

April - June 2019

SOMANY

## HRSPARX

Your Quarterly News Feed

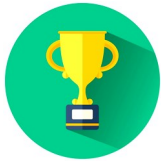
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## FOREWORD

HR SPARX newsletter is one of the best platform to share your ideas and make effective communication amongst colleagues. It helps to convey your thoughts in structured manner.

## BUSINESS MANTRA

Do it now. Don't wait for others to do it or for time to pass... Either you succeed or learn early.



NAIMISHKUMAR.B  
PATIBANDHA,  
Ahmedabad

## MY MOTHER TAUGHT ME...

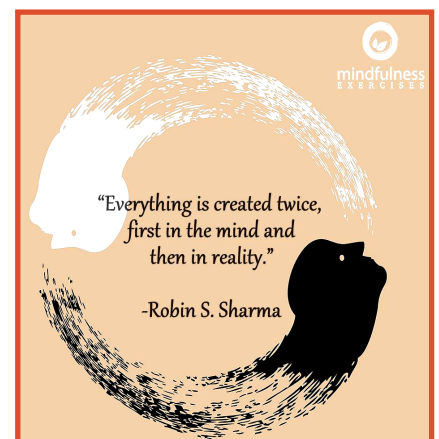
Save energy, time and money for a better tomorrow.

## MY SUPERPOWERS

The desire to do something differently—finding different approaches to a problem.

## YOU KNOW YOU HAVE MADE IT WHEN

I get acknowledged for my work and my contributions by my seniors and peers. Acknowledgement goes a long way—Don't miss out on recognizing and appreciating someone's hard work,





# Awards & Accolades

## KAMIKAZE AND PEOPLEFIRST AWARDS FOR TALENT MANAGEMENT

Somany won the Best in Class Talent Management Award for the year 2018-2019 at the 3rd Employee Engagement Awards held on 12<sup>th</sup> June, 2019 organized by the Kamikaze B2B Media in Delhi.

We were also declared 2nd Runners Up in the Excellence Awards, 2019 organized by PeopleFirst in the Leading Practices for Talent Management category.



## CII AWARD FOR INNOVATION IN MANUFACTURING

Somany bagged the 2nd Runners Up position in the CII National Kaizen Circle Competition in the Innovation in Manufacturing category.

It's the hard work and commitment of the Organization that gets its rightful recognition always! Congratulations!!

## LONG DISTINGUISHED SERVICE AWARD CEREMONY



Long Distinguished Service Award Ceremony was organized in May and June across India to honor employees who have been associated with us for 25 years, 15 years and 10 years of service.

We commend their dedication and are obliged to have you all associated with us!

## MANUFACTURING EXCELLENCE AWARDS

On 14th April, 2019, the Manufacturing Excellence Awards were held in Kassar.

These awards are a way of commending the efforts of all those employees who have achieved manufacturing excellence through the 5S, 3M and Kaizen workshops organized regularly throughout the year.





# Employee Connect

SAMWAD



Samwad is the new joiners employee connect program that aims at encouraging them to share their views, grievances, suggestions and feedback. In this quarter, 47 new joiners were contacted across all Somany offices and their concerns were recorded and addressed.

## TILE MASTER TRAINING PROGRAM

The Organization hopes to contribute to the growth of the Indian Tile Industry with this initiative, encouraging masons to learn more and be more efficient in their work.

This quarter a total of 307 masons and 19 site supervisors participated in various different locations.



## MOCK DRILL—STORM



Being prepared for any kind of calamity is a necessity we recognize and address.

This quarter, mock drills were done in Kadi with respect to Storms and equipped over 100 employees on the basic steps of what to do when a storm strikes.

## DENTAL CAMP

There was a Dental Camp arranged at the Corporate Office in May, 2019. The camp was organized by Dentstar and free consultation was given to all employees along with scaling, polishing, GIC filling and composite filling.

Camps such as this are held on regular intervals to address basic health issues.



Give us your suggestions on [hrrsupport2@somanytiles.co.in](mailto:hrrsupport2@somanytiles.co.in) about what else we can add to the newsletter.





# Training & Advancements

Not only do we look to increase knowledge and learning, but we also strive to improve employees' morale and motivation to do their jobs. We ensure regular training sessions and workshops are organized every month. Here's a glimpse at the various trainings held in this quarter:

## KASSAR

The first quarter of the financial year ensured experiences and knowledge in full swing. Employees at Kassar attended trainings in 5S & Kaizen, Occupational Health and Safety, Negotiation Skills, 7 Habits of Highly Effective People, SAP, GMPD Operation, Legal Rights & Govt. Assistance, Ownership and Sorting Operations throughout the quarter.

## KADI

Kadi dived in to the pool of knowledge and development with trainings in 5S & Kaizen, Kiln Operation, 7 Habits of Highly Effective People and Use of PPEs.

The success and application of these trainings is what show us how committed and focused our employees are. A shout out to Vinod, Ankur and Mark as well for such effective and informative sessions!





# Training & Advancements

E-CAMPUS MODULE CHAMPIONS OF THIS QUARTER

*Congratulations*

Emp. Name	Location	Course
T Mahesh	Chennai	Foundation & Habit 1
BP Chandra Shekhar	Hyderabad	Habit 2
Deepanshu Gupta	Gurgaon	GoodWood
Saurabh Jain	Noida	GoodWood
Ramiz A Bloch	Rajkot	Pro-Learn-GVT
Vineet Singh	Mumbai	Pro-Learn-GVT
Manojit Sarkar	Siliguri	Pro-Learn-GVT
Vinay Sisodia	Udaipur	Pro-Learn-GVT
Atul Sharma	Kolkata	Pro-Learn-Sanitaryware
Soni Jigarkumar Arvindbhai	Ahmedabad	Pro-Learn-Sanitaryware
Bimal Kanti Ray	Midnapur	Pro-Learn-Sanitaryware
Saurabh Verma	Noida	Foundation & Habit 1 & Habit 2
Manoj Mohanty	Lassar	Habit 3 & Habit 4
Sharon Nadar	Pune	Habit 4
Vishwanath Dasondhi	Bhopal	Pro-Learn-CP Fittings
Prasanna Kr. Swain	Bhubaneshwar	Pro-Learn-CP Fittings
Saptarshi Biswas	Kolkata	Pro-Learn-CP Fittings

## COURSES OFFERED THIS QUARTER



## COURSES OFFERED NEXT QUARTER





# Festivities & Celebrations

## LABOUR DAY CELEBRATIONS



Labour Day was celebrated with gusto and awareness of the day was created. A seminar was held for the workers to educate them on various Government schemes and was imparted by Mr. Satendra Dahiya, a member of Block Legal Services Society and Mr. Jitendra Singh, Panel Advocate of Bahadurgarh.

The workers enjoyed a day dedicated to them and we enjoyed organizing it all in a way that shows them how much we appreciate their hard work. They are and will always remain an integral part of Somany!



## Chill Out Zone

### THE BEANY HEADSET!!

Wireless headset trend is a tribute to the fanatical miniaturization and getting rid of unnecessary details. Do remember the first Bluetooth headsets? They were awkward devices primarily designed for users who are constantly on the move and busy. Average users



soon found the tasteless ear boxes uninteresting and geeks with a sense of style and did not even look in their direction.

Over time, there appeared trendy developers who brought this fusion of style and functionality to the masses with the help of hyping but not always functional rethinking of our usual gadgets. And now, here we come to meet a new trend: a Bluetooth beanie—A hat with built-in speakers, a microphone and a pair of handy control buttons!! We sure are progressing rapidly and some inventions are absolutely genius! What's next?!

What number would come in place of the Question Mark?



Send your answers to [hrrsupport2@somanytiles.co.in](mailto:hrrsupport2@somanytiles.co.in) before 31st July, 2019 and win exciting prizes!!