

APRIL 2023

বঙালী বিহুৰ
শুভেচ্ছা থাকিল



WHAT'S INSIDE?

FROM THE DESK OF VCMD
PAGE.....1

EDITOR'S SPEAK
PAGE.....2

MAX PANORAMA
PAGE3-6

ARTICLES & POEMS
PAGE.....7

THOUGHT OF THE MONTH

“A new month marks a new beginning and a fresh start.”

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SCAN THE CODE
FOR THE ARCHIVE
COLLECTION OF
NISHA



FROM THE DESK OF VCMD

Dear Maxian

One of our responsibilities that we have to do as managers is to give feedback to our teams. The art of giving an effective feedback is also a management topic but one must understand the reason for a feedback and should be accepted in the spirit it is given. In order for the progress of the Company and for self development a feedback and acting thereon is a must. The result is that everyone is able to reach better decisions, improve performance, and generally succeed in their role.

Let's consider important aspects of feedback. The first one is improved performance. A feedback gives the employees insights into their work from the closest quarters from those who know them the best and want them to succeed. It also concerns their own performance too as the job profiles in a team are intertwined. It is but natural that this leads to better engagement amongst employees. This strong correlation is due to the fact that feedback tends to resolve issues quickly and increases knowledge sharing. This in turn, makes people feeling valued and they feel motivated and engaged. A recent survey ranked recognition as having the greatest impact on engagement. There is an old saying that recognition is far superior than monetary reward.

It is the successful and enthusiastic that yearn for a feedback as this can only help them to understand their profession better. Those who have excelled in their careers have always been the one that asked for evaluation of their performance and the problems that they may create with the view to ensure they get actionable insights of performance. A strong feedback gives the manager or the team head the tools to address issues before they escalate.

A festering human issue or any other factors such as tardiness, frequent errors and lack of awareness not only lead to low productivity. This is the case of feedback not being shared. It is natural that when feedback is not shared it will over time can become a workplace conflict. It also ensures that major mistakes are averted.

It's not uncommon that the best ideas come from someone on the team who simply mentions a solution to a problem or points out an issue that others haven't noticed yet.

A feedback keeps everyone on track. It benefits all. It is beneficial for everyone involved in any type of activities: working on a project, preparing for an event, studying, etc. The main features of it thus are the formation of better relationships, better relationships, motivation of employees, promotion of personal and professional growth and lastly creation of a friendly work environment. All chief factors of success.

Yes, I agree it is not easy to give feedback and many hesitate to do so. It is also not easy to accept feedback, It is the responsibility of both to treat this important tool of productivity. The giver must understand that he is not in the job to win a popularity contest and neither is the receiver in the position to be negative or take it personally.

Openness to criticism and an urge to seek feedback are the other positive effects that are the key to success.

This financial year ends and we start with a new one with a new optimism and zeal to ensure Max Cement crosses more milestones.

Best wishes for Rongali Bihu & Poila Baishak to all.

With best wishes

Regards,

VCMD

EDITOR'S SPEAK

Welcome to the year end issue of Nishta.

For unavoidable reasons, we were unable to issue the monthly issues from December to February but this March issue includes all the activities and life at Max Cement that took place during this period.

From April onwards, we will be continuing to publish the monthly Nishtha issues like before and we would like to have more participation from your end.

We also will be making changes in the style and content and we will be welcoming articles from all the readers, especially from the Family members.

Wishing all a blessed and happening Rongali Bihu & Poila Baishak.

Best wishes
Editor



BIHU CELEBRATION AT PLANT



FAMILY DAY CELEBRATIONS AT PLANT IN JANUARY



REPUBLIC DAY CELEBRATIONS



OBSERVING NATIONAL SAFETY DAY



JHCM INTER COMPANY TT & VOLLEYBALL TOURNAMENT



MAHASHIV RATRI CELEBRATIONS AT PLANT



HOLI CELEBRATIONS AMONG EMPLOYEES AT PLANT



HOLI MEET ARRANGED FOR OUR TRANSPORT PARTNERS



STORY OF AALU IN BIRIYANI (FAMOUS KOLKATA BIRIYANI)

** sourced from internet, information shared may not be factual**

Did You Know?

Kolkata Biryani is world famous and there is no Kolkata biryani without Aalu in it. But do you know the secret behind putting Aalu (potato) in Kolkata Biryani?



Well the real reason behind it is, In one of the experiments, the chef added potato to the biryani. The Awadhi biryani is cooked in the dum-phukt style. So when potato was cooked along with the saffron spices, meat, it tasted heavenly!



Rumours have it, The reason why they put potato in the biryani was because it was less expensive than meat and also because it provides a nice texture- so the main reason was the cost aspect of things.



When it was served to Wajid Ali Shah, he liked it immensely, and he said that henceforth whenever you cook biryani make sure that the potato is added. So that's how it all started in the court of Wajid Ali Shah in Metiabruz.

