete furniture, pianos and refrigerators but the scale of production was too small to make the enterprise viable.

Ears



Concrete ears or "sound mirrors" – the huge concrete dishes erected along the south coast and elsewhere at the beginning of the Second World War to detect approaching aircraft – had microphones suspended at the focal point of the dish and a range of up to 27 miles. They didn't work well on windy days, though, and were eventually made redundant, both by radar and by the arrival of faster planes.