



NARMADA CLEAN TECH

July-Dec 2018

Message from Director—NCT

Dear NCTians,

In-house News Letters are important communication tool for employees, clients and other stakeholders for building relationship and maintaining regular contact with everybody. With this in view, Narmada Clean Tech started publishing their Half Yearly News Letter from last year onwards and it has gained momentum with the active participation of its employees and covering various activities of the organization.

Being the mother plant for effluent discharge of industries of Ankleshwar Cluster – one of the largest industrial estate of GIDC, Narmada Clean Tech is playing an important role in treating and conveying the effluent of this major chemical hub, maintaining all environmental norms.

Taking into account the present industrial and environmental scenario, the quantum of effluent discharge, treatment and conveying of the same will be increased substantially and I am sure, the company has geared up to meet this challenge and I heartily compliment the managing team of the company.

I take this opportunity to wish you all a very Happy and Prosperous New Year .

With warm regards

B.S. PATEL

PRESIDENT - PANOLI INDUSTRIES ASSOCIATION

DIRECTOR - NARMADA CLEAN TECH



Editor's Note

I am delighted to bring you this biannual newsletter. I am really encouraged by the feedback received from members in NCT.

The participation of employees is increasing in sharing poems and articles for the success of this newsletter.

Highlights of this period are very encouraging participation of our employees as well contract workmen in event of Independence day.

Please feel free to bring any comments, suggestion or new stories to my attention for future editions.

A great thanks to all the persons who contributed and participated in various events.

Best regards and enjoy reading,

Preksha Pandya, Head HR

In this issue

Director's Message	1
Editor's Note	1
Operational Excellence	2
New born babies of employees	2
New face in NCT	2
Poem	2
Independence Day	3
Birthday Celebrations	4
Today's Joke	4
Annual General Meeting	5
# me too	5
Hard Skills versus soft skills	5
GPCB Chairman Visit	6
Poem - Sparsh (Touch)	6
Joke - Data on cloud	6
Article - What is HR	6
Article - The Human Mind	7
Colors of Diwali	7
Poem - Zindagi (Life)	7
Joke of the Day	7
Learning Culture	8

જે શીખવાની હિંમત કરે છે તેણે ક્યારેય શીખતા અટકવું ન જોઈએ.

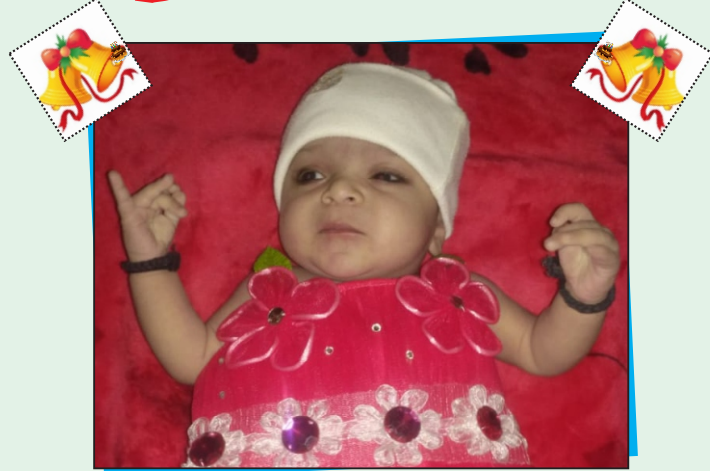


NARMADA CLEAN TECH

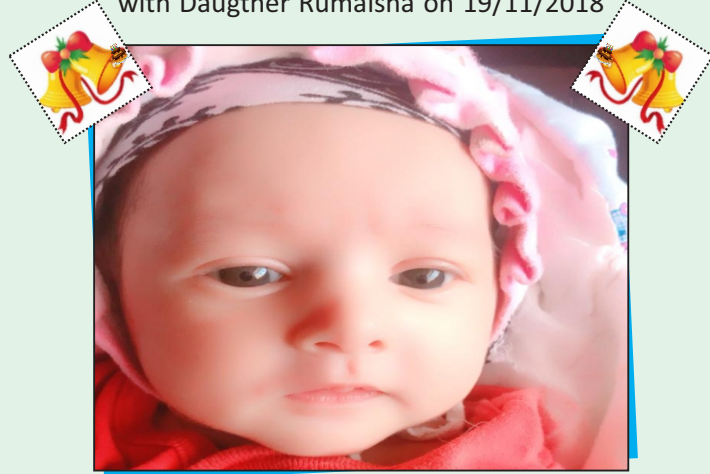


July-Dec 2018

Congratulations



Mr. and Mrs. Idrish Patel for being blessed with Daughter Rumaisha on 19/11/2018

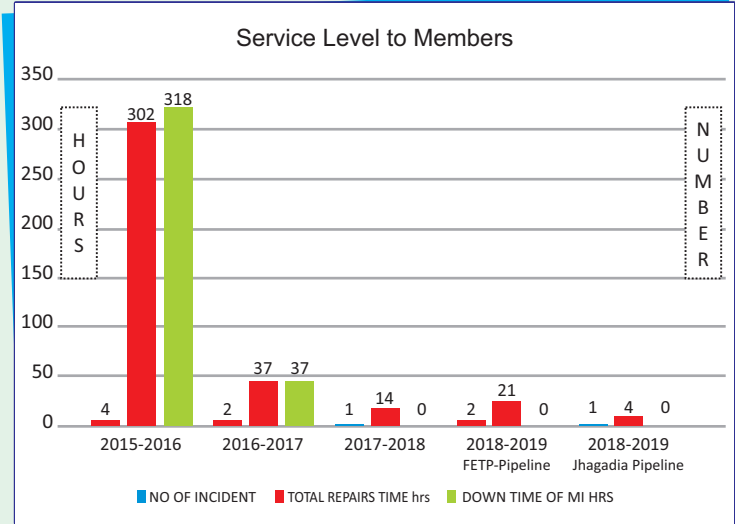


Mr. and Mrs. Sadaruddin B. Shaikh for being blessed with Daughter Zarah on 29/11/2018



Mr. Awadhesh Kumar Jha joined NCT family as Chief Financial Officer

Our Operational Excellence



"નાના છોકરાને જોઈ કવિતા યાદ આવી કે"

દોસ્ત તું જે કરે છે એજ હું કરતો હતો
 ગમતી વસ્તુને જોઈ એને લેવાની જાદ પકડતો તો
 વસ્તુ જો ના મળે તો હજી જોર જોર થી રડતો તો
 મમ્મી નો હૃદય પીગળાવી મારી જાદ પૂરી કરાવતો
 તો
 નવા કપડા નવું રમકડું ને નવું બેટ જોઈએ
 બધું એક એક કરી ને હું તો મેળવતો તો
 હવે પરિસ્થિતિ જુદી છે
 હવે વસ્તુ બહુ બધી છે
 હવે ભી જાદ કડું છું
 એક મમ્મી ને પામવા બધું આપવા તૈયાર છું
 પણ હવે જાદ પૂરી થતી નથી
 મમ્મી મને મળતી નથી મમ્મી મને મળતી નથી



અંતઃકરણનું સાચાપણું એ સારી રીતભાતનો ઊંચામાં ઊંચો ગુણ છે.



NARMADA CLEAN TECH

July-Dec 2018



The celebration of the 72nd Independence Day, flag hosting by MD along with employees and contract workmen.



On the occasion of Independence Day, speech delivered by Zakie Pathan and Sanjay Patil were refreshing in their praise of the country.



The patriotic songs full of desh bhakti sung by Girish Chavda, Manish Gandhi & Furkan Shaikh during Independence Day function at NCT on 15th August were an important part of the joyous occasion.



Participation of Contract workmen in good numbers was a healthy sign of their involvement in all activities at NCT.



ઉદારતા એ દાનશીલતા અને શિષ્યતાની પરિપૂર્તિ છે.



NARMADA CLEAN TECH

July-Dec 2018

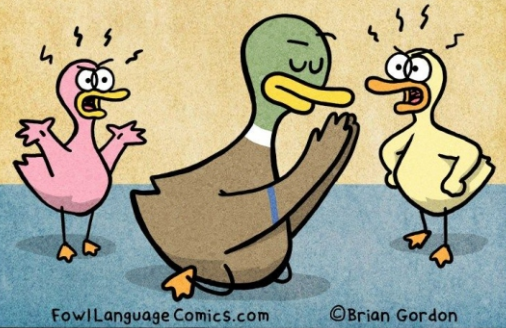


Birthday of the Month



THE PARENT'S PRAYER:

GOD GRANT ME THE SERENITY
TO ACCEPT MY KIDS CAN BE JERKS.
THE COURAGE TO NOT SCREAM
AT THEM CONSTANTLY.
AND WISDOM TO REALIZE WHERE
THEY PROBABLY GOT IT FROM.



... ગુજરાતી વધાર ...

એક ગુજરાતી આન્ટી એ સાંજે ડોમીનોસ પિઝ્ઝા માં ફોન કર્યો.
ડોમીનોસ : હેલ્લો, હું તમારી શું સહાયતા કરી શકું?
આન્ટી : એલા, ઘરે પિઝ્ઝા કેમ બનાવાય ?

ગામડાંની સ્ત્રી આધાર કાર્ડ બનાવા માટે જાય છે.

ઓપેરેટર : તમારા પતિ નું શું નામ છે ?

સ્ત્રી પતિ નું નામ ન લે એટલે

સ્ત્રી : ૩ ગંજી + ૩ ગંજી - કેટલા

ઓપેરેટર : આ કેવું નામ ?

પાછળ ઉભેલા કાકા : 'છગનજી' (૩ ગંજી + ૩ ગંજી - 'છ' ગંજી)

ઓપેરેટર બેભાન



સફળતા મેળવવી હોય તો કંઈક અલગ કરી બતાવો.



The Annual General meeting was chaired by Shri J. G. Gamit with Managing Director Shri Alok Kumar and Other Directors Shri Ashok Chitre, Shree Mahesh Patel, Shri D. V. Patel and Company secretary Shri Mehul Vyas

તો એ # me too કહેવાય કે નહીં ?

તું સપનામાં આવે જાય તો એ # me too કહેવાય કે નહીં ?
મને અમસ્તું કંઈ કંઈ થાય તો એ # me too કહેવાય કે નહીં ?
આપણે બન્ને પ્રેમમાં પડીએ તો એને # me too કહેવાય ?
પ્રેમ મને એકલાને થાય તો એ # me too કહેવાય કે નહીં ?
હવે તારી સામે ભૂલમાં પણ સહેજ વધુ પડતું જોવાય
તો મનમાં એ શંકા ત:ય કે આ # me too કહેવાય કે નહીં ?
ટોળામાં હું ગમે તેટલું સાચવીને ચાલુ તો પણ
તું જ જો સામેથી અથડાય તો એ # me too કહેવાય કે નહીં ?
વિશ્વામિત્રનો તપોભંગ એણે જ કરાવ્યો એ ભૂલી
મેનકા ફરીયાદી થઈ જાય, તો એ # me too કહેવાય કે નહીં ?
મટકી ફોડતી વખતે કાનુડાએ કરેલા સ્પર્શ બદલ
ગોપીએ અનિવચ જો જણાય તો એ # me too કહેવાય કે નહીં ?

Hard skills versus soft skills

Hard skills

In your world of work, 'hard skills' are technical procedures related to your core business. Examples include the latest law, rules and regulations in your area of expertise, or industry. Ironically enough, these 'hard' skills are typically easy to observe, quantify and measure. They're also generally easy to train because most of the time it is actually just knowledge being taught. The facts one learns are generally right or wrong so there can be little scope for misunderstanding.

Soft skills

By contrast, soft skills (also called people skills) are typically hard to observe, quantify and measure. You can teach knowledge as we mentioned above but you can't teach attitudes or mind-sets. As the last phrase suggests, when one has a set idea it is very difficult to change peoples' minds.

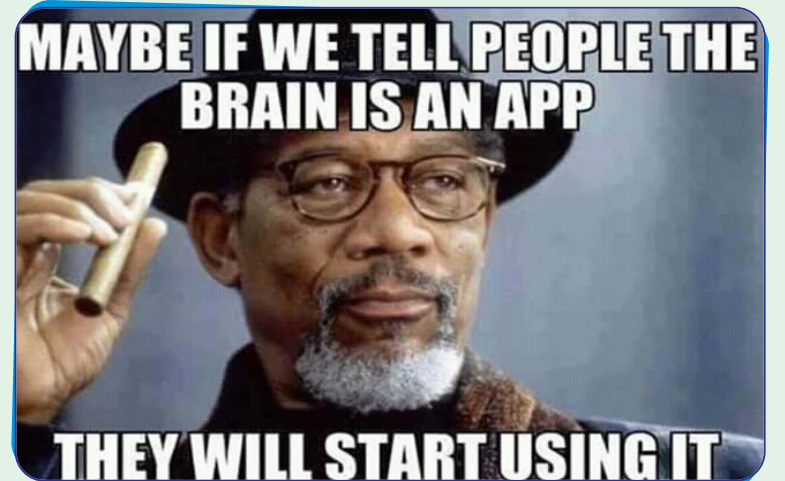
So what is more important ?

People skills are needed for everyday life as much as they're needed for work. They have to do with how people relate to each other : communicating, listening, engaging in dialogue, giving feedback, cooperating as a team member, solving problems, contributing in meetings, and resolving conflict. Leaders at all levels rely heavily on people skills too: setting an example, teambuilding, facilitating meetings, encouraging innovation, solving problems, making decisions, planning, delegating, observing, instructing, coaching, encouraging, and motivating.

Reflections

When you look for new people to join your company, what are you focusing on? I think it's only when you've been at work a few years that you realise the hard skills are easy to learn, and it takes many a stumble to learn the soft skills.

Preksha Pandya



NARMADA CLEAN TECH



July-Dec 2018



GPCB Chairman Shri Dr. Rajiv K. Gupta (IAS) visited NCT and had detailed insight on the process



સ્પર્શ

આનંદને તેણે જન્મ આપ્યો,
જ્યારે વેદનાનો મને સ્પર્શ થયો,
મિલનને તેણે જન્મ આપ્યો,
જ્યારે જુદાઈનો મને સ્પર્શ થયો,
યોગ ને તેણે જન્મ આપ્યો,
જ્યારે વિયોગનો મને સ્પર્શ થયો,
દયાને તેણે જન્મ આપ્યો,
જ્યારે દુઃખનો મને સ્પર્શ થયો,
સંકલ્પને તેણે જન્મ આપ્યો,
જ્યારે વિકલ્પનો મને સ્પર્શ થયો,
સંતોષને તેણે જન્મ આપ્યો,
જ્યારે તૃષ્ણાનો મને સ્પર્શ થયો,
અંદર થી આવતા અવાજને તેણે જન્મ આપ્યો,
જ્યારે કલમ-કાગળ નો મને સ્પર્શ થયો.

ગિરીશ ચાવડા



"Are you sure this is how we upload data into the Cloud?"



What is HR

HR can be seen as a multidisciplinary field with its scope including everything that touches the employee, the organization, its leadership, its performance, its culture and its sustainability.

While HR is a function within organizations it is also a philosophy and approach to managing people.

The practice of HR is not restricted to HR professional. Nor are all the HR practitioners trained in HR. This by itself is one of the critical challenges that faces the function today.

While the term "HRD" was intended to be different from the term "personnel management" and "employee relations" or "industrial relations", today HR in most organizations includes all of these or more.

The term "talent management" needs some explanation. The word talent, which was popularised by the book "The War for Talent", led many organisations referring to their employees as talent and prefixing the term "talent" to many of their HR processes ...

Who is HR

Is impactful HR work done by only in the HR function or also by those who lead the business?

Strangely many of the policies, practices and decisions that employees like or dislike are in fact taken by the business leaders, and CEOs, and more often than not, HR might only be the face that implements them.

HR professionals are constantly battling with business management so that they can better influence the decisions impacting employee experiences and then be rightfully expected to own the consequences of what is done.

However business leaders and CEOs are constantly telling their HR teams that unless they generate more confidence and are experienced as helpful, they will not become impactful. Until this gets resolved, most of the impactful work shall continue to be done by business leaders and CEOs themselves.

An overall perspective today based on a survey of Indian HR scenario.

Alok Kumar

સારું કામ કરવા માટે હૃદય અને સંકલ્પની જરૂર છે.



Colour of Diwali



The Human Mind

The human mind is not completely blank at birth. It is born with certain qualities, dispositions and flaws handed over to it by its previous generations and therefore, it behaves through instincts in the initial stages of life.

Once it becomes "aware", the mind not only begins to pick and learn from its surrounding, it also develops the ability to enhance its qualities, alter its dispositions and destroy its flaws, but for this it has to be aware. For some the awareness comes early, for some it happens a bit late and for some, never.

With the awareness comes the awakening of mind and once the mind awakens, it becomes perfect in tackling its obstacles. The mind then becomes powerful and invincible because it goes inward and the more in it goes, more secure and tough it becomes. It stops looking for gratification.

When the mind is at peace with itself, the external pressures cease to be of any consequence. So are we really aware of what is going on in our mind and how beneficial or harmful that state is for us?

Are we awake or still sleeping? Have we swept the clutter from within as we do it without? Bliss, you see, comes from our own actions!

Compiled by Alok Kumar

:: જાંઘગી ::

હસાવે છે જાંઘગી, રડાવે છે જાંઘગી,
આ દુનિયાના મંચ પર નચાવે છે જાંઘગી,
તોફાનોની વચ્ચે બની રહે છે શાંત,
શાંતિમાં પણ તોફાન જગાવે છે જાંઘગી.
પછાડે છે જાંઘગી, દોડાવે છે જાંઘગી,
ક્યારેક વળી હાથ ઝાલી ચલાવે છે જાંઘગી,
ખુશ થાય છે નાની નાની વાતમાં,
કેટલાયે દુઃખ મનમાં સમાવે છે જાંઘગી.
મળાવે છે જાંઘગી, ભુલાવે છે જાંઘગી,
છેલ્લા શ્વાશ સુધી સાથ નીભાવે છે જાંઘગી.
મહેંકી ઉઠે છે કુલ ગજરાની માફક,
તો રસ્તા પર કંટક બિછાવે છે જાંઘગી,
જિવાડે છે જાંઘગી, મરાવે છે જાંઘગી,
રૂપ નવા નવા બદલાવે છે જાંઘગી.
હસાવે છે જાંઘગી, રડાવે છે જાંઘગી,
આ દુનિયામાં મંચ પર નચાવે છે જાંઘગી.

Compiled By - Shahbazkhan Fadwal

आजकल के माँ बाप है
बच्चे को पीटने के बाद
चुप कराने के लिए
चाँकलेट देते हैं.

हमको तो पीटने के बाद
चुप कराने के लिए
दोबारा पीटा जाता था।



NARMADA CLEAN TECH



July-Dec 2018

Learning Culture



The most beautiful thing you can wear is confidence.



It's not enough to be busy, so are the ants. The question is, what are we busy about - A training held on conducting effective meetings and Time Management.



If there was one life skill everyone on the planet needed, it was the ability to think with critical objectivity. The purpose of critical thinking is rethinking: that is, reviewing, evaluating, and revising thought for decision making. Executives attended the training on Analytical Thinking and Decision making.



Well done is better than well said. A training delivered on topic of Work Ethics & Professionalism



Engagement शब्द के अर्थ को समझते हुए कर्मचारी 'बंधन' को अपने व्यवसायिक जीवन में आत्मसात करते हुए !!



गीजना हितनुं रक्षा करवानी पोताना हितनी रक्षा थाय छे.