

Highlights of unique achievements and initiatives taken at different units

HEAD OFFICE



Colourful festival Holi was celebrated with great enthusiasm and joy at Head Office on March 10, 2017 between 4:15 PM to 5.30 P.M. where our all staff members of Ginni Filaments Limited enjoyed a lot.

The programme started with tilak on the forehead of each and every staff members and they hugged with each other.

On this occasion our beloved Chairman & Managing Director Shri Shishir Jaipuria along with other senior officials were present and hugged with all staff members. We restricted for use of paint /wet colors etc from the view point of security and safety.



An article is published on "Future of PMS- Performance Management Systems" in Business Manager HR Magazine April 2017

Historically, it is needed to measure the performance of an individual in an organization for deciding his/her career growth for individual and organizational development. In the corporate world PMS system has been developed to understand the deviation arisen out of differences between Job descriptions and Job specifications, which are measured and improved through training and development initiatives for his/her career development. In Govt./PSUs it is known as Annual Confidential Report(ACR) which is done annually with almost no transparency unless and until the performance is extremely poor. Academically, there have been different theories as under:

a) Classification Method. b) Ranking Method. c) Point Rating Method. d) Point-wise Rating Method.

In the corporate world, following tools were adopted as per the progression of time.

• Point-wise appraisal. • Appraiser-Appraise interview appraisal. • Self/online appraisal. • 360 Degree appraisal. • OKRA/KRA based appraisal.

The above mentioned methods of appraisal systems were found fit at that particular time period but became obsolete in a phased manner as per the changing business scenario and changing skill sets. Each appraisal system did have some merits and de-merits but success depends upon its use in true sense. In most of the cases, appraisal system fails due to poor implementation from top to bottom or poor commitment from top, which leads to reluctance in appraisal system or loss of faith into a performance appraisal system resulting into favoritism leading to failure.

Point-wise Appraisal: Normally, employees are rated on 0-10 Scale comprising of functional and administrative criteria but fails because of no connectivity of the objective or no knowledge to appraise about his / her performance / development area. The appraisals are done by Supervisor single handedly. This system was in practice for more than 3 decades but replaced by other methods.

Appraiser-Appraisee Interview: This system bridges-up the gap, which was arisen out of point-wise appraisal system but could not sustain because of having no linkage with objective/ organizational goal linkage. Therefore, this system also did not gain confidence and almost collapsed about 2 decades ago.

Self/Online Appraisal: This system was started for appraising the work of executive and above wherein number of man-power is large, which has lead to online appraisal system. Since the supervisor and appraisee are not able to meet each other due to distance barrier and appraisals are done ONLINE. This system is still prevalent mostly in software industries or industries of a large manpower. The success of the system depends upon how much the employee is computer/IT savvy.

360 Degree Appraisal: This system is mainly prevalent in knowledge based industry or existing at the senior levels wherein an employee is appraised by seniors, juniors, peers, customers and vendors towards the performance of an individual. This system is not adopted at all the levels of hierarchy due to lack of maturity level of people involved prevalent in the industry.

For more details kindly log on to [http:// www.businessmanager.in/ making-pms-relevant.php](http://www.businessmanager.in/making-pms-relevant.php)

Update on ERP implementation:-

HRM & Payroll Module of Ramco ERP has been completely functional at Head Office. It became possible with the help of Mr. Arun Kumar Mishra with the team of CBS under the guidance of Mr. A. Z. Aghwan. Congratulations to all members involved!

A **Birthday Celebration** was organized at Corporate office on the last day of the month as an employee engagement initiative. The names of few lucky ones are as follows:-

• Mr. Mahipal Singh • Ms. Priyanki Mehrotra • Mr. Subhash Singh Rawat • Mr. Pradeep Bahal. A common cake was cut by the above mentioned birthday Boys by exchanging of greetings.



GARMENT UNIT

Celebration of Birthday-March 2017

Mr. Rajesh Jalali, Mr. Raj Kumar Verma, Mr. Jai Kuar Tiwari, Mrs. Shobha Sinha, Mr. Saket Pandey, Mr. Awdhesh Singh, Mr. Prem Prakash Mishra, Mr. Pradeep Kant Mehta, Mr. Ved Prakash, Mr. Vijay Kumar, Mr. Anupam Pandey, Mr. Raj Pal Singh



KOSI MILL UNIT-1 & 2

An objective to make our employees aware of safety, Safety Day was celebrated on 04th March 17 at GFL, Kosi. On the occasion all staff members and workmen were present and Dr. R. K. Gaur, Unit Head addressed the gathering. Unit Head emphasized the use of personal protective equipments at shopfloor. Further, he suggested that the safety starts from home, so all employees should also observe Safety First at their home also and make safety a habit while working at shofploor. He appreciated the zero loss of mandays due to accidents. Later, Mr. J. V. Singh, Chairperson of Safety Committee presented the whole one year activities taken/conducted by Safety Committee and appreciated the zero reportable accident in both the units. The programme was concluded by Capt. J. S. Bais, Manager (Security & Safety) and Mr. Narendra Singh, Safety Officer by vote of thanks.



A **Holi Milan Samaroh** was celebrated on 11.03.2017 at GFL, Kosi. On the occasion Dr. R. K. Gaur, Unit Head addressed the staff gathering and described the scientific purpose behind holi festival. He further described that in our day to day working minor differences crop up due to difference in opinion and working priorities. The Holi festival gives an opportunity to forget and forgive the minor differences and work together again with team spirit and work with full respect and loyalty to achieve targets of our company. Mr. S. N. Sharma, VP (P&A) addressed the gathering and advised all staff members to leave the differences in form of colours behind and mix all colours of holi on each other and work with team work to achieve objectives of respective work areas, so as to ultimatelt achive the goals of our company. The celebration concluded with snacks and sweet distribution.

Expansion project at GFL, Kosi initiated in Dec. 16 under process of shifting Ring Frame machines from Panoli Unit to GFL, Kosi plant. With joint efforts of all departments and strict followup by Unit Head the plant infrastructure completed well within time and the Ring Frame machines commissioned in March 17. On 17.03.17 Unit Head started the ON of new plant line Ring Frame machine and Tower with Puja and Prasad distribution. All staff members were present at the moment.



In process to develop a sense of the belongingness among our employee every month. Unit **celebrate Birthday** of our staff members. On dated 31.03.2017 Birthday celebration was organized for March month birthday employees. All senior staff joined the celebration and wished happy, healthy & successful life to birthday employees followed by cake, sweets and coffee.



HARIDWAR UNIT

VISITS OF THE MONTH:

- Mr. Hambir Singh from Anemo visit on dated 08th March 2017.
- Dr. Jayprakash Vidwans & Mr. Dilip Tripathi from JNJ visit on dated 08th March 2017.
- Mr. Ankur Anand & Mr.Maulin Gandhi from Chicoo visit on dated 09th March 2017.
- Mr. V.K Gupta (Chief Advisor) from WILS Migration & Education Consultants visit on dated 20th March 2017.
- Mr. Ankur Anand from Chicoo visit on dated 21st March 2017.
- Mr. Jony Kumar, Mr.Dushyant Kumar & Mohd.Asif S.B.I (Credit Card Officers) visit on dated 21st March 2017.
- Mr. Rajendra Negi from Abbott Pharma visit on dated 24th March 2017.
- Mr. Tarkesh Bhainsare from Piramal Enterprises Visit on dated 25th March 2017.
- Mr. V.K Raina from Germancert for ISO 9001:2008 Surveillance Audit visit on dated 27th March 2017.
- Mr. Pradeep Kumar & Mr. Ashish Monga from JNJ visit on dated 29th & 30th March 2017.

Ginni's "Safetyweek Celebration 2017"

At Ginni we have celebrated a week of "Industrial Safety" from 04th March to 10th March 2017 in which our Ginni Gems has participated with full enthusiasm and make the event successful. Employees grab the knowledge regarding the safety issues at work place and how to fight against it. The event involves various training like Fire Mock-Drill, Electrical Safety & Hazardous, First aid Training, PPE Training, & Safety Poster Exhibition was also conducted.



Holi Celebration:

A short gathering was organized for the employees in which employees shared their views regarding the improvements and achievements they gained from Ginni. At the End of the view sharing Our Unit Head Sh.P.K Chaudhary has given a motivational speech for the employees on "Improvisation of Working Skills".



TRAINING /DEVELOPMENT:

Internal Training on **"Awareness on Water System"**. An internal Training of "Water System" was conducted on dated 14th March 2017 by Mrs. Rupa Saxena in which trainee gained knowledge regarding the new developments in water system.

SBI (State Bank of India CAMP):

A credit card camp was organized by the SBI officials Mr.Jony Kumar, Mr.Dushyant Kumar & Mohd. Asif who shared the benefits of the credit cards to the employees as well as issued the employees with credit cards.



Update on ERP implementation:-

HRM & Payroll Module of Ramco ERP has been completed and completely functional at Haridwar Unit. It became possible with the help of Mr. V. K. Tripathi, Mr. Ashish Jha and Mr. Pankaj Nautiyal with the team of CBS under the guidance of Mr. A. Z. Aghwan.Congratulations to all members involved!

Monthly Birthday Celebration:

- Akhilesh Kumar Singh • Farman Khan
- Gaurav Mishra • Ashish Sharma



KRA Meet:

Awareness programme was organized for employees on dated 20th march 2017 by Mr.V.K Gupta Chief Advisor of "WILS Migration & Education Consultants" in which employees gained knowledge regarding new techniques of PMS (Performance Management System) in setting of KRA goals.

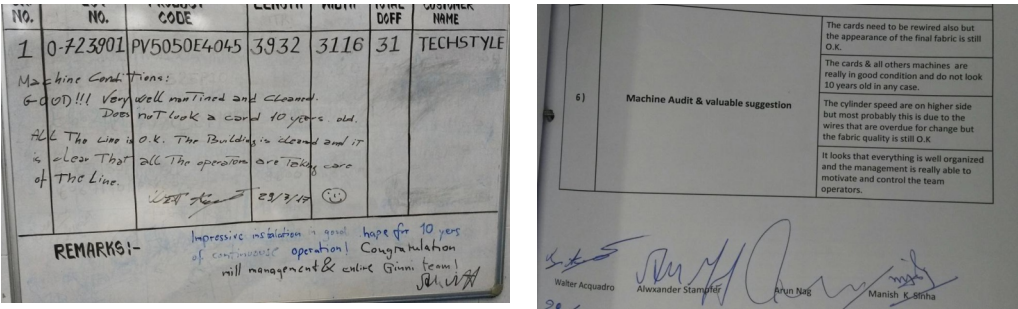


PANOLI MILL

VISIT OF THE MONTH

Visited M/S AUTEFA (Mr. Alexander Stampfer-Regional sales director Nonwoven & Mr. Acquadro Walter-Technical Expert) on dated 28.03 & 29.03.2017 for Card up gradation with EVO-3 technology & Machine Audit. Auditor's remarks on machine health

"The cards & all others machine are really in good condition and do not look 10 years old in any case. It looks that everything is well organized and the management is really able to motivate and control the team operators."



Successfully Completed External Audit (re-certification, stage -2) ISO 9001:2015 & ISO-14001:2015 by Bureau Veritas (India) Pvt. Ltd.

TRAINING PROGRAMME:-

Training is a continuous learning process with this concept a training program was organized on 22nd & 30th March, 2017 on topic of "Personal Hygiene" at GFL Panoli. The above program was conducted by Mr. Priyank Chauhan (Executive – Microbiology) There were 31 workers attended the training program and everyone rejoiced the session. The content of the session was: What is Personal hygiene, important of personal hygiene, general practices to maintain personal hygiene.



GOOD SHOW:-

Mr. Ramu bhai "HONEST WORK" has been recognized by us. On behalf of our organization appreciate his honesty and send thanks and best wishes"

On dated 22/03/2017 Mr. Ramu bhai found a missing Rupees 1800/- (One thousand and eight hundred only) in conference hall, and handover to Mr. Umesh Singh (Security officer)



GINNINEO™ News:

- a) Indian patent has been filed along with complete specification of GINNINEO DEPTH CARTRIDGE FILTER
 - b) Appointed dealers for Nepal Market.
 - c) GINNI FILTRATION organized a International Conference on "Latest Developments in Filtration Technology" followed by Introduction event of GINNINEO RO MEMBRANE and GINNINEO DEPTH CARTRIDGE FILTER products & networking followed by dinner on 20th March 2017 (6PM to 9PM) at Ranjee's Hotel,CF-2,VIKRANT KHAND Gomti Nagar, Lucknow, UP. This Conference was attended by high profile Govt. officials, OEM's, System Integrators, and EPC's, Consultants, dealers and distributors. It was a great opportunity about all delegates to learn about the latest GINNINEO membrane and filter technologies and network with various water professionals under one roof. Total 70 + customers were attended this seminar. Following points were discussed:
- Learning about GINNINEO innovative membrane and filter technologies
 - Networking opportunity with high profile water professionals & meetings for establishing contacts & partnerships
 - Opportunity for Business Partnerships

HOLI CELEBRATION:-

All staff members of Panoli unit celebrated festival of color "HOLI" on this occasion shri Arun Nag addressed the gathering of all staff and conveyed best wishes.



A FAREWELL PARTY ON RETIREMENT OF MR. J.D. SINGH:-

A farewell party was organized at training center on 30.03.2017 on the occasion of retirement of Mr. J.D. Singh. He has served Ginni Filaments Limited, for about 18 years as Mechanical Supervisor in engineering department. It was as nostalgic adieu with exchange of greeting.



Update on ERP implementation:-

HRM & Payroll Module of Ramco ERP has been completed and completely functional at Panoli Unit. It became possible with the help of Mr. Sanjeev Rai, Mr. Pragnesh Joshi and Mr. Birender with the team of CBS under the guidance of Mr. A. Z. Aghwan. Congratulations to all members involved!

A birthday celebration was organized at GFL Panoli on 30th March 2017. All birthday employees celebrated their birthdays along with all HODs Shri. Arun Nag conveyed best wishes to them. The celebration was followed by cake, sweets and snacks. The names of few lucky ones are as follows:

* Mr. Virendra Yadav

* Mr. Shashikant

* Mr. Bishnu Prasad Sahu

* Mr. Vijay Bhati

* Mr. Jaydeep Sakariya

* Mr. Gaurav Modi

Two photographs showing a birthday celebration. The left photo shows a group of men standing around a table with a cake. The right photo shows a group of men standing around a table with a cake, with one person cutting the cake.