



Quality Circle Forum of India

Nagpur Chapter

संकल्प

Souvenir

THEME

**"INTEGRATED QUALITY CONCEPTS -
THE GATEWAY TO GLOBAL LEADERSHIP"**



**Awarded
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at 34th
NCQC2020**

Souvenir of QCFI Nagpur Chapter

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33rd



33rd CCQC-2022

CHAPTER CONVENTION ON QUALITY CONCEPTS

Organised by

QUALITY CIRCLE FORUM OF INDIA

Nagpur Chapter

In association with,

RCOEM

Shri Ramdeobaba College of
Engineering and Management, Nagpur

THEME

**“INTEGRATED QUALITY
CONCEPTS - THE GATEWAY TO
GLOBAL LEADERSHIP”**

-: Venue :-

**Shri Ramdeobaba College of
Engineering and Management, Nagpur**

Valedictory Function

Sunday, 18th Sept. 2022

**All Case Study / Poem / Essay / Slogan / Cartoon / Poster
to be submitted between**

25th Aug. 2022 to 5 Sept. 2022

Knowledge Test

**Knowledge Test will be conducted online between
1st Sept. to 5th Sept. 2022**

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EDITOR'S DESK

VIVEK A. SHROUTY

Secretary, QCFI Nagpur Chapter
And
Editor , 'SANKALP'

It is indeed a pleasure to come up with another edition of SANKALP in the form of Souvenir on the occasion of QCFI Nagpur Chapter's Convention on Quality Concepts .It is a 33rd year of CCQC, proudly.

I would like to compliment to the Board members of Quality Circle Forum of India (QCFI) who came up with an impressive theme this year **“Integrated Quality Concepts-The Gateway to Global Leadership”**.

This theme has two parts one is **Integrated Quality Concepts** and second one is **Gateway to Global Leadership**. The Integrated Quality Concepts has its own importance in Business Excellence, Operational Excellence in the organization to improve the Quality, Productivity, Efficiency and Effectiveness of the Process. These integrated Quality Concepts are used and implemented by the business leaders from the Industrial Manufacturing Organization, Health Sector, and Education Sector to continuously improve to make the organization a world Class. This includes from small improvements as part of Kaizen to study of Cost of Poor Quality to improve bottom line.

I feel elated while expressing it here that such Convention on Quality Concepts always provides opportunity to meet

Quality Aspirant and Quality Leaders which result in a direction to initiate the new ideas and explore the new possibilities and of strong opinion that, without involvement of all the stakeholders, no significant achievement is possible.

QCFI Nagpur chapter is continuously involved in connecting with the organization and participated in the organization's internal competitions and trainings on Quality Circle and Quality Concepts.

I would like to thank our Authors, Artists for their support and phenomenal work in writing down the Articles, Poems, Slogans, Posters you are about to read in this issue. I would also like to extend my gratitude towards our advertisers and Shri Ramdeobaba College of Engineering and Management for their continuous support. I take this opportunity to welcome all the participants, QC members, Delegates, Organizations from PAN BHARAT in this 33rd CCQC-2022 and confident that this convention will make a positive impact on overall ecosystem of Quality.

My Best Wishes



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CHAIRMAN'S TALK

A K JAIN

Chairman –QCFI, Nagpur Chapter,
Director -QCFI Board

Dear Dignitaries and Participants,

It gives me immense pleasure to welcome you all to the Quality Circle Forum of India, Nagpur Chapter's 33rd Chapter Convention on Quality Concepts.

We are here to interpret and discuss our theme for the convention **“Integrated Quality Concepts – The Gateway to Global Leadership.”**

QCFI aims at developing complete quality people and improving quality of life through quality concepts, with QC as an essential and integral component.

QCFI has a unique approach to overall integrated development for all socioeconomic groups.

The best instrument we have for creating a comprehensive, consistent problem-solving technique is technology. India has generated a sizable talent pool of highly skilled engineering workforce that is exceptionally skilled at comprehending how high-quality products are made on a worldwide scale.

I am sure this convention will help you all establish quality standards to meet and exceed expectations and wish this convention a grand success.

I welcome all such aspirants from various booming industries to aboard the ship of Integrated Quality Concepts and sail to Global Leadership.

Best Compliments.



Message

Mr. AJAI NIGAM

**Vice Chairman
QCFI Nagpur Chapter**

I extend my heartiest greetings and best wishes to QCFI, Nagpur chapter for organizing 33rd CCQC, 2022 in association with RCOEM, Nagpur to be held on 18th September 2022 with the theme “Integrated Quality Concepts-the Gateway to Global Leadership.” The theme itself speaks high about significance for Quality concepts to attain global leadership.

I also congratulate team QCFI, Nagpur chapter and all those who have contributed in publishing this Sankalp souvenir. It is not merely providing information but also for imparting knowledge and developing usage of quality tools, problem solving and enhancing customer satisfaction.

At a time when our Honorable Prime Minister, envisages in having new approach for India to cease exporting the raw materials and importing the manufactured products so as to make India a “Manufacturing Hub”. It is a step towards ensuring Atmanirbhar Bharat. This will lead to achieve positive growth in all spheres of

life. In Industry, the focus must be now on encouraging the adoption of Industry 4.0 in MSMEs and establishing R&D activities therein. The support to micro innovations will create a culture of innovations across the workforce. Surely, then quality and safety becomes paramount in manufacturing of products to sustain in the competitive world.

In India even explosives manufacturing plants by virtue of statutory regulations and otherwise imbibe implementation of 5-S methodology which ensures safety at all stages of production, storage and handling of explosives. The methodology thereby brings into many benefits like cost reduction, higher quality, enhanced productivity, greater employee satisfaction and safer work environment and that is what is needed in manufacturing sector.

My best wishes to all for learning, enriching experience and using this robust forum in self-development for better tomorrow.



Message

Er. MANOHAR HEDA00

**Vice Chairman
QCFI, Nagpur Chapter**

“Greeting from QCFI Nagpur Chapter”

This year QCFI Nagpur Chapter organizing convention on Quality Concept

Physical convention is being organized to maintain continuity, the much awaited opportunity of participation of the practitioners of the various quality concepts. This is also an opportunity to team to maintain the spirit in the present and uncertain conditions.

The theme of CCQC-22 is “Integrated Quality Concepts- the Gateway to Global Leadership”

Accordingly the key to the success of all companies is grooming of the leaders and key personnel. This process involves finding the right talent and attracting worthy candidates before introducing them to the Institution, while assessing and developing existing talents and promoting the most suitable leaders to critical positions. To achieve the best results, optimal process is required together with courage and convection to define and monitor company specific hallmarks of accomplishment. In addition, it is important to take advantage of the wealth of general knowledge available within the field.

It is essentials to maintain a goal driven flow in Talent support in proportion to both internal and external resources. Making use of existing potential, the company develops

employees in an appropriate manner ahead of recruiting external key talents.

The process of 'growing' leaders is often referred to as 'Talent Management'. Within the area Talent Management we design and manage Assessments and Growth Programmers to serve the needs of both individuals and team.

People are the biggest asset of any organizations and they can make it happen. Involve them, empower them and they will start enjoying the work. Subsequently, performance of the organization will improve.

We look forward to the enthusiastic participation and presentation of Quality Circles as well as Teams practicing Allied Quality Concepts.

I am thankful to esteem authors, respected delegates, our patrons, advisory committee members, organizing committee members for their valuable support and guidance.

It would not be possible for us to arrange the CCQC programme and bring out this addition without financial support of various organizations, sponsors and advertisers for which I am very thankful to them.

With kind regards.



Message

Mr. DUSHYANT PATHAK
Vice Chairman - QCFI Nagpur Chapter
Plant Head, Elkem South Asia
Pvt. Ltd. Nagpur

Dear Quality Leaders

I am pleased to share you that our 33rd chapter convention on quality circle based on theme of “Integrated quality concept – the gateway of global leadership” is all set to host you with your success stories in your area to challenge the waste and improve the operation and process performance.

The entire world is witnessing the challenging situation with respect of uncertainty in supply chain, increasing cost of operation and rapid disruption in technology. This brings the opportunity to our front teams to look for big picture of all associated links of product and process & strive to remove the non-value added steps with innovative solutions implementation.

We have seen in past many progressive movements in the industrial revolution post world war and great economy depression, and this is relevant to say that we have been innovative and explorative when hard time hit, so this will repeat again and we will continue to propel our growth with improving the efficiency in our compete value chain.

The quality journey from “Make to Use” to “Make to latent needs” has seen the change in mind-set at shop floor and business process with utilization of ideas and data with more practical and customer centric approach, and it is worth to note that Quality circles has been pioneer to be led by example and create the culture of total participation in improvement in to the organization.

This convention is aiming to support these passionate teams, their sponsors and coaches to enhance their further ability to look for “Quality” as a business enabler and place our overall position as a world leading quality product supplier.

I am wishing all the success to this convention with lot many learning and positive experience to all participants and organization.

With best Regards



Message

SHRI MANISH S. NUWAL

**CEO & Managing Director
Solar Industries India Limited**

Dear Delegates & Participants,

I extend my kindest regards to all the esteemed organizations and enthusiastic participants attending the 33rd Chapter Convention on Quality Concepts.

I'm delighted that the Integrated Quality Concepts: The Gateway to Global Leadership subject has been chosen by QCFI to host this convention.

For 40 years QCFI has been representing India in 14 nations' International Committee and several international forums discussions that are held by leading Quality Concept Practitioners.

India is considered one of the potential superpowers of the world. This potential is attributed to several key indicators, including the country's demographic patterns, an increasing economy, and a growing military.

In the last 75 years of Independence, Indian companies have shown what it means to have the trust of the nation on their shoulders.

Indian Manufacturing facilities are actually adopting more and more toward quality control due to the push of globalization.

The ambitious mission of Aatmanirbhar Bharat is being led by the

unwavering commitment to upholding the highest standards of quality enabling us to establish our products in the international market and starting a virtuous economic cycle.

Speaking from the purview of a company in the sensitive industry of manufacturing of explosives for Defence and Mining industries, we emphasise Quality and Safety.

The quality notions are not simply abstract rules to be followed but actual professional ideals. We are obliged to uphold quality in all areas of our organisation, and we make sure that their processes are constantly monitored.

We also have observed quality management processes enhance profitability & improve a company's reputation, reduce breakdowns, improve productivity, and minimize waste. This helps us to put get us in a position to expand while also making the workforce and clients happier.

I believe today's participants would cherish the opportunity of being introduced and educated on the various Integrated Quality Concepts and take our country forward at a faster pace.

Jai Hind !!

Message



Dr. RAJESH S. PANDE

Principal
RCOEM

My Greetings to all Participants and Delegates of the 33rd CCQC-2022.

It gives me immense pleasure to be associated with the 33rd Chapter Convention on Quality Concepts. On behalf of the QCFI Nagpur Chapter and as a host institution for the fourth consecutive year, I extend a warm welcome to all the Participants and Delegates.

The theme of Chapter Convention “INTEGRATED QUALITY CONCEPTS – THE GATEWAY TO GLOBAL LEADERSHIP” is relevant in current times. When the world is experiencing challenges every day related to the pandemic, call by our Honourable Prime Minister to be “Innovative” has infused energy & motivation in every Indian. It is a welcome step by QCFI-Nagpur Chapter that they have chosen an apt title for the convention. The deliberations and discussion during the Chapter Convention will help everyone to move in the right direction.

We at Shri Ramdeobaba College of Engineering and Management, Nagpur; take pride in delivering quality education with a focus on research, consultancy, and training which makes our faculty and students distinct from others. Testimony to this fact is the ranking the Institute has received over the years. We are committed to the purpose of contributing to making India a “Global Leader”.

I wish to thank QCFI Nagpur Chapter for giving this opportunity to be associated with Chapter Convention.

Best Compliments.

Message



Dr. RAJIV B. KHAIRE

Dean
III-Cell RCOEM

My profound thanks to Quality Circle Forum of India- Nagpur Chapter (QCFI) for organising **33rd Chapter Convention on Quality Concepts** jointly with Department of Management Technology- Shri Ramdeobaba College of Engineering and Management (RCOEM)-Nagpur.

The theme of Chapter Convention “Integrated Quality Concepts – The Gateway To Global Leadership” will provide insights about the Leadership Challenges at all Levels. Our Institute has been associated with QCFI-Nagpur since 2019 & this association has been mutually fruitful. Last two years our Institute had the privilege of hosting Digital Convention. This year we look forward to hosting the Convention in Physical Mode.

I have absolutely no doubt that 33rd Chapter Convention on Quality Concepts will be a Grand Success & will bring out the Best Papers, Case Study, Poems & Slogans related to Quality Concepts.

My best wishes to all the Stakeholders in this Convention.

Happy Knowledge Sharing.

Training Programme

LEARNING FUNDAMENTALS OF 12 STEPS OF QUALITY CIRCLE

Learning and Development is the important part of the life. L&D enhance the skill of person and make them competent.

Looking towards this, QCFI Nagpur Chapter organized training programme on **"LEARNING FUNDAMENTALS OF 12 STEPS OF QUALITY CIRCLE"**.

The COVID -19 pandemic had made a big dent in the understanding of 12 steps of Quality

Circle among the Quality Circle members and found that in some of the organization Quality circle stopped to work and in view of this training programme was been organized on Sunday, 17th July 2022.

The chief guest for the training program was Mr. NK Sinha, DGM – Operation, Mahindra Logistic, Nagpur.



Faculty for the training programme was Mr. Vivek Joshi, Jt Secretry QCFI Nagpur Chapter , Ex JSW, Management Consultant (Training & Development) and Mr. Abhay Girhare, Head–Business Excellence, JSW Steel Coated Products Limited , Nagpur.





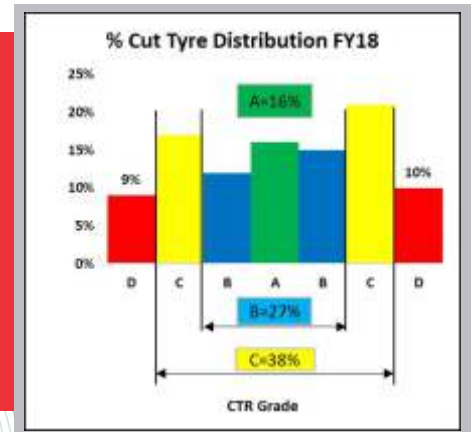
Mr. AK Jain , Chairman QCFI Nagpur Chapter & Director QCFI Board, Mr.Ajai Nigam, Vice chairman , Mr. Manohar Hedao, Vice Chairman , Mr.Dushyant Pathak , Vice Chairman , Plant head – Elken South Asia Ltd Nagpur, Mr. Mohan Godbole, Mr.Vivek Shrouthy, Secretary were prominently present in training programme.



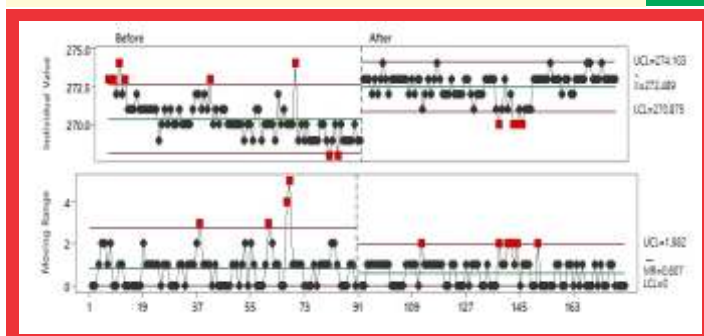
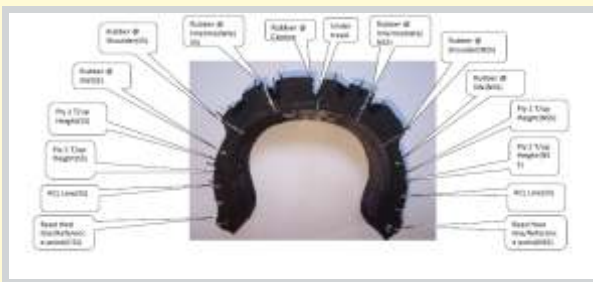
Success Story

A BREAKTHROUGH IN CUSTOMER CENTRICITY CEAT Limited, Nagpur Plant

“A” Cut Tyre Rating (A-CTR) improvement
Premature Claim–(PMC) is rejection of tyres failed in field (Customer Complaint) within 6 months of manufacturing and less than 30% wear after production. PMC in FY17 & FY18 was more than 300PPM. Through Good-Bad analysis, we found that premature claim strongly correlates with internal parameter 'A' Cut Tyre Rated (A-CTR) tyres (a destructive testing method). A-CTR in FY18 was 16% which means that 16% SKUs were in A rating. In PDCA approach, we identified management & technical causes through QIPs & QCs and improved the rating.

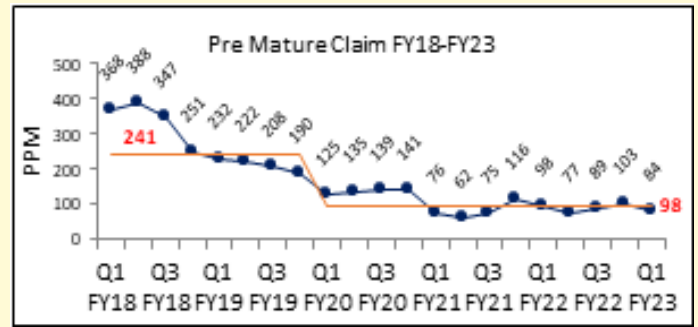
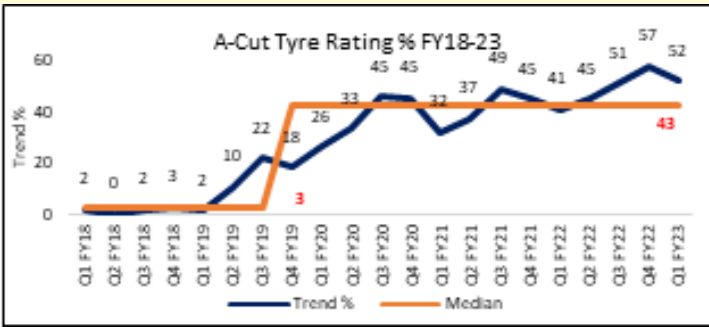
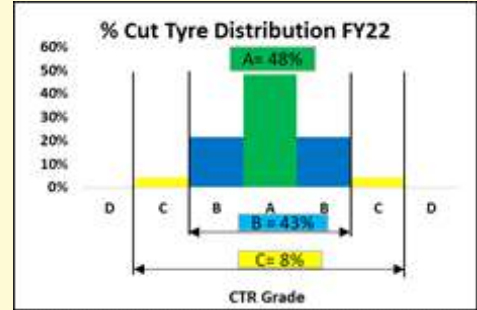
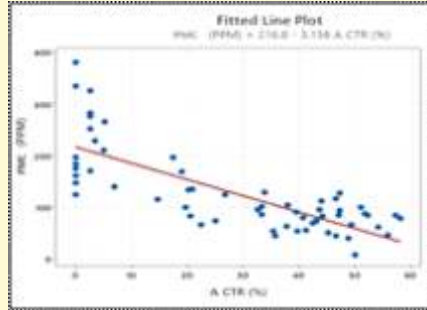


Causes	Countermeasure
A & B rated tyres were less	Developed Cut Tyre Rating index consisting of 29 parameters of cut section of tyre. Elimination of “D” rated tyres and Conversion of “B” & “C” rated tyres to “A” through tyre re-engineering- Improving process to meet spec in all parameters.
<p>Low component capability at Bias, Building & Extruding due to</p> <ol style="list-style-type: none"> High variation in gauges against spec e.g., Ply Width Variation Off Centre Application of Ply & Tread on machine 	<p>Measurement System Improvement: Tread profile measurement through online profilometer SPC implemented for Tread width & Weight monitoring & actions over abnormalities taken Wire cut Dies started to eliminate variation in extruded profile.</p> <p>Process Capability Improvement: Automation in ply angle through of Human Error Prevention (HEP) principles SPC implemented for 7 ply related parameters for Monitoring & control Provision of laser light guidance system at Tyre Building machines Ply width capability improved from Pp 1.08 to Pp 1.33 changing braking mechanism in Bias Cutter Let-off process. Below Capability analysis shows improvement in Ply width centricity.</p>



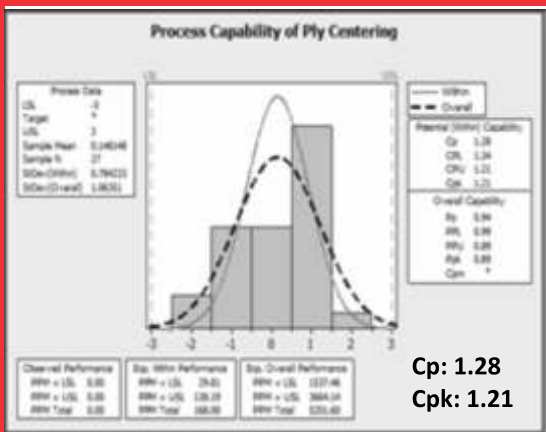
Impact of counter measure: By Applying TQM principles and systematic problem-solving approach, we improved 22 Ply & 7 Tread Gauge parameters size wise. As a result, “A” CTR improved from 16% in FY18 to 48% in FY22. PMC has reduced from 368 PPM in FY18 to 84 PPM in FY22. This clearly proves that A-Cut Tyre Rating (Independent variable) strongly correlates with Premature complaint (Dependent Variable).

The regression equation is
 $PMC (PPM) = 216.8 - 3.156 A CTR (%)$



Example of Kaizen done to improve ply centring capability:-

<p>Background</p>	<p>Tyre Ride and handling depends on the symmetry of components used to manufacture a tyre. The better components centring in a Green Tyre, better will be the field performance of the tyre.</p>	<p>We observed that one of the critical impacting factors for tyre symmetry is the Ply application that is used to build the Green Tyre(GT)</p>
<p>Problem Statement: Low capability of ply centring in Bias Cutting Operation.</p>	<p>Process Capability Report Ply centring (Before)</p>	<p>Observation: The process capability for Bias cutter is 0.76 and process capability index is 0.63 which is very less. We need to improve the process and shift the mean to centre to improve</p>
<p>4M Analysis</p>		
<p>Component</p>	<p>Cause</p>	<p>Action Taken</p>
<p>Man</p>	<p>New associate</p>	<p>1. Training initiated as a part of On Job training for all associates & 2. SOP developed for the same</p>
<p>Machine</p>	<p>1. Play in rollers of ply guiders 2. Roller of guiders getting bent</p>	<p>Replacing roller type guiders with plate type guiders</p>

Material	Ply width variation	Current capability is meeting with 3mm ply width tolerance
Method	Off Centred Ply application by Associate	Laser light provision with tolerance limits for guiding associate for centred application
Current status	18 machines of motorcycle have been identified for providing plate type guiders for improving ply centring. 12 machines completed with modification with plan of completing the 6 by August'22	
Impact:	<p>After Modification – Ply centring capability</p>  <p>Cp: 1.28 Cpk: 1.21</p>	After the implementation of Validated causes for off centring issue we observed that the capability has improved to 1.28 and capability index to 1.21

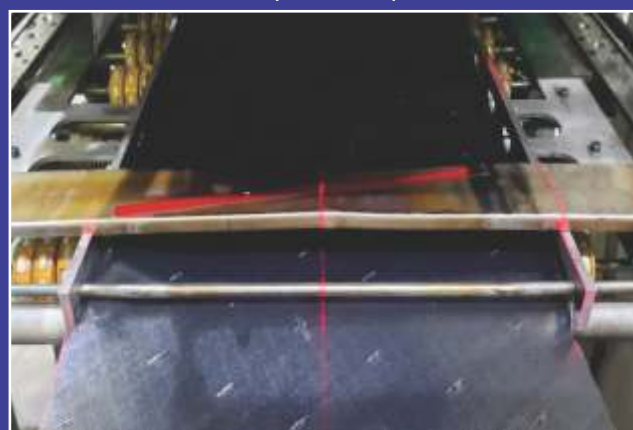
Before

Roller type guiders - Gap between series of rollers, short in height, ply was travelling above the guiders.



After

Solid plate type guiders – Gap is eliminated, height is increased from 25mm to 45mm to restrict passing of ply over guider . Laser Guidance system implemented



Cleanliness At Workplace Through 5s Implementation



Ajai Nigam

(Retd.)CCE,PESO(Govt.ofIndia)
Presently Vice-Chairman,QCFI(Nagpur)

Swatch Bharat Abhiyan is a nationwide campaign in India that aims to clean up the streets, roads and infrastructure of cities, town and rural areas. This theme also extends in maintaining cleanliness at all workplaces, whether manufacturing units, shop-floor or even offices, schools, hospitals and commercial establishments.

Japanese concept of 5S, if implemented at work place / shop-floor of manufacturing unit, it enhances the productivity, efficiency and human behavior towards work, besides ensuring safety to man, machinery and process activity. In fact, an unclean environment leads to a situation where one starts accepting circumstances, whereas if one cleans up the dirt in the surroundings, he gets energized, motivated and does not accept adverse circumstances.

What is 5S? It is a system for organizing spaces at work places so that work can be performed efficiently, effectively and safely. This system focuses on putting everything where it belongs and keeping the workplace clean, which makes it easier for people to do their jobs without wasting time or risking injury.

5S is considered a foundational part of the Japan's Toyota Production System which believes until the workplace is in a clean, organized state, achieving consistently good results is difficult. A messy, cluttered space can lead to mistakes, slowdowns in production, and even accidents, all of which interrupt operations and negatively impact a company. By having a systematically organized facility, a company increases the likelihood that production will occur exactly as it should.

5S system can also be applicable in Healthcare, the Office, or Government offices, besides manufacturing places. In fact, 5S originated in the manufacturing industry at Toyota and it has proven useful for manufacturers in many industries, not just the automobile industry. In recent decades, 5S has moved beyond manufacturing to other

industries such as healthcare. Many offices also employ 5S, as do some schools and other government organizations.

The basic steps of 5S can be applied to any workplace. An office can use 5S to keep supplies organized, as can hospitals and medical clinics. 5S can even be used in a communal kitchen to keep the fridge from filling up with expired food. It's really just a matter of determining what workspaces and work processes will benefit most from improved workplace organization.

The term 5S comes from Japanese words which are:

- Seiri ➤ means in English "Sort"
- Seiton ➤ means in English "set in order"
- Seiso ➤ means in English "shine"
- Seiketsu ➤ means in English "standardize"
- Shitsuke ➤ means in English "sustain"

Before 5S, spaces are cluttered and confusing. After 5S, everything has an assigned place, which is often marked with floor marking tape, labels, and other visual cues.

Lets take a closer look at each of the 5S

Seiri (Sort): It involves going through all the tools, furniture, materials, equipment, etc. in a work area to determine what needs to be present and what can be removed. Keeping in mind – What is the purpose of this item? When was this item last used? How frequently is it used? Who uses it? Does it really need to be here?

Seiton (Set in order): Once the extra clutter is gone,

frequently is it used? Who uses it? Does it really need to be here?

Seiton (Set in order): Once the extra clutter is gone, it's easier to see what's what. Now work groups can come up with their own strategies for sorting through the remaining items while keeping in mind: which people (or workstations) use which items. When are items used? Which items are used most frequently? Should items be grouped by type? Where would it be most logically to place these items? Would some placements be more ergonomic for workers than others? Would some placements cut down on unnecessary motion? Are more storage containers necessary to keep things organized?

Seiso (Shine): Everyone thinks they know what housekeeping is, but it's one of the easiest things to overlook, especially when work gets busy. The Shine stage of 5S focuses on cleaning up the work area, which means sweeping, mopping, dusting, wiping down surfaces, putting tools and materials away etc.

In addition to basic cleaning, Shine also involves performing regular maintenance on equipment and machinery. Planning for maintenance ahead of time means businesses can catch problems and prevent breakdowns. That means less wasted time and no loss of profits related to work stoppages.

In 5S, everyone takes responsibility for cleaning up their workspace, ideally on a daily basis. Doing so makes people take ownership of the space, which in the long run means people will be more invested in their work and in the company.

Thus shining the work place might not sound exciting, but it is important. It should not be just left up to the junior staff.

Seiketsu (Standardize): Once the first three steps of 5S are completed, things should look pretty good. All the extra stuff is gone, everything is organized, spaces are cleaned, and equipment is in good working order.

The problem is, when 5S is new at a company, it's easy to clean and get organized, and then slowly let things slide back to the way they were. Standardise makes 5S different from the typical spring-cleaning project. Standardise systematizes everything that just happened and turns one-time efforts into habits. Standardize assigns regular tasks, creates schedules, and posts instructions so these activities become routines. It makes standard operating procedure for 5S so that orderliness doesn't fall by the wayside.

Shitsuke (Sustain): Once standard procedure for 5S are in place, businesses must perform the ongoing work of maintaining those procedures and updating them as necessary. Sustain refers to the procedure of keeping 5S running smoothly, but also of keeping everyone in the organization involved. Managers need to participate, as do employees out on the manufacturing floor, in the warehouse, or in the office. Sustain is about making 5S a long-term program, not just an event or short-term project. Ideally, 5S becomes a part of an organisation's culture. And when 5S is sustained over time, that's when businesses will start to notice continuous positive results.

Some companies like to include a sixth S in their 5S program: i.e. Safety. When safety is included, the system is often called 6S. The Safety step involves focusing on what can be done to eliminate risks in work processes by arranging things in certain ways.

Start with practical steps such as deciding which departments and individuals will be involved, what training is needed, and what tools to use to facilitate the process. Determining these concrete things will help begin the process of 5S implementation.

Who should participate in 5S? Here's the short answer to this question: Everyone. If a department is starting 5S, managers and all other employees should be included. If anyone is left out, this could lead to confusion or to messes that people don't want to take ownership of.

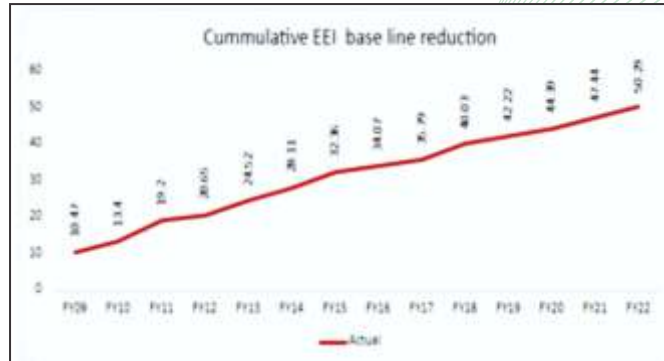
It is possible that some people will play a bigger role in 5S than others, which is fine. There might be 5S coordinator who are in charge of installing and maintaining 5S labeling, keeping tracking of assigned tasks, or introducing new department members to the 5S system. These people will obviously spend a lot of time thinking about 5S compared to others. Everyone should think about 5S regularly, though. 5S might initially take place as an event, but ideally it becomes a part of daily work for everyone.

It's also important to remember that company leaders should participate in 5S, especially if 5S is a company-wide effort. When people see their superiors taking 5S seriously by participating in it, they will be more likely to take it seriously, too.

Benefits of 5S methodology

It results into reduction in cost, higher quality, increased productivity, a safer work environment and greater employees satisfaction.

Efforts to reduce fatigue and bringing Fun at work place at Ashok Leyland Bhandara



Fatigue reduction with theme to 'bring Fun @ work place' under 'Mission Gemba' initiative is a flag ship scheme at Bhandara Plant.

May-2022 was celebrated as 9th EEI month with series of events planned throughout the month. Awareness was boosted with poster, pick & speak, skit, suggestion and kaizen @ home competitions with whole hearted participation of one and all.

Lucrative prizes were distributed to winners of all the competitions.

May-22 EEI month celebration initiated on May 2nd with inauguration by S B Joshi, Plant Head-Bhadara appreciating noble initiative and fatigue reduction achieved in the journey. Our Dr Manohar Kamble provided tips on maintaining good health.



S B Joshi, Plant Head appreciated 50.29% EEI fatigue redn since 2007.



A K Chaturvedi, PLC (EEI) shared historical background of selecting May as EEI month



Dr M Kamble (CMO) provides tips on maintaining good health

'Effort Ergonomics Index' (EEI) initiative was launched in 2007 in Ashok Leyland towards goal of improving work environment by identifying and reducing fatigue in work places. Fatigue in all operations is calculated in an indigenously developed software in SAP with focus on weight and manual activities. Our 80% regular operations are now fatigue free as per fatigue mapping of production areas covering 364 activities under 10 Ergo factors. Last year we have done fatigue mapping of support functions also and 174 activities of 8 indirect departments were covered; 46% are fatigue free.

Projects on focused areas are initiated with involvement of working associates. Since inception, we have completed cumulative 2,088 nos projects resulting in 50.29% EEI reduction. This year also we have set target of 2.5% EEI reduction. Message on focus of fatigue reduction is also taken to family of associates with training, guidelines for reducing fatigue and EEI at home competitions conducted for 03 years. Training at 05 vendors also conducted on EEI.

Glimpses of various events during the month



EEI SAP calculation workshop attended by 14 nos service function executives on May 18th



Creativity displayed by employees and the family members in poster competition.



Pick & Speak competition – Associates on implementing EEI concepts in work place & home



Skit competition - action packed performance; tough time for jury to finalize winners



Physical verification of suggestions registered and completed during EEI month.

A whole hearted participation of all Gemba in the event brought a fierce competition amongst teams and tough time for jury to judge winners.



Mr S B Joshi, Plant Head emphasized on need for efforts for fatigue reduction.



Top 3 winners in all competitions awarded.



P M Tale, associate sharing his award-winning improvement.

We look forward for continuous efforts for making work places more enjoyable with reduction in fatigue with involvement of employees, as fatigue free work place will bring in better productivity, quality, safety, health and employee motivation.

Kano model for Candidate selection criteria

Why Kano model is vital now a day for candidate selection?

Kano model is a tool to understand the right fit candidate for the required and specified position at the proper time.

Definition:

“The Kano model helps to structure customer needs & determine its impact on satisfaction a factor to success.”

About:

- ◆ The Kano model is a theory for product development and customer satisfaction developed in the 1980s by Professor Noriaki Kano, which classifies customer preferences that the business should possess.
- ◆ The success of any business depends upon their profit making capacity to investors. Now in this competitive world there are lot of challenges & risks to set up new business. Same happens while hiring new candidate with most required qualifications to perform the mentioned job.
- ◆ It tells us why I should invest my money in selected business. This relates to the foremost basic interview question from HR “Why should I hire you?” Here they mean to mention why we must always invest our money in you.
- ◆ It is based on the position demand as there are certain requirements that the HR recruiter thinks before hiring new candidate. Kano model helps to identify these requirements from HR point of view.



For example: There are 10 candidates for single vacancy of Manager level then out of 10 which candidate to pick.

Criteria 1: Must be requirements

This defines the essential qualifications that candidate must have for applying the required position.

Criteria 2: Satisfier

This defines the insufficient extra qualifications that candidate must have so that the recruiter satisfies.

Criteria 3: Delighter (Offers)

This defines the candidate special certification /

qualification beyond requirements that helps to perform job description role more effectively and efficiently.

Now let's see each criterion one by one in detail.

Criteria 1: Must be requirements

Candidate should have qualifications, experience & skills mentioned in job description (JD)

Candidate must agree to perform roles & responsibilities mentioned in job description.

Candidate must be willing to relocate as per company requirements.

Criteria 2: Satisfier

He must answer maximum number of questions asked in an interview which shows his sound knowledge of job requirements.

He must be better in communication than other.

He should have handled the team to get the output.

He should be consistent in his career.

Masters degree or professional certifications preferred.

Doing projects on its own, initiator. Conducted trainings for employees.

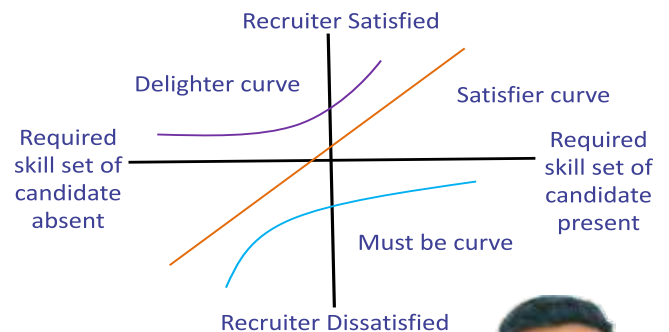
Certification rankers, performance awards.

Criteria 3: Delighter (Extra talent)

Candidate must be ready to join immediately.

Demonstrated Creativity

Paper publication in magazines. Recruiter Satisfied He can be multitasker with relevant experience in cross department.



Author

Mayur Chapate

B.E. (Inst), Certified LSSBB,
Lean Manager
IA EnMS 50001, IA QMS 9001,
LA 5S, Life member of QCFI



QUALITY CIRCLE COMEPETITION AT CEAT LTD, Butibori

At CEAT Limited, Butibori Quality Circle competition at organization level held in the month of July 2022.



The competition has been accelerated by CEAT Academy headed by Mr. Praveen Singh. For the competition from QCFI Nagpur Chapter GC members Mr. Vivek Joshi, Joint Secretary, QCFI Nagpur Chapter, Management Consultant & Trainer, Mr.L.V.Udan, Ex.Executive Engineer –MSPGCL, KTPS, Nagpur, Mr.Mohan Godbole, Consultant &Trainer, Prism Academy, Nagpur and Mr. Sanjay Kulkarni, Ex Plant head , Mahindra were present as judge.

Each team was judged and points for improvement were provided for further improvisation and missing content.

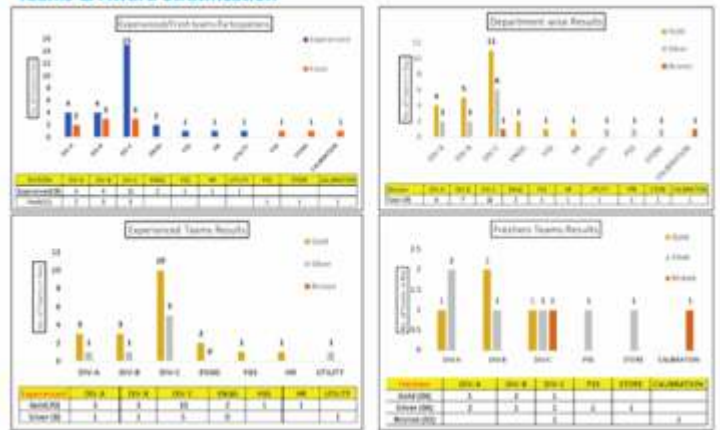


Teams were felicitated with Token of Gift and taken photos with Judges for boosting the level of confidence. Feedback were shared with the coordinator of the Programme.

Mr.Devendra Patodi, Vice President-Operations & Plant Head CEAT Ltd motivated the team members to come up with flying colors in upcoming events.



Teams & Award Stratification



Training Programme

12 steps the way to succeed in Quality Circle Competition

Two day's Work-Shop at Raymond Limited, Saunsar



Section Head Mr Gopal Vyas was instrumental in arranging his team of 30 participants and administered the course for two days. The faculty for the two days training programme was Mr. Vivek Joshi, Joint Secretary, QCFI Nagpur Chapter, Consultant & Trainer.

Workshop was inaugurated and addressed by the Mr. Manish Thorat, HR head, Raymond Ltd, Saunsar.

Day one 8th July - full day

Quality Gurus, Structure and Role & Responsibility of Quality Circle .

Day two 9 July -full day

Principles of Quality circle, 12 steps the way to succeed in Quality Circle Competition, appraising the Knowledge test



Shop floor visit was arranged and the same was instrumental for giving the insight while training and understanding the examples related to daily routine, and so the workshop was more interactive and successful.



Poem

गुणवत्ता चक्र

उत्पादन प्रक्रिया में, समस्याओं के निवारण के लिए
ऐसा हक सिद्धांत है आया,
गुणवत्ता चक्र की व्याख्या के बल पर
जग प्रसिद्ध हुए श्री इशिकावा ।
अपने संस्थान में आजकल
क्वालिटी सर्कल का चारों ओर है शोर,
निरंतर प्रगति पथ पर चलते रहें
इसी प्रकरण पर सबका जोर ।
क्वालिटी सर्कल, प्रथम स्तर पर
कर्मचारियों से बनी एक टीम है,
जो गुणवत्ता, उत्पादकता, सेवा
कार्य को निरंतर अच्छा बनाते स्कीम है ।
सदस्यों का विकास व कार्य प्रणाली में सुधार
है इस प्रक्रिया की महत्वपूर्ण पहचान,
मानवता के प्रति सादर - भाव बढ़ाने में
है इस गुणवत्ता चक्र का विशेष योगदान ।
परियोजना (Theme) का प्रस्तुतीकरण
(Presentation) है
इसकी मुख्य पहचान,
इसको प्रस्तुत करने में सदस्य
लग देते पुरा अनुभव व ज्ञान ।

Dinesh Upadhyay
CEAT Ltd., Nagpur

"QUALITY"

It is not the amount of time you spend
But what you do with the times
that you have
It is not how much of something
that you have
But what you do with what you got
It is not how much you give
But the spirit and value of the giving
Quantity never wins over Quality !
Quality Leads !
Quality Matters !

*Quality Only Happens when you care
Enough to do your Best...*

Sudipti Sharma
Ceat Ltd. Nagpur

विश्वगुरु

क्वालिटीच्या तंत्राची आहे जागो जागी चर्चा सुरु
क्वालिटी देश माझा होणार नक्की विश्व गुरु ।
लाल किल्यावरून मंत्र दिला लोकल फॉर ओकल
धंदासाठी धावू लागली गावातली शहरात सायकल ।
क्वालिटी सर्कलच्या साथीनं नवा भारत माझा घडणार
भारताला विश्वगुरुचा मान क्वालिटी सर्कल देणार ।
विकासाच्या वाटेवर बघा क्वालिटी सर्कलची धाव
सुख समृद्ध होईल माझं इथे प्रत्येक शहर नि गाव ।
सारे मिळूनिया घ्यास घेवू करू क्वालिटीचा जागर
प्रत्येकाच्या दारी ठेऊ भरून विकासाची घागर ।
विश्वगुरु आम्ही होऊ देऊ विश्वाला नवी ओळख
क्वालिटीचा घ्यास घेऊ दूर करू दुःखाचा काळोख ।
भारत माझा महान आहे क्वालिटीची पेरणी करू
क्वालिटी सर्कलनेच करू भारताला विश्व गुरु ।

सुनील मालवी

एकता क्वालिटी सर्कल, रेमण्ड लिमिटेड, छिंदवाडा

प्रतिक्षा है ।

दुसरे महायुद्ध के बाद, जापान की जैसे स्थिति हुई थी ।
उसे पट्टरिपर लाने हेतू, गुणवत्ता अवधारना कि
अगवाई हुई थी ॥
तार-तार हुई स्थिती को, कई सर्कलों ने जोडा था ।
उत्पन्न हुई परिस्थिति को, गुणवत्ता
अवधारना ने सुधारा था ॥
आज देखो विश्व पर, वही स्थिति आन पडी है ।
आये कोरोना के कारण, दुनिया हि थम गई है ॥
इसे पथपर लाने को, सबको कंधे मिलाना है ।
भयंकर इस आपदा को, गुणवत्ता अवधारणा
से भगाना है ।

उद्योग जगत को जिंदा रखने, देश को
वैश्विक नेता बनाना है ।
देश सर्वपरि का नारा, सबने सबको समझाना है ॥
औरों को भी साथ लेकर, हात पकडकर चलना है ।
अर्जित किये ज्ञान से, समस्या का
समाधान खोजना है ।
गुणवत्ता अवधारना के माध्यम से, औरों
को भी जोडना है ।
सही सोच एवं सुजबुझ से, देश को महान बनाना है ॥
सपना देखा जो हमने, वैश्विक नेता बनाना है ।
भारत देश को हम सब के, योगदान
कि प्रतिक्षा है.... प्रतिक्षा है ॥

Subhash Dharme

Ajay Quality Circle, Raymond, Chhindwara

“क्यू. सी. सोच”

अलग विचार - अलग तरीके,
सब जुड़ जाए तो एक संस्कृति बनती है,
जब एक क्यू. सी सोच साथ मिलकर चलती है ।
कुछ नया करने की चाह,
कुछ बेहतर करने की इच्छा बढ़ती है,
जब एक क्यू. सी सोच साथ मिलकर चलती है ।
सांस्कृतिक सफलता और उत्तमता की
अवधारणा मिलती है,
जब एक क्यू. सी सोच साथ मिलकर चलती है ।
थोड़े को बहुत और अच्छे को महान कर देती है,
जब एक क्यू. सी सोच साथ मिलकर चलती है ।
गुणवत्ता को हासिल कर वह,
सफलता के हर पड़ाव पार करती है,
जब एक क्यू. सी सोच साथ मिलकर चलती है ।
सफल बदलाव से पहले कभी वह नहीं झुकती है,
जब एक क्यू. सी सोच साथ मिलकर उठती है ।

राजेन्द्र चौहान

परख क्वालिटी सर्कल
मॉयल लिमिटेड, तिरोड़ी खान

क्यू.सी.एल. अपनायें

क्यों परेशान हो मेरे साथी,
समस्याओं को लेकर ।
अगर चाहो निराकरण इनका
देखो क्यू.सी. को अपनाकर ॥
समस्या छोटी हो या बड़ी,
कभी घबराना नहीं ।
सबका तोड़ क्यू.सी. एक
जिसका कोई जवाब नहीं ॥
जानकर बड़ी हैरानी होगी
क्या खोया क्या पाया है ।
समस्या का पिटारा खाली करता
जिसने क्यू.सी. अपनाया है ॥
देश-विदेश जहाँ भी देखो
इसकी है निराली शान ।
कहा नहीं है जलवा इसका
चीन रशिया या हो जापान ॥
आओ मिलकर हम सब चले, क्यू.सी. के
साथ-साथ ।
क्यू.सी. टूल अपनाते चले, समस्याओंसे
पाये निजात ॥

शिवराम चौधरी
रेमण्ड, छिंदवाडा

“क्वालिटी सर्कल”

जलते हुए रेगिस्तान में जो,
एक बूंद पानी की उम्मीद लाएं,
उसे क्वालिटी सर्कल कहते हैं ।
खारे पानी की झील में जो,
मीठास भर जाएं,
उसे क्वालिटी सर्कल कहते हैं ।
अंधो को भी जो दुनिया दिखा जाएं,
उसे क्वालिटी सर्कल कहते हैं ।
बूझते हुए दीपक को जो,
जलने की उम्मीद दे जाएं,
उसे क्वालिटी सर्कल कहते हैं ।
राह यहीं नहीं थमती,
जिदंगी के हर मोड़ पे,
जो साहस दे जाएं,
उसे क्वालिटी सर्कल कहते हैं ।

संजीव पंडा

परख क्वालिटी सर्कल
मॉयल लिमिटेड, तिरोड़ी खान

PROFESSIONAL MEMBERSHIP SCHEME

Dear Quality Aspirants, Warm Greeting !!
QCFI Nagpur Chapter invites quality
aspirants to join QCFI.

**For membership related queries,
you may contact us:**

Mr. Vivek Shrouty

Secretary,
QCFI Nagpur Chapter,
Nagpur
Mobile : 7507045308

Office Address :
404, A Wing 3rd Floor,
NIT Complex, Ramnagar
Nagpur - 10



Slogan

सभी Department के लोगों को मिलकर Quality Circle बनाना है, क्या है Problem उन्हें बताना है, वह करेंगे Quality Tools का इस्तेमाल Problem चाहे Quality की हो या Productivity की, Solution मिलेगा हमें हर हाल ।

Rahul Agrawal
Solar Industries India Ltd.
Chakdoh, Nagpur

*Quality Needs
Concentration To
Produce A Better Product,
Quality Circle Needs
Determination To
Eliminate The Defect*

K. Santosh Kumar
Avighna Quality Circle
Moil, Limited

*"Quality Only Happens
When you Care Enough
To Do Your Best..."*

*"Quality isn't a
demonstration
It is propensity"*

Kishor H. Gaikwad
Elkem South Asia Pvt. Ltd.

जन-जन का साथ लेकर गुणवत्ता को बढ़ाना है ।
भारत को दुनिया का शिखर बनाना है ॥
गुणवत्ता आधार है, लोग भी तैयार है ।
अब भारत वैश्विक चोटी का हकदार है ॥
जन-जन जब साथ आयेंगे, गुणवत्ता
को बढ़ायेंगे ।
सभी साथ मिलकर भारत को शिखर
तक पहुंचायेंगे ।

मंगलप्रसाद कठौते
परख क्वालिटी सर्कल
मॉयल लिमिटेड, तिरोड़ी खान

Awareness programme



Awareness programme on 5S and Quality concept at ITI Tirod, Maharashtra is conducted by Mr. Mohan Godbole, Trainer& Consultant and GC member of QCFI Nagpur Chapter, with aim to educate the ITI student about Quality , Quality Concepts and importance of 5S.

Poster



RCOEM

Shri Ramdeobaba College of
Engineering and Management, Nagpur



**Quality Circle
Forum of India**

RCOEM-QCFI CENTRE OF HUMAN EXCELLENCE (CoHE)

Shri Ramdeobaba College of Engineering & Management (RCOEM) and Quality Circle Forum of India (QCFI)-Nagpur Chapter have established RCOEM-QCFI Centre of Human Excellence.

Centre of Human Excellence envisages being a place that will focus on Academic & Behavioral Excellence of all stakeholders. Centre will act as a world-class centre that intends to undertake activities that will improve the performance of student, faculty & Industry personnel. The Centre aims at providing government organizations and industries with state-of-the-art facilities for facilitating research, training, and development of human resources.

Centre for Human Excellence aims to help organizations attain a higher level of innovation and productivity. The Centre focuses on small, medium, and large organizations situated in rural and urban areas. The specialized areas such as Finance and Accounting, Human Resources Marketing, Operations, Decision Sciences, Business Environment, Business Sustainability, Agribusiness Management, Communication, Information Technology and Systems, Strategic Management, and Legal Management will contribute in imparting useful management

skills to the participants.

RCOEM-QCFI Centre of Human Excellence is interested to partner with Agencies for the following activities

1. Management Development Programs for Leadership Development
2. Technical Training Programs for Productivity Improvement
3. Continuing Education Program for improving Qualification & Exposure
4. Industry based Projects for improving health of Organisations
5. Promote and carry out academic/commercial research in various areas of Human excellence with a focus on innovation and productivity enhancement
6. Provide expertise and advisory services to Governmental and Non-governmental organizations.
7. Develop partnerships and engagements with organizations from various sectors for knowledge sharing.
8. Provide a platform for collaboration to allied industries

Contact Us

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RCOEM

Shri Ramdeobaba College of
Engineering and Management, Nagpur



BEYOND ENGINEERING

20+

UG & PG
COURSES

80%

AVERAGE PLACEMENT
OVER LAST 10 YEARS

18000+

GLOBAL ALUMNI



NIRF RANK (2022)



INDIA TODAY



COMPETITION
SUCCESS REVIEW



OUTLOOK

MAJOR CONSULTANCY PROJECT UNDERTAKEN

- ◆ Enhancing the sensitivity of Electric Shock Protecting Unit
- ◆ Design & Development of Packaging Machine
- ◆ Design and developing of Aluminum Casting for Rota-Molding
- ◆ Preparation of Detailed Project Report for Govt. organizations
- ◆ Manpower Study
- ◆ Employee Satisfaction Survey
- ◆ Design of LED Display Driver
- ◆ Air Craft Maintenance
- ◆ Electrical system design for Township development
- ◆ Testing of PVC Conduit Pipe for electrical & mechanical properties
- ◆ Soil Investigation
- ◆ Compressive Strength of Concrete
- ◆ Training Need Analysis for employee
- ◆ Optimization Audit and Training Needs Identification
- ◆ Primary Geotech Investigation
- ◆ Employee Engagement

Futuristic Learning for
Independent India



MAJOR TRAINING PROGRAMS ORGANISED

- ◆ Project Management
- ◆ Strength of Materials
- ◆ Transportation Engineering
- ◆ Geotechnical Engineering
- ◆ Concrete Technology
- ◆ MOST Training Program
- ◆ Behavior Change
- ◆ Effective Leadership & Group Dynamics
- ◆ Communication Skills
- ◆ Team Building
- ◆ Presentation Skills
- ◆ Computer Literacy Program
- ◆ Basic Excel
- ◆ Advance Excel
- ◆ Etiquettes & Mannerism

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