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Quality Circle Forum of India Nagpur Chapter



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In association with,

RCOEM

Shri Ramdeobaba College of
Engineering and Management, Nagpur

Souvenir

Di~CCQC-2021



Theme

**"INVOLVING PEOPLE THROUGH QUALITY CONCEPTS
TO MAKE INDIA A GLOBAL LEADER"**

Souvenir of QCFI Nagpur Chapter

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32nd



32nd Di-CCQC-2021

**DIGITAL 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

**“INVOLVING PEOPLE THROUGH QUALITY CONCEPTS
TO MAKE INDIA A GLOBAL LEADER”**

IMPORTANT DATES:

Valedictory Function

24th Oct 2021 - Online

**All case study / Poem / Essay / Slogan / Cartoon / Poster
to be submitted between
20th Sept. 2021 to 4th Oct. 2021**

Last Date of Registration

3rd Oct. 2021

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EDITOR'S DESK

Vivek A. Shrouty

Secretary, QCFI Nagpur Chapter
And
Editor , 'SANKALP'



Dear Quality Aspirant,

This year we are organizing our 32nd Chapter Convention on Quality Concepts digitally. Last year was tumultuous for us because of the pandemic, but we all kept our spirits high and organized a Convention and also a programme like "STORY TELLING" conducted on 24.06.2021 by unleashing the power of the digital world.

We are going through an industrial ecosystem where you all will agree on the speed of change and how this speed has increased in the past decade. Here Quality Circle plays an important role where team work of Quality Circle is efficient to come out from the challenges in a proactive way.

Under RCOEM- QCFI Center of Human Excellence we had conducted various programme and one such programme for college student on Lean Six Sigma Yellow Belt.

We feel proud that we are celebrating 32nd Digital Chapter Convention on Quality Concepts in association with one of the prominent institutions in India, Shri Ramdeobaba College of Engineering and Management, Nagpur.

QCFI Nagpur Chapter continues its effort towards achievement of business excellence, organization of CCQC , training, various programme and publication of SANKALP.

I deem it my duty to record my appreciation for all those who rendered their shoulder towards catering to Quality Circle.

I would also like to thank our authors and artists for their support and phenomenal work in penning down the engrossing articles/posters you are about to read.

My best wishes !!

CHAIRMAN'S TALK

A K Jain

Chairman –QCFI, Nagpur Chapter,
Director -QCFI Board



Dear Delegates and Participants,

On behalf of Governing Council Members of QCFI Nagpur Chapter, I want to extend my warmest greetings to all the Organisations and the respected participants those who are attending the **32nd Di-CCQC 21 – Digital Chapter Convention on Quality Concepts 2021** with the theme – **“Involving People through Quality Concepts to make India a Global Leader.”**

Regardless to mention that we are pleased to welcome all the delegates from different sectors and industries taking interest and participating in this digital convention and yet it is a moment of pride that we remained moving ahead inspite of trial times in the form of COVID – 19 and have adapted to the new normal with an opportunity to hold Di-CCQC 21 convention successfully.

As we progressively march ahead, it is more and more overwhelming to know that individual possess that zeal to learn, grow and develop in their respective fields. With the amount of energy and enthusiasm which is put in it is evident that Quality Concepts is the need of the hour and people are actively participative as they have known or have tasted the sweetness of this cause.

I must appreciate this vigour that lies beneath every participant and organiser because this is what is required to keep the

spirit and notion of Quality Concepts to make our Nation the global leader. The county is undergoing a rapid transformation during the past couple of years towards successive waves of economics, factor driven to technology and innovation-driven excellence. With such young and glorious minds at work I am sure this journey of transformation will take a splendid shape in coming future and QCFI is proud to provide such platforms and give such opportunities for people to excel and transform into better self and create a better place for others through these Quality Concepts.

To change the organisation's **perception of quality**, you need to **shift the thinking** from quality being **only your job** to making quality everyone's job. Quality is a continuous process, hence let's continue working together for quality and strive for our contribution in making our Nation proud in all the aspects.

Thanking each and all of you for reposing your faith in us. I am confident that, all those who are attending the convention will gain a renewed sense of achievement and an optimistic view of the future.

Warm Regards

Wishing all the best and stay safe

VICE CHAIRMAN'S TALK

Mr. Manohar Hedao
M.E., F.I.E.(I), PG DBM, BDE, DIT



It gives me immense pleasure to note that QCFI Nagpur Chapter is a well developing day by day even during Covid-19 pandemic period. I extend my heartiest congratulations to all the team members who are contributing for the great initiative in the journey of digital India by organizing the Di~CCQC2021 on digital platform.

In reality, during short period we achieved a lot by arranging seminars and competitions from time to time resulting in ensuring world class quality products in associate industries. As a result of this, outstanding quality circle initiative we had won QCFI national awards.

It is not merely providing information but also imparting knowledge. It is also developing inquisitiveness, usage of quality tools in problem solving, enhancing customer satisfaction and ensuring continuous improvements through PDCA cycle with highly technical and systematic approach. All the companies actively participating in a quality circle activity have improved quality, productivity, reduced cost, improved delivery, improved safety performance and improved the moral of most precious human resource.

We proved that dedication and perseverance leads to excellent outcome. We

have to provide best possible way to facilitate the young brains which enable them to cover all milestones to achieve success and tap out their updated potential for the benefit of the nation.

Now a day, the cultural theme of 'new way of working' or 'digital work place' plays a major role. Everyone agreed that remote working does not replace personal contact but if done correctly, is the perfect complement and Nagpur Chapter succeeding in that. The topic of remote leadership was also discussed extensively. The participants shared their experience which established the importance of direct communication and trust within the team. This is especially crucial during such times of crisis (output-based vs. time tracking). Agile and flexible cooperation in cross-functional and decentralized teams is acknowledged as a reason for success and survival in the current situation.

I am confident enough that QCFI will be stronger day by day, adding new activities. I wish all the best to the team for future and pray almighty to remain chapter forever by providing better service to the members.

All the best !!

MESSAGE

Manish Nuwal
Managing Director & CEO
Solar Industries India Limited



At the outset of the new normal, new phase, new start we are charged up to face up new challenges which we have experienced in recent past in the form of COVID -19 and this is the time of transformation with renewed mind and spirit to achieve new heights and sore high in our journey for aiming to strive in becoming proficient.

With this I would like to congratulate all the participants and the delegates of the 32nd Di-CCQC, Nagpur Chapter to be held on 24th Oct 2021 with the theme – “**Involving People Through Quality Concepts to make India a Global Leader.**”

Quality Circle Forum of India is that platform which provides the participants that exposure to understand new standards while interacting with individuals from various industries and the best practices which is implemented across the sectors. It is a learning forum, and one must take its full advantage to gear up for achieving new heights through Quality Concepts.

Quality is something which is endeavor of every industry, enterprise, or organization. It's a continuous process which requires inclusion from all the facets and the result is through the combined efforts from all the individual contributing to that process.

Hence, quality concept should be ubiquitous in every step of industrial processes. This requires the awareness and zeal in every individual and each mind that they must remain involved sincerely for quality outcomes.

We must also, understand that our efforts for striving hard for Quality Concept will have a huge impact in **making Nation Self Reliant** in various sectors. Therefore, the improvements and knowledge from across the varied industries will help our Nation and each other excel in the ladder for Excellence and become Global Leader.

I would like to encourage each participant to keep their journey in the quality concept fervent and remain perseverant. Also, commending the delegates for organizing this convention at Chapter and National level for the edifying the young minds in transforming our nation.

My best wishes to all for an augmented learning, enriched experience and utilizing this robust platform in self-development for a brighter tomorrow.

Best Wishes !!

MESSAGE

Dr. Rajesh S. Pande
Principal - RCOEM



My Greetings to all Participants and Delegates of 32nd Di-CCQC-2021.

It gives me immense pleasure to be associated with 32nd DiGiTAL Chapter Convention on Quality Concepts. On behalf of QCFI Nagpur Chapter and as a Host Institution for the second consecutive year, I extend warm welcome to all the Participants and Delegates.

The theme of Chapter Convention “INVOLVING PEOPLE THROUGH QUALITY CONCEPTS TO MAKE INDIA A GLOBAL LEADER” is relevant in current times. When the world is experiencing challenges everyday related to Pandemic, call by our Honourable Prime Minister to be “Innovative” has infused energy & motivation in every Indian. It is welcome step by QCFI-Nagpur Chapter that they have chosen an apt Title for the Convention which is happening virtually. The Digital 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 the Quality education with focus on Research, Consultancy and Training which makes our Faculty and Students distinct from others. Testimony of this fact is the Ranking the Institute has received over the years. We are committed to the purpose contributing in making India a “Global Leader”.

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

Best Wishes !!



Mr. Sanjay Vaidya

N.H.K. Automotive Components India Pvt. Ltd,
Aurangabad, Maharashtra

**MOVEMENT**

Journey of industrialization could be vividly marked from the Invention of the wheel to a robot driven car. Rapid, scientific and technological evolution triggered and enhanced the identity, pace, scope of industrial revolution. Innumerable difficulties and hurdles came across during this journey of industrialization, and circumventing those via a series of brainstorming sessions of the engineers, scientists and the task force resulted into a tremendous pool of information and knowledge, giving a message to the society that, “For any problem there is and will be a solution”.

Although the process of root cause analysis and brainstorming for finding solutions of industrial problems is now well in-place but resolving the upcoming industrial and or domestic problems, easing up of work, establishing and maintaining consistency in process, discovery of some tools and techniques became inevitable. Tremendous time and efforts were invested in research of these tools and techniques which I dare say now have been successfully formulated and applied in tackling these problems. These tools and techniques have evolved to be so handy and user friendly that one can easily customize and implement these methods for their respective problems. Indeed we should be indebted to the great scientists, engineers and technocrats for discovering these tools. One can acknowledge their contribution by learning and implementing these tools in respective domains to gear up the process of solution finding and problem solving.

Several organizations within the nation as well as across the globe are working continuously to support and encourage industries of all types towards enhancing their productivity and profits by providing a certain platform for resolving industrial problems. Quality Circle Forum Of India (QCFI), is one such organization working continually in this domain since 1983. Employee's suggestions, channelized via a functional and effective inhouse system, enable an organization in grooming and nurturing the employee engagement in achieving the ultimate goal of the

organization, is the ultimate philosophy of QCFI. QCFI provides a common platform for all the organizations, wherein they can come together, and exchange their ideas and suggestions by participating in varied events organized under its umbrella. Tremendous pool of knowledge and information related to industrial problem solving by incorporating current industrial tools and techniques is created in such gatherings.

This is the right time to be a part of an organisation such as QCFI. We need to understand that being an active part of such a movement is quite crucial to progress in the current cut-throat competitive age. This not just helps in the development of our companies or industries but also brings positive change at a micro level in our employee talent pool and ultimately helps us to reach new summits. When the talent so generated is used for others' benefit and development, we end up in developing and forging ahead as a nation.

Nowadays we all know that tools and techniques like 5-S, Kaizen, Quality circle, TPM, etc. are well established and tremendously effective for problem solving, process optimization and production & quality enhancement. We need to now dwell on the thought process of engineers and scientists who created these tools and techniques. We should make use of the processes invented by them and study these processes to create a new, strong and able India.

Humans love dishing out unwanted advice which most of the time is disliked by the recipients. However, QCFI provokes us to advise through generation of ideas because it very well knows that no idea is small or big and that any such idea can affect a revolution. Owing to this ideology of QCFI eve, people with lesser technical knowhow are able to give valid ideas and be a major part of the development process. Today this is being seen in our country and very soon the whole world will be aware of this.

So we should become part of this movement which strives for our overall development and promotes us to project and showcase our hidden talents. Through participation in this or such movement, we should not only aim to make India part of the elite club of countries like the USA and Japan but also aim to reach the level where such countries will follow our processes, For this to happen, we need to shed our inhibitions and fatigue and rise anew.

The coming age awaits India's numerous talents.

Quality Journey at Ashok Leyland during Pandemics



S. B. Joshi
Plant Head



A. K. Chaturvedi
Div Mgr - Mfg

At Ashok Leyland Bhandara (ALB), quality journey continued during the pandemic with prime focus on safeguarding Covid19, maintaining hygiene and good health of each and every employee in the organization. Work was frequently interrupted April 2020 onwards under struggle between cycles of 'break the chain' and 'revive the economy'. Staggered working and work from home introduced for ensuring curb on spread of pandemic. Work continued with a new way of life having use of masks, social distancing, thermal screening, hand washing/sanitation and sanitization stations, virtual meetings etc and the same has been well introduced in the entire plant.

Training and Development

At Ashok Leyland Bhandara (ALB), we strongly trust our workforce as a dynamic asset who have potential to transform the organization and create differentiation at market place. Physical classroom training was not feasible hence we had an impetuous focus on online training ensuring employee engagement to utilize the lean period, learn new skills, have high morale and stay connected. Employees utilized **6,586** Hours on internal learning programs in 2020-21 as below.

Though Daily Gemba Communication Centre meetings were disrupted, but employee participation in various initiatives ensured at par with previous years. ALB has maintained for nine years 100% Total Employee Involvement (TEI) for single count involvement in improvement initiatives since 2010-11.

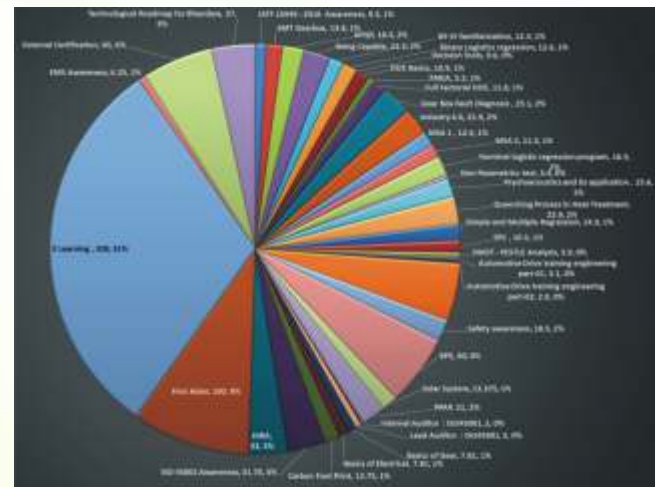


Initiatives

It is further strengthened in 2020-21 to have participation of all employees in minimum 03 initiatives. Each employee has to give a minimum 01 number individual suggestion / kaizen (50% weightage), 01 number participation in team activity (30% weightage) and participation in CSR / management oriented projects (20% weightage). Focus from leadership ensured achieving a 91.5% TEI score in 2020-21 against a set target of 90% as per revised scale.

Achievements

Plant level competition organized, where 31 nos teams showcase their improvements. Top teams were felicitated and participated in external competitions. Our teams are consistently participatn 'Pling in CCQC / NCQC competitions. In 2020-21 one team woatinum Award' in '31st Digital Chapter Conventions of Quality Concept' organized by Nagpur Chapter. Team members also participated and won accolades in essay and slogan competitions too.



One team also won 'Excellence Award' in 34th NCQC 2020 along with accolades for essay and slogans. Participating members, in feedback sessions, have expressed great learning experience, apart from high level of motivation.



Leadership Excellence Award for Problem Solving (LEAPS)

Quality journey continued with implementation of Lean Six Sigma methodology for problem solving and 82 nos projects were completed using LSS techniques. LEAPS (Leadership Excellence Award for Problem Solving) competition conducted and top projects rewarded.

Congratulations!!

BHANDARA PLANT LEVEL LEAPS 2021

APS - Top 3 Winners

					
Leader : Mahesh Mogare	Sponsor : N C Yadav	Leader : Vinod Gangapari	Sponsor : A R Bandewar	Leader : Sanju Sahare	Sponsor : S G Dhawad
Project title : Tool cost reduction of Gear Hard line by 15%		Project title : Productivity enhancement in planet shaft drilling operation by 20%		Project title : Induction Hardening Cpk improvement for bore diameter of F1802811 Ring gear carrier.	

The pandemic was on a once in a century roaster. Now with near to 100% vaccination being completed at Plant and reviving symptoms of economy, we look forward for enhancing employee motivation and participation in quality journey with more zeal which will help in prudent rapid recovery of losses and back to growth track for achieving motto of 'involving people through quality concepts to make India a global leader'. Also we wish QCFI a Great success in its journey.

ARTICLE

“Better Everyday” through Kaizen and Quality Circle

Kaizen is a journey not a destination. It is a philosophy of continuous improvement & this philosophy of continuous improvements believes that everyone and everything from Employees, Processes, and Products to the environment can be improved. Continuous improvement is the responsibility of everyone in the organization & all should work on ways & means to improve the opportunities.

Kaizen is an important part of our culture at JSW. By implementing the Kaizen Philosophy, we believe that all our employees should go through up-scaling in terms of knowledge, abilities and expertise in specific areas , along with a redefined focus on enhancing the skills.

Kaizen (Continuous Improvement) is our way of Life

If an employee comes with a small Kaizen which is helpful in growth and productivity throughout the company, they are encouraged to share their Kaizen with the management. All such Kaizens are welcome and suitably rewarded.

JSW Steel Coated Products Ltd , Kalmeshwar appreciated the employees and associates for Best KAIZEN every month which includes the category of P- Production , Q – Quality , C- Cost , D – Delivery , S – Safety , M- Moral , E – Environment .



Author
Abhay V Girhare
Head - Business Excellence
JSW Steel Coated Products Ltd,
Kalmeshwar , Nagpur



Best Kaizen and reward to employees and associates for their good work.

Quality Circle – A history

We at JSW Steel Coated Products Limited, Kalmeshwar were in the process of making everything better just as our motto “Better Everyday” by motivating our associates and employee's participation in improvements to make it better. So we restarted the journey with the concept of Quality Circle. Here in our company almost ten years ago, there were quality circles but unfortunately got disconnected.

End of 2018 and beginning of 2019 come for us with flying colors to start once again quality circles in our company at Kalmeshwar. This has been well taken up by our plant head to take it to the next level. And the journey started.....

We identified the problems based on our key performance indicators like Productivity, Cost, Quality, Safety, Environment etc. and formed the quality Circle teams in each department. To solve these problems we follow the 12 step methodology of quality circle, using 7 basic QC tools and other methodology.

Achievements

We started with participating in QCFI chapter level Quality Circle convention (CCQC). Total seven teams participated in which 2 teams won “Super Gold Award”, 4 teams won “Gold Award” and 1 team received “Silver Award”. So every team qualified for the National Level Competition and this was a proud moment for all of us at JSW.

The Top Management - specially our Plant Head was very supportive and encouraged all of us to participate in national level QCFI convention (NCQC) so that everyone will get the equal chance & opportunity to Prove at national level. This is an honor for all of us as a team for the confidence shown by our Top management. We didn't disappoint our Plant Head and all the teams won the “Par excellence Award”.

After that we Participated Virtually in the ICQCC-20 conducted in Bangladesh, here also with our hard work and dedication from all team members and support from the top management we were able to win the highest recognition “Platinum Award”.

To make this Journey to move ahead, In FY22 we formed the 10 Quality Circle team which includes new team members to participate in different QC Competition



Survival of the fittest with change acceleration using Lean Six Sigma strategies

Abstract

In this COVID situation, traditional products & services are not used globally. We must adopt new products and services to cater to the changing demand as per Voice of Customer (VOC). Six Sigma professionals as a Change Manager have the responsibilities to utilize the resources provided by management effectively and address issues of project stagnation & remove barriers hindering the project's success. Often, ignorance towards employee emotions may be the biggest issue of project stagnation and may create project success barriers. In this article, we are discussing the pitfalls for project stagnation and my experience in Industry.

Description

Six Sigma Black Belt professionals are also called as Change Managers, because they know how to implement change in the organization smoothly. To apply the Change, BPR is one method we can implement to deal with the current market situation using lean Six Sigma strategies.

First, let's understand what is BPR (Business Process Re-engineering)?

BPR is the redesign analysis of the workflow within and between enterprises to optimize end-to-end processes and automate non-value-added tasks. The Re-structuring of resources to get the best output from the system is BPR.

Business process re-engineering is also known as business process redesign, business transformation, or business process change management. So, to redesign the process, the leader/Change Manager must think creatively to implement change. Here Change Manager (Leader) plays a vital role.

Henceforth, to bring the change, there are two basic methods as PDCA and PDSA. For the existing process modification, we use the PDCA method. PDSA is used when we need to invest new solution for our problem. In PDSA, "S" stands for Study.

Plan - Identify an opportunity and plan for change. Describe reason, steps, responsible person & benefits.

Do - Implement the change on a small scale.

Check - Use data to analyze the change results and determine whether it has made the difference.



Author
Mr. Mayur Chapate
Manager - Lean
Economic Explosives Limited,
Nagpur



Act - If the change was successful, implement it on a broader scale, and continuously assess your results. If the change has not worked, begin the cycle again.

But remember, for planning and executing all these steps, we need human support. As machine needs regular maintenance like oiling, greasing; humans also need recognition and backing for their emotions. After all, the feeling is the shortest way to communicate with humans without speech. For example, greet your co-worker with a smile and blink an eye with down head whenever you came across him.

Leaders must acknowledge their emotional energies & understand their organization needs to successfully and effectively lead through significant change, disruption, and transformation. Your one kind act of recognizing subordinate's hard-work will get you his full dedication towards a common organizational objective.

I consider the weak point in our perpetually evolving world of business, executives, and leaders to ignore the emotions of change. These emotions have gone unacknowledged, which stand in achieving change and transformation goals and can ultimately be stalled or defeat change success.

I spent almost 12 years in Industry where team-work & coordination plays a crucial role. We worked 24 hours a day in shifts to ensure smooth operations for production. Working against the natural cycle is a bit challenging during night shifts. Human has its limitations. Sometimes emotionally unhealthy or demotivated employees may lead to production loss &, ultimately, loss to the company. As a Change Manager, we must harness their power of emotions to fuel growth through change, which I feel the common pitfalls most often when leading through change.

1. We diminish or ignore negative emotions often when leading change in our teams and organizations.

There is a particular group of employees who never support change. They will always create a hindrance to whatever you suggest bringing new in the organization. Yes!!! I experienced it personally. Sometimes they even don't know about the change; still, they resist it.

In these scenarios, we need to understand their emotions. Why are they doing so? Is there any particular motto for resistance? Communicate with them one on one or ask for the reason for opposition. We ignore the genuine emotion involved with change and subsequently can lead to employee burnout and disengagement.

2. We focused too heavily on the change vision, change operations, and new corresponding roles responsibilities but not enough on employee well-being and fulfilment.

While planning for executing new ideas or process changes, we too often view our workforce as a body of resources that are already deployed against deliverables. But as opposed to individuals within an intricate slice of humanity, we ignore this complexity, which manifests into hurdles that stall progress through the change journey. Here we can refer to Maslow's "Theory of Needs," which I have covered in detail in my previous article.

3. We don't fully embrace the fact that everyone wears change differently.

Everyone is unique, so their thinking will be!!! Here's the simple fact that not everyone will be immediately ready to jump on board excitedly to execute change. Any significant change can create a high complexity of emotions that will turn across organizations as negative and positive thinkers.

When we assume a one size fits all approach to change, we failed to empower our people to contribute and thrive in their unique way. This must be embraced by allowing every individual in your organization the Room to process and execute those deliverables with a bit of grace.

4. We don't provide genuine productive outlets for employees to express any views throughout the change lifecycle.

Whenever we want to apply the change in our organization or Services, I think we should start by asking the field workers or the one who closely knows the process. Moreover, we must have a feedback counter to express their view about ongoing plus and minuses about the process change.

This includes as fast as possible early engagement before beginning any change execution. When we as leaders do not create productive condolence for emotional energy flow, we enable the potential for counter-productive energy to continue churning within the organization through the rumour, mails, and messages.



“Survival of the fittest”. To stick to this saying, you need to UNLOCK employee's heart in order to accelerate your BPR strategies.

If you want to survive in this highly competitive world then you must think very deeply from every perspective to increase the productivity and profits. Change the thought process to avoid slipping into any of these pitfalls.

Conclusion

You could be costing your business heavily in lost productivity and put successful change adoption. Leaders, try to acknowledge and understand your own emotional energies and the emotional landscape of your organisation to successfully and effectively lead through major change disruption and transformation. Treat your workforce like a family to get the maximum output from them.



Author
Mr. Shirish Ghude
Treasure and GC Member
QCFI-Nagpur Chapter

Career development breeds employee engagement, boosts organisational performance.

ONE NOT-SO-FUNNY joke going around these days is that the bonus coming from your organization this year is that you get to keep your job. With the ebb and flow in demand for employees, employers currently reign supreme. They know they can hire fewer people to do more, for less. Employees have been forced to put on a happy face and deal with it.

Yet, for long-term sustainability and success, it's essential that employer's don't become short-sighted when it comes to investing in the needs and well-being of employees. Finding ways to keep employees engaged and satisfied is as important in lean times as it is when business is booming – perhaps even more so.

The pathways to employee engagement and satisfaction need not be expensive or time consuming, either. It's a continuous process. It turns out that the easiest way to improve employee engagement is by offering career development opportunities and a plan for advancement. "Opportunity for learning and development proved to be a top driver of engagement". Career development opportunities drive performance, productivity and retention and can also help organizations attract high-quality candidates.

The following is the complete ranking of general engagement drivers:

1. Work processes
2. Learning and development opportunities
3. Culture
4. Senior leaders
5. Communication
6. Structure, roles and capability
7. Recognition and reward
8. Customer focus
9. Strategy
10. Immediate Managers

A talent mismatch is driving the need for organizations to develop talent.

Top individual engagement drivers (categories here below):

Providing career development opportunities touches on the least six of the top 10 individual engagement drivers.

1. Strategy:
 - I am committed to my organisation's core values
 - My personal work objectives are linked to my work area's business plan
2. Customer Focus:
 - Our customers think highly of our products and services
 - I understand how I can contribute to meeting the needs of our customers
3. Communications:
 - My opinion counts
4. Structure, roles and capability:
 - I have a clear understanding of what is expected of me at work
5. Recognition and reward:
 - I have been fairly rewarded
6. Senior Leaders:
 - Senior leaders value employees
7. Culture:
 - Everyone is treated with respect at work, regardless of who they are

Career development can make a significant contribution to defuse such threats. Investing in learning and development and ensuring individuals receive the development they need to succeed in their jobs are obvious steps in creating meaningful career opportunities. So, too, is providing performance incentives. Organizations that ensure they have people ready to move into newly available positions signal their commitment to providing career opportunities for current employees rather than hiring from the outside. Online training, professional certifications, participation in various related professional communities such as SAP, Quality Conventions, Behavioural skill development programmes, can help individuals take a proactive approach to managing their career development.

LATE SHRI ASHOK S. GADGE MEMORIAL QUALITY CIRCLE 4.0 AWARD



LATE SHRI ASHOK S. GADGE

QCFI Nagpur Chapter introduced new award from this year's 32nd Chapter convention on Quality Concepts (Di~CCQC-2021) to recognize the good work done by team members of Quality Circle and Quality Concepts from various organizations.

This award will be known as **LATE SHRI ASHOK S. GADGE MEMORIAL BEST QUALITY CIRCLE 4.0 AWARD** in the memory of late Shri Ashok S. Gadge.

He was Vice Chairman of QCFI Nagpur chapter. He worked at Indian Ordnance Factories, Ministry of Defence, Government of India. Had special experience in erection and commissioning of plants and heavy engineering industries, casting industries.

Worked as Engineering Consultant and as faculty of Hydraulic, Air Conditioning, management subjects and also in Industrial Safety. Worked as HRD faculty for renowned institutions, industries and organizations, a reference person for Energy Conservation. He was a competent person of Govt of Maharashtra for Industrial Health and Safety.

He was also a Director on the governing body of the Dharampeth Education Society, Nagpur.

Associated with Quality Circle Forum of India (QCFI), for more than 40 years, nurtured and expanded the QCFI Nagpur Chapter to a new height. He conducted the various training programmes, workshops for various organizations on Quality Circle, Human Developments and on HRD for more than 3050 days.

With his continuous encouragement and contribution, QCFI Nagpur Chapter started many new things, like publishing magazine "SANKALP" and Centre for Human Excellence at Shri Ramdeobaba College of Engineering and Management, Nagpur.

ABOUT LATE SHRI ASHOK S. GADGE MEMORIAL BEST QUALITY CIRCLE 4.0 AWARD

This award will be selected from category of Quality Circle and Allied Quality Concepts both. Organization has to submit only one name of Quality Circle and Allied Quality Concepts team from all registered teams, where team used the concept of *Unique Automation with Low Cost (UALC)* for this award.

VIVEK A. SHROUTY
Secretary
QCFI Nagpur Chapter



‘आत्मनिर्भर भारत’

निबंध

लेखक - यु. बी. साखरवाडे
अशोक लेलेंड, भंडारा

आप सभी लोग जानते हैं कि कोरोना वायरस के कारण पुरे देश में लॉक डाऊन की स्थिति चल रही है। जिसका सबसे ज्यादा बुरा असर देश के सूक्ष्म लघु तथा मध्यम उद्योगों, श्रमिकों, मजदूरों और किसानों पर पड़ रहा है। इन सभी नागरिकों को लाभ पहुँचाने के लिए हमारे देश के प्रधानमंत्रीजी ने देश के सूक्ष्म, लघु तथा मध्यम उद्योगों, श्रमिक मजदूरों और किसानों को आत्मनिर्भर बनाने के लिए आर्थिक पैकेज का ऐलान कर दिया। इस योजना अंतर्गत सरकार द्वारा चुने गए इन सभी लाभार्थियों को सहायता राशी आर्थिक पैकेज के रूप में प्रदान की जायेगी। केंद्र सरकार की इस मदद से भारत देश एक नई ऊँचाई की तरफ जायेगा।

कोविड-१९ ने देश और देश दुनिया के सामने बहुत से संकट खड़े किए हैं और चुनौती के समय देश को अग्रसारित करने के लिए केंद्र सरकार द्वारा सूक्ष्म लघु मध्यम वर्गीय गृहउद्योग (MSMES) के सरकार ने ऐसे १६ घोषणा की है जो १२ हजार करोड़ से ज्यादा लोगों को रोजगार उपलब्ध करायेगा। देश की अर्थव्यवस्था की रीढ़ है।

भारत सरकार ने गरीबों श्रमिकों और किसानों के लिये आत्मनिर्भर भारत के अभियान के अंतर्गत बहोतसारी घोषणाये की है। भारत निरंतर ही बहुत ही बड़ी-बड़ी जानलेवा बीमारियों जैसे टीबी, पोलियो, कुपोषण जैसे बीमारी से लड़ता आया है। पूर्व की भांति इस बार भी हमारा संकल्प कोरोना वायरस आपदा कोविड-१९ को हराना है। और विश्व कल्याण में पुनः अपनी महत्वपूर्ण भूमिका निभाना है। किसी भी देश के विकास में और उसे आत्मनिर्भर बनाने के लिए मुख्यतः ५ चीजों की आवश्यकता होती है।

- १) अर्थव्यवस्था
- २) आधारीक संरचना
- ३) प्रणाली
- ४) जनसांख्यिकी
- ५) मांग और आपूर्ति

आत्म निर्भर भारत अभियान का महत्व :-

आत्म निर्भर भारत अभियान में मुख्य काम स्थानीय मांग और आपूर्ति पर दिया गया है। इसके अंतर्गत छोटे फेरीवालों जैसे असंगठित क्षेत्र के व्यवसायियों को आर्थिक संबल देने का प्रावधान किया जा रहा है।

यह अनुभव किया गया कि संकट की स्थिति में स्थानीय अधिक गतिविधियाँ ही देश को बचाती हैं। और उसे सशक्त है कि वे स्थानीय वस्तुओं का क्रय करते हुए उन्हें बढ़ावा दे और प्रचार-प्रसार के माध्यम से उनको इतनी प्रसिद्धी दे कि स्थानीय उत्पाद अच्छी ब्रांड में बदल जाए।

१) एक नारा दिया गया है ‘लोकल पर वोकल’

इसके लिए सरकारी की और से भारी भरकम आर्थिक पैकेज की घोषणा होने जा रही है।

इस अभियान के अंतर्गत देश की महिलाये उज्वला योजना के तहत लाभ प्राप्त कर रही है। महिलाओ को अब लोकल प्रोडक्ट्स की ब्रांड एंबेसीडर बनाया जायेगा। मोदी सरकार देश की अर्थव्यवस्था को बढाने के लिए स्वदेशी पर जोर दे रही है। इसलिए देश मे ही बने उत्पादो के लिए बडे पैमाने पर माहौल तैयार किया जा रहा है।

आत्मनिर्भर भारत अभियान के तहत भारत के नागरिको का बहुत लाभ हुआ है जैसे,

देश का गरीब नागरिक, श्रमिक, प्रवासी, मजदूर, पशुपालक, मछुआरे, किसान, संगठीत क्षेत्र व असंगठित क्षेत्र कुटीर उद्योग, लघु उद्योग, मध्यमवर्गीय उद्योग इत्यादी

आत्मनिर्भर भारत अभियान राहत पॅकेज के अंतर्गत महत्वपूर्ण क्षेत्र :-

- १) कृषी प्रणाली
- २) सरल और स्पष्ट नियम कानुन
- ३) उत्तम आधारिक संरचना

“भारत हमारी माता है, इसकी शान मे हम स्वदेशी अपनायेंगे स्वदेशी अपनाकर मनाकर भारत को आत्मनिर्भर बनायेंगे”

‘आत्मनिर्भर भारत’

हमारे देश के प्रधानमंत्री श्री. नरेंद्र मोदी ने १२ मई २०२० को आत्मनिर्भर भारत अभियान शुरु किया। आत्म निर्भर भारत अभियान के तहत पुरे देशवासियो के लिए २० लाख करोड के आर्थिक पॅकेज की घोषणा की गई है। और इस पॅकेज की विस्तृत जानकारी भारत के वित्तमंत्री ने १३ मई २०२० को दी

आत्मनिर्भर भारत अभियान मे क्या - क्या होगा -

- १) इस पॅकेज मे भूमी, श्रम, चलनिधी और कानुन शामिल होंगे।
- २) इससे किसानो, उद्यमिता, लघु व्यवसाय और एमएसएम की को मदत मिलेगी।
- ३) अर्थव्यवस्था, बुनियादी ढाचा, प्रणाली, जनसांख्यिकी और मांग इस योजना के पाच स्तंभ है।
- ४) पी.एम ने स्थानीय विनिर्माण और वृद्धिशीललिंक को बदले है।
- ५) आधुनिक भारत के लिए बुनियादी ढाँचा।
- ६) प्रणाली २१ वी सदी के लिए प्रौद्योगिकी संचालित
- ७) जनसांख्यिकी - दुनिया के सबसे बडे लोकतंत्र के रूप मे जीवंत जनसांख्यिकी
- ८) मांग - अर्थव्यवस्था मे मांग और आपूर्ति श्रृंखला का अनुकूलन

अभियान का निष्कर्ष :-

आत्मनिर्भरता आत्मबल और आत्मविश्वास से ही संभव है। आइए हम मिलकर देश के विकास मे योगदान दे। और वैश्विक आपूर्तिचयन मे अपनी भूमिका निभाए प्यारे देशवासीयो आज भारत के सामने एक बहुत बडी चुनौती इस आपदा के रूप मे खडी है। भारत की संस्कृती और भारत के संस्कार हमे संसार के सुख सहयोग और शांती की चिंता सिखाती है आइए मिलकर अपनी पुरी संकल्प शक्ति के साथ इस माहामारी को सामना करे और भारत को विकास की दिशा मे अग्रसर करने के लिये योगदान दे।

Quality Slogan

जो देगा क्वालिटी को महत्व,
बाजार देगा उसको महत्व ।

अमित किसनलाल ठाकुर
HARDWARE PRODUCTION
Economic Explosive Ltd., Nagpur

बढ़े उत्पादन और भाई चारा ।
क्वालिटी सर्किल का यह नारा ।

Sanjana Gharpade
JSW - Kalmeshwar

सफलता की ओर कदम बढ़ते जाएं,
कला कौशल निरखरते जाएं ।
मन में है इच्छा प्रबल,
बनायेंगे देश आत्मनिर्भर

Dhammadip Dupare
Mgr- opn, NTPC - Mouda

करेंगे हम स्वदेशी का इस्तेमाल,
बढ़ायेंगे भारत का मान ।
Vocal for Local हमारा नारा है ।
स्वदेशी से देश के हालात को
सही बनाना है ।
स्वदेशी अपनायेंगे,
भारतीयों के जीवन में
खुशहाली लायेंगे

Rajesh Lilhare
Jr. Engg. Opn.
NTPC - Mouda

9) क्वालिटी सर्किल का सुनियोजित उपयोग ।
सम्पन्न समाज, राष्ट्र और उद्योग ॥

Digambar Ramteke
21017 Tech Hardware
Economic Explosive Ltd., Nagpur

गुणवत्ता मंडल का एक ही नारा ।
आत्मनिर्भर हो भारत हमारा ॥

सुरेश नंदरधने

प्रगती पथ

प्रगती पथ जटिल है, यह वक्त भी कठिन है ।
पग - पग पर है, चुनौतिया, प्रतिस्पर्धा का युग है ।
स्पर्धात्मक किमर्तें भी, निगलने को तैयार खड़ी,
अल्प माँग का दानव भी, हुंकार ललकार रहा ।
लागत और गुणवत्ता के बीच, युद्ध है छिड़ा हुआ,
इस युग में बाजार ही, रणक्षेत्र है बना हुआ ।
सर्वोत्तम गुणवत्ता का अस्त्र, जीत हमें दिलाएगा,
अच्छा सुंदर टिकाऊ उत्पाद ग्राहक के मन भाएगा ।
लागत में लाएंगे कमी, लाभ स्वयंम बढ़ जाएगा,
उच्चतम तकनीकी का साथ, आगे हमें बढ़ाएगा ।
जो रोक सके तों रोककर अब हमें कोई दिखाए,
निकल पड़े है, हम सभी, अब जीत की शपथ लिए ।
चुनौतियों को पार कर, एक नया मुकाम पायेंगे,
संगठन को विश्व में, नयी पहचान दिलाएंगे ।

“जयहिंद” “जयविश्वकर्मा”

जी. एन. पारधी
अशोक लेलेड, भंडारा

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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

Dr. Rajiv B Khaire

Dean - III,
RCOEM, Nagpur
E-mail: iii@rk nec.edu
khairerb@rk nec.edu
Web: www.rk nec.edu

Mr. Vivek Shrouty

Secretary,
Q.C.F.I., Nagpur
404, A wing 3rd Floor ,
NIT Complex
Ramnagar, Nagpur 440010
E-mail: qcfi.nagpur@gmail.com
vivekshrouty@gmail.com
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28th

Outlook

MAJOR CONSULTANCY PROJECTS UNDERTAKEN

- Enhancing the sensitivity of Electric Shock Protecting Unit
- Design & Development of Packing 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

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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