

# OPINION

Quarterly Newsletter of LNJ Bhilwara Group



PROUD TO BE INDIAN  
PRIVILEGED TO BE GLOBAL

Volume XXVIII | Issue 2 | April-September 2023

## MESSAGE FROM GROUP'S CHAIRMAN

The timeless words of Swami Vivekananda, "arise, awake, and don't stop until the goal is reached." Echo the ethos of our organization as we stand at the threshold of a transformative future...



1

## GROUP HAPPENINGS

Commissioning of a 1.5 MW Ground mounted Solar Plant was in the presence of Melange Business Head Shri Arvind Gupta, COO Shri Vinit Agrawal...



2



## ACHIEVEMENTS

Mr. VK Purohit conducted an online ceremony with all RSWM groups in the presence of JMD. RPSF plant was rewarded with best performer of 5S and...

4



## CORPORATE SOCIAL RESPONSIBILITY

An eye checkup camp and wellness program was organized in the unit on September 14, with our service provider...

3

## A HEALTHY YOU

Natural sweeteners, such as glucose and fructose, are derived from whole foods, primarily found in fruits and vegetables. On the flip side, artificial sweeteners are chemically modified substances produced in laboratories...



5



## CELEBRATIONS AND FESTIVALS

Invest in plants & enliven our future generations. Save the earth, save our environment! *It's the need of the hour...*

6



## LEARNING AND DEVELOPMENT

On 09<sup>th</sup> May a full day training program by external faculty Shri M P Pareek ji from Mewar HR Consultancy Bhilwara organized on ...

7

# EVENTS



Premiere Vision Exhibition, Paris, France



YARNEX exhibition participation at India Knit Fair, Tirupur



LNJ Denim - Participation in Denim Première Vision Exhibition at Berlin, Germany



Bhilwara Sur Sangam, Kamani Auditorium, New Delhi



IGNITE 2026 event organized for cultivating impactful leadership, Jaipur

## Editorial Board

- |                  |                  |                     |               |
|------------------|------------------|---------------------|---------------|
| 1. O. P. Ajmera  | 3. Manoj Sharma  | 5. Mohit Maheshwari | 7. Indu Mehta |
| 2. Manish Gulati | 4. Sanjay Sharma | 6. Jyoti Gupta      |               |

Copy Editor: Upasana Chatterjee

## CHAIRMAN'S NOTE



The timeless words of Swami Vivekananda, “arise, awake, and don’t stop until the goal is reached.” echo the ethos of our organization as we stand at the threshold of a transformative future, filled with steady determination and enduring adaptability. Today, I am elated to acknowledge the remarkable journey of the Bhilwara group, where an illustrious past has seamlessly blended with our vibrant present. The future ahead shines bright, thanks to our committed and passionate team members. Together, we have set an exemplary standard of dedication and hard work, serving as a beacon of inspiration to all generations to come.

At LNJ Bhilwara, we acknowledge that our most precious asset is our human capital. We wholeheartedly invest in nurturing careers based on individual potential. Our strategies for creating corporate values are intricately woven with training and development initiatives that align with organizational objectives, enhancing our employees’ skills through a myriad of programs. We constantly strive to upgrade these skills to keep our team competitive, in line with the industry’s evolving demands. Our sole purpose is to empower our employees to achieve their goals, aligning them with the future objectives of our businesses, facilitated by a robust learning management system.

We firmly believe that structured mentoring programs can serve as a panacea, augmenting recruitment, improving performance, mitigating attrition, and fostering a conducive work environment. Learning and development are the cornerstones of enhancing both employee retention and the onboarding of new talents. It is our unwavering belief that these opportunities enhance employees’ expertise not only in their current roles but also in preparation for future positions. This strategic approach, in turn, augments our organization’s perpetual growth, productivity, and ability to attract and retain invaluable talents.

In the domain of graphite electrodes, HEG Ltd. has officially announced the successful conclusion of its expansion project, elevating its capacity from 80,000 tons to 100,000 tons per annum. This achievement positions HEG as the largest Graphite Electrodes Plant globally under a single roof. HEG takes pride in its commitment to serving a majority of the world’s top 25 steel companies and exporting to over 35 countries worldwide. Graphite Electrodes, crucial in electric arc furnaces integral to steel production, play a pivotal role in our operations. Notably, this process emits only one-fourth of the carbon compared to traditional blast furnaces, making a substantial contribution to reducing carbon emissions and addressing climate change concerns. While most process shops were already operational in the preceding months, the final shop commenced commercial production on November 1, 2023. The expansion project incurred an approximate cost of INR 1200 crore and spanned three years.

Despite interruptions caused by the global COVID-19 pandemic in 2020 and 2021, the company achieved this milestone in record time. HEG has meticulously invested in state-of-the-art equipment and environmentally friendly technologies, positioning the plant as the latest and most modern in the world. As the global focus shifts towards decarbonization, Electric Arc Furnaces are increasingly favored over Blast Furnaces for their greener steel production, with carbon emissions reduced to one-fourth of the latter. With the successful completion of this expansion, HEG now stands as the third-largest Graphite electrode company in the western world. We look forward to continuing our commitment to excellence and sustainability in the steel industry.

The board also approved the expansion of TACC Limited’s graphite anode powder production capacity; this would enable the company to fulfill the increasing demand for cell manufacturing, with plans to expand from 10–12 GWH (10,000 MT) to 20–22 GWH (20,000 MT) in a single phase. The aim is to attain economies of scale.

India has a wealth of natural resources including geothermal, and hydropower. This presents a rare chance to lead the world in the generation of renewable energy. India has the capacity to draw in foreign businesses, develop into a global center for the production of clean energy, and increase exports of renewable battery technology and green hydrogen. India might develop a market worth up to \$80 billion by 2030 for low-carbon technologies. India is dedicated to sustainable development, growing its capacity for green energy, and lowering greenhouse gas emissions in response to the urgent climate danger. However, India requires help from the international community to shift its development onto a low-carbon trajectory. The ‘Make in India’ initiative, efficient resource utilization, and renewable energy harnessing set the stage for a greener, more sustainable future.

Let’s embark on this journey with unyielding positivity and boundless enthusiasm, shaping a future interwoven with sustainability and prosperity.

With Best Wishes

**Ravi Jhunjunwala**

# GROUP HAPPENINGS

## RSWM KANYAKHERI

### Commissioned 1.5 MW Solar Plant



Commissioning of a 1.5 MW Ground mounted Solar Plant was in the presence of Melange Business Head Shri Arvind Gupta, COO Shri Vinit Agrawal and RSEB officials.

## RPSF PLANT

### External IMS audit conducted.



An external IMS auditor Mr. Susheel Sharma visited the RPSF plant and was welcomed by COO Shri M.K. Yogi accompanied by all the Heads of Departments of the RPSF plant. Mr. Susheel Sharma appreciated the internal housekeeping, cleanliness, and various systems maintained in the RPSF Unit. IMS certificate was renewed and awarded to us.

### RSPF Plant external SA 8000 audit

External Safety auditors Mr. Anurodh Prashant and Mr. Ramjilal Saini visited the RPSF plant to conduct an external safety audit and were welcomed by Shri M.K. Yogi (COO). An opening meeting accompanied by all Head of Departments was held. Two full-day sessions were dedicated to conducting the

comprehensive safety audit. Mr. Anurodh Prashant and Mr. Ramjilal Saini appreciated a lot for the marvellous internal housekeeping, cleanliness, and various systems maintained in the RPSF Unit. On the virtue of it, the IMS certificate was renewed and awarded to us.



### IGNITE 2026 event organized for cultivating impactful leadership



A two-day workshop of IGNITE 2026, an event by RSWM that aims to create a value-driven work culture, cultivate highly motivated leaders, and promote a deeper sense of purpose at both organizational and individual levels was taken on 2<sup>nd</sup> & 3<sup>rd</sup> April 2023, and was live-telecast through a YouTube channel link. Lord Rama of TV series aka Shri Arun Govil gave a unique and inspiring speech that linked Ramayana facts to modern corporate strategies and governance.

## RINGAS

### IMS Audit Opening Meeting

The internal audit of IMS (ISO 9001: 2015, ISO 14001:2015 & ISO

45001:2018) for the certification year 2022-23 was conducted successfully. The clause-wise



internal audit of the integrated management system was carried out by trained internal auditors from different departments, as per the given schedule and time.

## HEG

### New 20 K Green Shop Inauguration



The inauguration was presided over by our esteemed CMD, Shri Ravi Jhunjunwala Ji, and our Executive Director, Shri Manish Gulati Ji along with the departmental heads. This hall was equipped with state-of-the-art machinery and advanced equipment, poised to enhance production efficiency and effectiveness.

This significant event marked a moment of great pride for every individual associated with HEG. It signifies a new milestone for our entire group, with the promise of many more to come in the future.

## LNJ DENIM

### *Participated in Gartex Exhibition in Mumbai*

LNJ Denim participated in GARTEX Exhibition, Mumbai from 11<sup>th</sup> to 13<sup>th</sup> May, 2023, where new collections were showcased. The show had an excellent footfall. Shri Suketu Shah – Business Head & Shri Ashish Bhatnagar – Marketing Head met some important customers with respect to business growth opportunities.



## RISHABHDEV

### *Inditex Audit*

Inditex Audit by M/s Intertek Testing Service has been held from 28<sup>th</sup> to 30<sup>th</sup> September 2023. Rishabhdev Unit was the first Unit among the Group Units to conduct this Self-Assessment Audit. All HODs and their team were involved under the leadership of Shri Gaurav Maheshwari.



### *Master Sneh Milan*

Masters' Sneh Milan was celebrated on 9<sup>th</sup> September 2023 at Sai Temple Banswara. The masters were welcomed with bouquets by the staff and officers. The



Union Representative welcomed Shri Yogesh Dutt Tiwari (Chief Operating Officer) with bouquets. The Union Representatives expressed their thanks to the Management for various incentive schemes. During the program Shri Yogesh Dutt Tiwari (Chief Operating Officer) addressed the master's and motivated them for inclusive growth. Shri A V S Yadav (General Manager - P & IR) attracted attention to the absenteeism of workers and gave solutions to overcome this problem. The Union Representative and the masters assured the management to increase the average attendance in all the shifts. The vote of thanks was given by Shri Dilip Singh Sisodiya. At the end of the program, the staff and masters enjoyed the delicious food.

### *CHRO inaugurated Workers' Hostel at Lodha*



On 29<sup>th</sup> May 2023 Shri Manoj Sharma, CHRO of RSWM Limited visited the Lodha Unit and inaugurated the newly constructed Workers' Hostel at Lodha with a capacity of 180 beds. Shri Suketu Shah, Business Head of Denim, and Shri Yogesh Dutt Tiwari, COO of the Lodha unit were also present. During his visit, he also planted some plants on the campus of the hostel.

Birthday of Staff Members for the month of May 2023 was also celebrated in the presence of Shri Manoj Sharma.

### *JMD of RSWM Ltd. visits Lodha unit with Shri Kapil Choudhary of Spentex Industries Limited*

On 15<sup>th</sup> June, 2023, Shri B.M. Sharma, JMD of RSWM Limited, visited the Lodha unit with Shri Kapil Choudhary of Spentex Industries Limited. He visited Goshala and Orchard, where he planted plants and took the rounds of the New Kapaas Unit and NPD with Shri Yogesh Dutt Tiwari and his team.



### *Abhivyakti award ceremony: Quarterly award program organized to promote Kaizen & Kaika-ku in employees*



We at RSWM, encourage each idea that can reduce waste or improve the operation/work system. An exclusive program was held to promote individuals for their ideas related to the Kaizen (small incremental changes) and Kaika-ku (breakthrough changes) platform, named 'Abhivyakti'.

## GROUP HAPPENINGS

Every month approximately 500 suggestions are received from all units. Employees receive a consolation award for every suggestion they make. Suggestions, which can be applied in other units, are shared among all units for horizontal application. Participation of all departments from maintenance, and engineering to commercial departments makes this program more valuable. Every year three best suggestions among all units are selected and awarded a special prize by the JMD.

In the last quarter, RCPF was awarded as the best-performing unit and four employees were awarded for their best suggestions.

Shri Manish Kumar of the mechanical department (RCPF) won first prize for upgrading the heat exchanger.

Lenz flyer drive repaired in-house by Shri Vipin Kumawat of Lodha was awarded the second prize.

Shri G. K. Gupta (Rdev) was selected as the third winner for his in-house repair of the slub unit

A special prize was given to Shri Harish Nair for his regular participation and valuable contribution to Abhivyakti.

### KHARIGRAM

#### *Visit of the Industries Commissioner of Rajasthan*

The Industries Commissioner of Rajasthan, Mr. U. P. Singh Visited SJ-11, Kharigram along with his



wife. He appreciated the technology, housekeeping, and styling of the plant and its ambiance. Having visited SJ-11, he carried a very good impression of textile industries, and also gave good remarks- "...perhaps, the most modernized spinning mill in the country".

#### *VIP Visit of the NPD setup dyed and greige units and SJ-11 unit*

Siyaram company owner visited Kharigram Unit. Mr N K Bahedia,



(COO) welcomed him. They visited NPD setup dyed and greige units, and the visit of the SJ-11 unit.

### MANDAPAM UNIT

#### *Customer Visit from Mitali Fashion, Bangladesh*



Mr. Neeraj Kapoor, from Impulse International on behalf of M/s. Mitali Fashion, Bangladesh visited our mill on 1<sup>st</sup> September, 2023. He was welcomed by Shri Satish Kumar Mittal (COO) and staff members. He took a round of Mandpam unit and was impressed and had shown keen interest in harmonizing shade range & also collected hanger cards of sustainable products.

#### *VIP Visit to see Melange collection by Textile Joint Secretary*



Mr. Ajay Gupta (Textile Joint Secretary) and Mewar Chamber of Commerce team, Bhilwara visited our Mandpam unit. Shri. Satish Kumar Mittal (COO) and Staff members had welcomed him. They were very much delighted to see the plant set up and also appreciated our products gallery and Melange yarn Sustainable collections.

### MANDAPAM

#### *VIP Visit to see Melange collection*

Mrs. Venu Gupta (Additional Chief Secretary, Industries, MSME & Mining) and Mr. Ashish Modi (District Collector, Bhilwara) visited



our Mandpam unit. Shri B.M. Sharma (JMD), Shri Arvind Gupta (BH - MYB), Shri Avinash Bhargav (CFO), Shri Satish Kumar Mittal (COO – Mandpam unit) & Shri Vinit Agarwal (COO Kanya Kheri unit) had welcomed him.

## YARNEX exhibition participation at India Knit Fair, Tirupur



Our team proudly presented a first-hand experience of the finest range in Yarn, Melange, Knits, and Kapaas at YARNEX Tirupur India 2023 at the India Knit Fair Complex. It was an absolute pleasure to have our valued customers witness the very best in yarn and textiles.

## YARNEX exhibition 2023 in New Delhi, Pragati Maidan



This year Yarnex, New Delhi was

way unique for the visitor, they witnessed not one but quite a few unique experiences, including a virtual reality tour of RSWM's plants, the use of Augmented Reality, the new home-grown brand Kapaas, a collection of sustainable yarns, and a fresh Autumn-Winter 24-25 collection called Harmonize.

## Première Vision Exhibition 2023 in Paris



Launched the new Autumn-Winter 24-25 collection, Harmonize focuses on inner balance with durable, warm winter products. Also, the team curated a virtual reality immersive experience of RSWM's manufacturing facilities, highlighting our core values of

sustainability and commitment to quality. The tour covered three key facilities: SJ11, the Recycled Polyester Fiber plant, and LNJ Knits which left a profound impact on the visitors.

## HO NOIDA

### Team Bonding during annual trip to Kerala



Head office employees enjoyed a delightful tour with their families to Kerala, exploring the scenic beauty of Munnar and the serene backwaters of Alleppey. From 30<sup>th</sup> September to 3<sup>rd</sup> October, 2023, the trip fostered team bonding, creating cherished memories amidst the picturesque landscapes of Kerala.

## Fundamentals of everyday happiness

### Cultivate Positive Relationships:

- Invest time in building and maintaining positive connections.
- Foster a sense of belonging with uplifting friends and family.

### Practice Gratitude:

- Express thanks regularly and maintain a gratitude journal.
- Focus on what you have, fostering a positive perspective.

### Take Care of Physical Health:

- Prioritize regular exercise, proper nutrition, and adequate sleep.

### Set Realistic Goals:

- Break down larger goals into achievable tasks.
- Celebrate small victories and acknowledge progress.

### Practice Mindfulness and Meditation:

- Incorporate mindfulness and

meditation to reduce stress.

- Focus on the present moment and let go of worries.

### Engage in Enjoyable Activities:

- Make time for hobbies and activities that bring joy.
- Prioritize activities aligned with passions.

### Help Others:

- Engage in acts of kindness and volunteer for causes.

### Manage Stress:

- Develop stress management techniques and take breaks.
- Engage in relaxing activities.

### Continuous Learning:

- Cultivate a growth mindset and embrace challenges.
- Pursue opportunities for learning

and development.

- Create a Positive Environment:
- Surround yourself with positive influences.
- Minimize exposure to negativity in relationships and media.

### Celebrate Achievements:

- Acknowledge and celebrate even small achievements.
- Reflect on strengths to build self-esteem.

### Balance Work and Life:

- Establish a healthy work-life balance.
- Prioritize self-care and quality time with loved ones.

**Happiness is subjective and evolves; find a balance that aligns with your values and priorities.**

## RSWM KANYAKHERI

### Wellness/happiness Training



On 9<sup>th</sup> May a full day training program by external faculty Shri M. P. Pareek ji from Mewar HR Consultancy Bhilwara organized on "Wellness/happiness through Physical, Emotional, Social, Spiritual & other dimension" for Kanyakheri Staff Members. Our COO Shri Vinit Agrawal ji inaugurated the training program with Context Setting welcome speech.

### TGT Training Program

A TGT training program was organized by the CHRO office in the RPSF unit to develop new inductees/TGT towards the business goals and career development. The training program was conducted by Dr. Sourabh Sethi. On the first day of the opening ceremony of the session COO of the RPSF unit Mr. M.k. Yogi addressed all TGT to focus and adopt strategies to develop themselves in this competitive time.



## RSWM RINGAS

### Booster Training for TGTs



A team of 27 TGTs visited Ringas Spinning & RPSF Plant on 17<sup>th</sup> & 18<sup>th</sup> August 2023. A TGT training program was organized by the CHRO office to develop new inductees/TGT towards the business goals and career development. At the opening ceremony of the sessions, Shri Manoj Sharma – CHRO, Shri Anurag Mathur – COO, and Shri M. K. Yogi – COO addressed all TGT to focus and adopt strategies to develop themselves in this competitive time.

### Rishabhdev organized a Self Development programme on "Speak what you know"

'Speak what you know' programme was held at Rishabhdev unit on 22<sup>nd</sup> April, 2023. Four staff from various departments gave five minutes speech on various topics. All the speakers presented very good performance and received appreciation from of all. Thereafter an open discussion was held on a current event.

### Training program on "Wellness/Happiness through seven dimensions PIE-Mass"

On 8<sup>th</sup> July 2023 an external training program on "Wellness/Happiness through seven dimensions PIE-Mass" was organised by Mewar Consultancy Bhilwara by Shri M. P. Pareek. In this



session, he explained various tools and techniques to overcome various situations, and the content of the program was very much appreciated by the participants.

## RSWM KHARIGRAM

### Training on Ring frame Breakage



As a part of technical skill enhancement of staff members, training cum awareness session on how to control Ring Frame breakage, was organised on 3<sup>rd</sup> April 2023. The Technical Team took this session for all technical officers. They explained about Functioning, Length, Technical faults and their remedies, Naps etc. During this interaction session, participants also came out at this platform to discuss about their queries, technical issues which were addressed properly.

### Workshop on Quality Circle at Kharigram

A workshop on Quality Circle (QC) was organised on 8<sup>th</sup> June 2023 at Kharigram. During training session, Sh Vinod Kumar Purohit-



CTSC briefed about QC aspects in running projects at the department/ Unit level. He also explained about basics, uses of quality concepts, techniques and their importance. This program was very useful in terms of higher productivity and cost saving aspects.

## RSWM CORPORATE HR

### *Accelerated Leadership Programme (ALP) IIM Indore for Business Leaders*

Accelerated Leadership Programme (ALP) IIM Indore: Transforming Leaders through a Cross-Industry Learning Journey

In today's rapidly evolving business landscape, effective leadership is the key to driving success and navigating complex challenges. To meet the demands of the corporate world, organizations are increasingly investing in leadership development programs. One such program that has gained significant recognition is the Accelerated Leadership Programme (ALP), a transformative 8-month cross-industry learning journey that offers certification and the prestigious executive IIM Indore Alumni status.

The objective of this blended program is that it helps the participants develop a deeper understanding of various facets of management and leadership and enhances skills to take up leadership roles in the organisation.

The program emphasizes on experiential learning and interaction with industry leaders and exposure to contemporary topics in management and leadership.

We have eight employees from our company who have been selected to undergo this prestigious course.

Upon successful completion of the program, participants are awarded a certification from the esteemed Indian Institute of Management (IIM) Indore. This recognition not only adds credibility to their leadership skills but also provides access to a vast network of IIM Indore alumni, fostering lifelong learning and professional growth opportunities.



## RSWM LNJ DENIM

### *Training cum workshop on Emotional Intelligence*

A training session on Emotional Intelligence was conducted on 6<sup>th</sup> July, 2023. The one-day training cum workshop was inaugurated by Shri Suketu Shah – BH & Shri Arbind Mishra – Head HR & IR. The training was given by Shri Mahaveer Pareek from Mewar Consultancy, Bhilwara. The main objective of the training was to create awareness



about the emotional intelligence Management & how it would be implemented in our workplace. Total 35 staff members had attended the session.

### *Corporate training programme on PoSH Act in HO Noida*

A training program was conducted on Friday, 22<sup>nd</sup> September 2023 on "The Sexual Harassment of Women at workplace" (Prevention, Prohibition & Redressal) Act, 2013. (popularly known as PoSH Act, 2013) by renowned Corporate Trainer, Prof (Brig) Ramesh Chandra.



### RSWM MANDPAM

*Training program on MSDS, hazardous chemical handling, transportation & storage*

A training program on MSDS, Hazardous chemical handling, Transportation and storage was organized at Mandpam Unit from 16<sup>th</sup> August to 17<sup>th</sup> August 2023.

The objective of this program was to create awareness in Hazardous chemical handling. Ms. Sadhna Naik (Atul Dyes & Chemical Ltd) was the faculty for this training program.



*Green Initiative by installing an online battery monitoring system by IT Deptt of HO-Noida*

As part of its commitment to the Green Initiative, the IT department has been focusing its efforts on the implementation of systems that will contribute to a decrease in the carbon footprint of the environment.

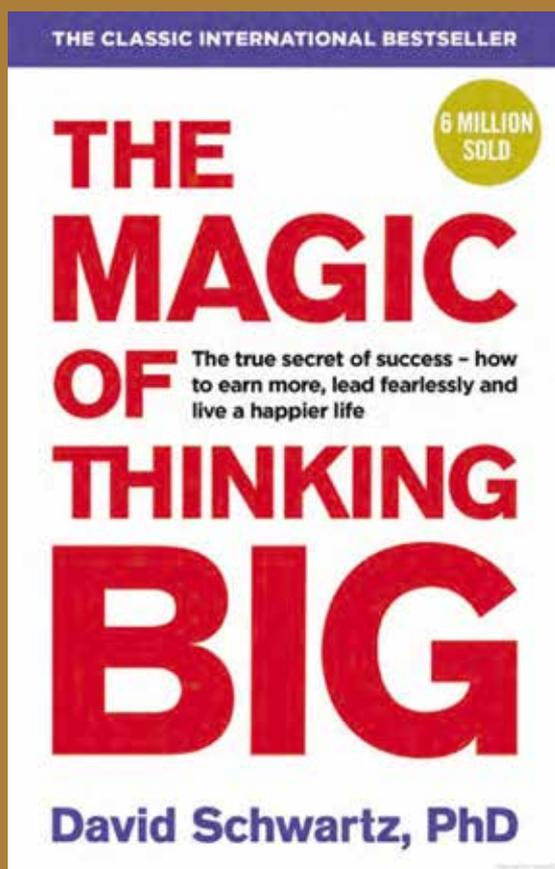
To achieve this, an online battery monitoring system has been installed in our UPS Room at HO Noida.

With the help of this system, we will significantly reduce the need to replace the batteries, and will further enable us to develop reliable and robust battery-powered systems



that are secure, dependable, and long-lasting in our data center.

## GOOD READ



### *The Magic of Thinking Big*

David J. Schwartz

Think success, don't think failure. The mantra of 'believe in yourself' is the premise of this book. The Magic of Thinking Big gives you useful methods, not empty promises. Dr. Schwartz presents a carefully designed program for getting the most out of your job, your marriage and family life, and your community. He proves that you don't need to be an intellectual or have innate talent to attain great success and satisfaction, but you do need to learn and understand the habit of thinking and

behaving in ways that will get you there. The crux of the book concentrates upon the importance of thinking big, self-belief and its power to enhance lives. David states that it's important to think positively, dream big and work hard, and when these elements converge, it becomes easier to attain success. To succeed in anything, you have to have confidence in yourself. The more confidence you have within you the more other people will believe in you.

## RSWM KANYAKHERI

### Eye Checkup Camp



An eye checkup camp and wellness program was organized in the unit on September 14, with our service provider, PINC (Pioneer Insurance & Reinsurance Brokers Pvt. Ltd.), for our group members.

## MPCL

### Donation to NGO for distributing relief kits to flood-affected families in HP

Himachal Pradesh witnessed an unprecedented flood in July 2023 due to which thousands of people have been displaced, stranded, and isolated. MPCL has provided financial support of Rs. 8,00,000 to Shobla Saathi Trust, an NGO for distributing relief kits (Trunk, Blankets, Utensils, Tarpaulin & Ration) to flood-affected families.

## ADHPL

### Infrastructure development of local schools in Manali



The Company received various requests from different local schools for the provision of materials in kind. Under the approved CSR plan double-

seated desks, tables, office chairs, and plastic chairs were donated to Govt. Sr. Sec. School, Further, 15 mats with cover were donated to Govt. Primary School, Prini. The School staff & SMC members thanked ADHPL for providing furniture to the school.

ADHPL had proposed the digitalization of nearby schools under the CSR plan. Under this plan, two computers with UPS and a printer were donated to Govt. Middle School, Old Manali, and Govt. Sen. Sec. School, Pangan of Naggar Block District -Kullu (HP) respectively. School staff thanked ADHPL for providing computers with all accessories for the use of students.

### Drinking water supply augmented in HP village



The Company supported the development of a drinking water facility in Bhanara village of Jagatsukh panchayat. 80 pipes with sockets and unions were donated to the Village Development Committee of Bhanara. The members of the Village Development Committee Bhanara and Pradhan Gram Panchayat, Jagatsukh thanked ADHPL for the CSR developmental work.

In addition to the above, 4 LED flood lights were donated to the Jumla Committee of Chachoga, Manali.

### Greenery development program in Shuru, Bhanara and Prini villages, HP

A plantation drive was organized with local women's self-help groups, and



the State Forest Department under the ADHPL greenery development CSR plan. The plantation of saplings of different species was carried out in Shuru, Bhanara (Jagatsukh), and Prini areas. Approx. 2700 saplings of deodar and other broad-leaved species were planted.

## HEG

### Apna Ghar Ashram drive in Bhopal to save helpless & homeless people

Apna Ghar Ashram Bhopal, provides food-shelter, medical assistance, and primary necessities to constrained, helpless, depressed, exploited, and needy males in our society. Such people are called 'Prabhuji' in our Ashram. The Ashram saves helpless



people found on roads, platforms, hospitals, and other places. Medical check-ups of all these people are done regularly and sometimes they are taken to local and nearby hospitals.

We also try to rehabilitate them if proper information about their family is available. All these are done with the kind support of people in the society who believe in humanity. HEG feels proud to be part of such a godlike service by making society a better place to live in.



## WORLD ENVIRONMENT DAY

World Environment Day theme  
2023 #BeatPlasticPollution

**Invest in plants & enliven our future generations.** Save the earth, save our environment! It's the need of the hour. We need to save the earth! Let's Unite to Save the Environment!

Many small actions can bring a



RPSF staff colony & Fiber plant

huge change. Being aware and contributing little towards making the environment better is what the day is dedicated to. We organised activities at all the offices to bring in more awareness and sensitisation that every little contribution can make an impact. Saplings were planted at RSWM Kanyakheri, RSWM Rishabhdev, Mandpam, Maral, Kharigram. At RPSF staff colony and Fiber plant premises, pots were implanted on branches of trees for feeding the birds.



MPCL



Kharigram



Ringas



RSWM Ringas organised a drawing competition and prize was given to the best artist. At ADHPL different types of activities like cleanliness drive, plantation activities, lectures and slogans took place. Cultural programs by the students were also performed. At Malana Power company (MPCL) Cedrus Deodara

saplings were planted with the help of the villagers, school staff and students, *panchayat*, and the forest department. Refreshments and snacks were also served.



Rishabhdev



Kanyakheri



MOL



ADHPL



Mandpam

**INDEPENDENCE DAY**

*"Nation First, Always First"*

The celebrations started with flag-hoisting ceremony followed by march past at RSWM Kanyakheri, MPCL, ADHPL, Mandpam, Kharigram, Rishabhdev, Head Office, Maral, LNJ Denim. 'Guard



**HEG**



**Rishabhdev**

of Honour' by the security staff was also given in some offices.

At RPSF Fiber plant, Ringas conducted cultural programs. Prizes were distributed to the best performers and achievers. At HEG the employees were recognised and were awarded. These awards were for their outstanding efforts beyond their regular duties. At Rishabhdev employees were felicitated with ten years meritorious service certificates.

Head Office too recognised their meritorious staff and were rewarded. The wards of the workmen who secured 60% and above in class V were rewarded with cash prize.



**Kharigram**



**Maral Sarovar**



**MPCL**

At Kharigram patriotic songs and dances were performed by female workers. Prizes were given to best performers in the categories of security, production, attendance etc. On this occasion, at Maral Sarovar children of associates



**Lodha**



**RPSF Fiber Plant**

who exhibited excellence in board/university examination results were honoured with cash awards and certificates. LNJ Denim, Knits & TPP children's talent award was distributed to Denim and Knit employees.

The events concluded with the distribution of sweets to the staff members.



**Ringas**



**RSWM Kanyakheri**



**ADHPL**



**LNJ Denim, Knits & TPP**



**Mandpam**

# CELEBRATIONS & FESTIVALS

## INTERNATIONAL YOGA DAY

*'Yoga for Vasudhaiva Kutumbakam'*

To raise awareness of the many benefits of practicing yoga among our employees- International Yoga Day was celebrated at RSWM Limited, Ringas, LNJ Denim, and Mandpam.



Ringas



Mandpam



LNJ Denim



Kharigram

## ADHPL

*ADHPL: 13<sup>th</sup> Anniversary of ADHPL celebrated*

The 13<sup>th</sup> Anniversary of ADHPL was celebrated on July 17, 2023, with great zeal. A *pooja* was performed at Powerhouse and *Hawan* was performed at the switchyard. *Prasada* was distributed amongst the participants present on the occasion. Sweets were distributed among all employees.



## HEG

*Celebrated the historical landing of Chandrayaan 3*

"As the nation celebrated a historic achievement with the successful landing of Chandrayaan-3, we at HEG Ltd arranged a special screening to ensure our employees could witness this momentous event. Our heartfelt gratitude goes out to the dedicated ISRO team for catapulting India into the esteemed position of being the first country to reach the South Pole of the Moon."



## Bhilwara Sur Sangam celebrated its 10<sup>th</sup> anniversary in 2023

Bhilwara Sur Sangam celebrated its tenth anniversary, concluding the event on April 17, 2023, at the Kamani Auditorium in New Delhi. The music festival, organized by the LNJ Bhilwara Group, showcased outstanding performances by renowned maestros of Indian classical music, such as Padma Shri Smt. Aruna Sairam, Shri Vinayak Chittar, and Pt. Mukul Shivputra. The festival, dedicated to preserving India's musical heritage, attracted classical music enthusiasts from across the nation. Notable tributes, including one by Pt. Mukul Shivputra honouring his late father Pt. Kumar Gandharva on his birth centenary, added to the grandeur of the event.



## SPIRITUAL RETREATS

### Janmashtami



RPSF Fiber Colony



Noida Garments unit



Staff Club, Lodha



Rishabhdev



Kharigram

This festival was celebrated with great enthusiasm at RPSF Fiber colony. A concert was organised, followed by *Arti Pujan* after witnessing the birth event of Bal Krishna at 12 AM. RSWM (Ringas) a '*Bhajan Sandhya*' was performed by professionals. Little children were dressed up as Krishna which attracted the attention of all. Noida Garment Unit also celebrated this festival. At Rishabhdev colourful *jhankis* were the main attraction and *Bhajan Sandhya* lasted till late evening. Staff Club Lodha too organised '*Bhajan Sandhya*' and the best dressed up children - Radha Krishna were also rewarded. Prizes were distributed to all the children who participated in the program.

RSWM Kharigram *Pariwar* celebrated Janmashtami in the colony temple. Children were dressed up like Radha-Krishna. *Dahi-Handi* competition was a part of this celebration. Gifts were also distributed. The program ended with the *Arti* & distribution of *Prasad*.



Ringas

# CELEBRATIONS & FESTIVALS



## Ganesh Chaturthi

This festival was celebrated by the RSWM Kharigram family, Ringas, RSWM Rishabhdev

Maral Overseas. *Bhajans* were chanted. RPSF staff Ladies Club organised *Ganesh Sthapana* and was followed by *pooja*. RSWM Lodha Banswara various cultural activities took place throughout ten days. On the last day procession of Ganpati started from Vishwakarma colony to Lodha Pond. Ganpati *Visarjan* was performed in Sundanpur river. The celebration ended with *arti* and distribution of *prasad*.

LNJ Denim, Knit & TPP the festival was celebrated in LNJ Nagar Staff colony with full joy & enthusiasm for six days. On the First Day Staff & family members welcomed lord Ganpati and worshipped for better health, wealth & prosperity for their families as well as their workplace. Some departments members used to sit to offer their prayer in the morning while chanting eternal mantras, and evenings were also made lively with all staff members and families. Everyone was dancing with the *dhols* & chanting "*Ganpati Bappa Moraya*" all the way to the colony, even on the bus.



RPSF Fiber Plant



LNJ Denim, Knit & TPP



RSWM Limited, Lodha



RSWM Kharigram



Maral Overseas Ltd



Ringas



RSWM Rishabhdev

The *Visarjan* was done at *Chanduji ka Gardha* village. The function was

concluded with lunch for all staff of the Denim, Knit & TPP division.



**Vishwakarma Jayanti**

The day is meant to recognise the contribution made by Lord Vishwakarma, the master architect and craftsman revered by Hindus. *Puja* and *hawan* were held at the Powerhouse of Mill No.2. Staff and workers of the Engineering & Maintenance Departments along with other staff performed the puja and prayed for Lord Vishwakarma's blessings for a safe and peaceful working environment and prosperity of the Unit. Tools and equipment were also kept for *pooja*. Vishwakarma *Jayanti* was also celebrated at Mayur Nagar Lodha, Kharigram and



LNJ Denim



Ringas



Powerhouse Mill No.2



Mayur Nagar



Kanyakheri



Kharigram



Mandpam

RSWM Mandpam. At Maral Sarovar *puja pandals* were decorated with

flowers and garlands. The program ended with distribution of *Prasad*.

**Hanuman Jayanti**

Hanuman *Janmotsav* was celebrated with full devotion and fondness at Lodha Banswara. Staff members with their families participate in this celebration. Senior officers of Denim, Fabric, and TPP participated in the program.

Ringas *pariwar* celebrated with full zeal and devotion in Staff Colony Temple. There was a special *Bhajan Kirtan*, performed by ladies and family members. The program was concluded with *Maha Arti* and *Prasad* distribution to everyone.

RPSF Fiber plant, *Sundarkand* was performed on the last Saturday of every month. All members pray for peace, happiness, and prosperity. Kharigram *Pariwar* celebrated with vigour and devotion in Staff Colony Temple.



RPSF Fiber Plant



Lodha Banswara



Ringas



Kharigram

## WHY CHOOSE NATURAL SWEETENERS OVER ARTIFICIAL ONES?

Natural sweeteners, such as glucose and fructose, are derived from whole foods, primarily found in fruits and vegetables. On the flip side, artificial sweeteners are chemically modified substances produced in laboratories, offering sweetness without the burden of calories. A key distinction between the two lies in how the body processes them. When you consume a banana, for instance, you're not just getting fructose; you're also benefiting from fiber, vitamins, and minerals. Fiber serves to slow down the digestion process, consequently delaying the absorption of sugars into the bloodstream.

**On the contrary, the advantages of natural sweeteners are many.**

Natural sweeteners can offer certain health benefits over refined sugar, such as the potential to lower blood pressure and regulate blood sugar levels. Reducing your refined sugar intake can be challenging, but considering the potential harm it can cause, the effort is undoubtedly worthwhile.

Jaggery, for instance, is an unrefined natural sweetener, often touted

*Fibre slows down the breakdown of food and therefore slows down the absorption of sugars in the blood. Artificial sweeteners are made in the lab; they do not contain fiber, vitamins, and minerals and do not administer the same positive health effects as natural sugars do*

as a super-food due to its higher vitamin and mineral content and lower sucrose levels compared to sugar. Nevertheless, even with its merits, it's wise to consume jaggery in moderation, recognizing that it is still a form of sugar. Among other common natural sugar substitutes, honey, a natural sweetener produced by honeybees, is rich in nutrients like potassium, magnesium, iron, and calcium. Coconut sugar, maple syrup, unsweetened fruit jelly, and sugarcane molasses also act as healthier alternatives to sugar.



In most cases, natural sugars prove to be a preferable choice compared to both artificial sweeteners and regular table sugar. However, individuals with diabetes or prediabetes should still exercise caution with some natural sugars.

Artificial sweeteners come with various potential health risks, including adverse effects on gut health, increased insulin resistance, altered appetite regulation, elevated sugar cravings, elevated risk of heart disease, potential carcinogenic risks, headaches, elevated risk of depression, increased risk of seizures, potential risk of skin rashes and many more.



***Confused about whether you should choose a sugar substitute and what option may be better for you?***

*People often start replacing sugar with sugar substitutes during weight-loss interventions, after a diagnosis of diabetes, or simply because they think it will be a better choice for them. With conflicting information available online from health experts and influencers and the variety of sweetener options available at grocery stores, it is not a surprise that many people are confused about which sugar substitute to choose*

## GRAPHITE HIGHER SECONDARY SCHOOL

### *Release of School Magazine & Inauguration Ceremony*



"Leadership is not a position but a commitment to excellence"

The most spectacular event of the year. The Investiture Ceremony was held on August 18, 2023, in the school's new auditorium. The event commenced with a traditional lamp lighting ritual followed by welcoming the guest of honour, our esteemed members of the management committee with the sapling. Felicitation of the Student Council and House Council marked the most captivating moments of the ceremony. The Head Boy of the school administered the oath wherein the students pledged to carry out their responsibilities with integrity and dedication so as to uphold the glorious name of the school and the country.

The Chief Guest Shri Manish Gulati delivered an enriching speech that emphasized learning from failure as well as success, planning, confidence, teamwork, self-motivation, and respect. The inauguration of the Auditorium and the release of the School Magazine by our chief guest added more glory and charm to our institution. The cultural fiesta commenced with a

classical dance presentation that reflected all the cherished hues of our freedom and solidarity.

The principal addressed the students with her valuable words and motivated them to be self-disciplined. The program came to an end with a vote of thanks by the Head Girl.

### *Schoolathon on Sustainability 2023 competition*



Students of GHSS participated in the SOS 'Innovation -In-Action' competition organized by Manav Rachna University Faridabad. The team of GHSS presented a business idea of 'Eco-Sustainable Furniture manufacture using corrugated fiber board' and won Rs. 50000/- as a cash prize.

### *Special program organized to empower educators*

Graphite school organised teacher training development program by



S. Chand publications. Resource person Mr. Kuldeep Chouhan took a thorough training on NEP and NCF. It added value to the teachers' knowledge on detail of NEP and NCF curriculum along with classroom management.

2. The exhaustive sessions planned for explanation and demonstration of NCF FS during summer break for empowering teachers were executed between June 7 to June 15, 2023. These sessions were taken as a part of cooperative learning where each chapter of NCF/NEP was assigned to a group of two teachers different innovative techniques.

### *Experiential Learning By Excursions*

A special Nature Study cum trekking camp at Kullu, Himachal Pradesh from May 7, 2023 to May 19, 2023, attended by 30+ students.

Five enthusiastic young learners of GHSS attended the 8<sup>th</sup> International Convention of SPIC MACAY organized at VNIT, Nagpur, from May 29, 2023, to June 4, 2023, in appreciation of the deeper values of Indian classical art forms.

A five-day experiential learning workshop was attended by GHSS students from May 10<sup>th</sup> to 14<sup>th</sup> at Nardep Centre, Kanyakumari, experiencing holistic learning on topics like making compost, organic architecture, rainwater harvesting, Ferro cement technology, etc.

Young Graphitians of classes IX to XII enthusiastically attended the

astronomy workshop on April 22, 2023 organized by Aryabhata Foundation, Bhopal that enhanced their astronomical knowledge and inculcated scientific temperament in them.

The young Graphitians got flying training of Micro-light Virus VT 80-HP aircraft by Group captain R.S. Jadhav (commanding officer, Bhopal) and learned techniques of ATC landing, ATC take-off, runway, taxiway etc.

Zero shadow activity and Eratosthenes experiment was conducted in the Graphite school premises on April 17, 2023, where the students of classes IX & X participated enthusiastically and experienced the marvel of Physics.

Over 110 Students of Graphite



Higher Secondary School registered their presence in the G-20 Innovation Festival 2023, between 11-13 April 2023 at Regional Science Centre Bhopal.

## Achievements In Science & Technology

On April 12, 2023, students participated in a Science Model Contest organized by the Regional Science Centre, Bhopal, as part of the Government of Madhya Pradesh's MSME department's Innovation Festival-2023. The students made working models of hydroponics and gave presentations. The students

secured special positions and were felicitated with certificates.

On July 13, 2023, 10 students from Graphitians participated in the CHANDRAYAN-2 Inter-school Audio-Visual Quiz organized by the Regional Science Centre, Bhopal, to celebrate the launch of CHANDRAYAN-2. The students competed with over 80 students from other prominent schools in Bhopal and secured special positions. They were felicitated with certificates.

On July 20, 2023, to celebrate Moon Day, the Regional Science Centre, Bhopal, organized a MOON LANDING Inter-school Audio-Visual Quiz on the topic "Mysteries and marvels of moon". 10 young Graphitians participated enthusiastically in the quiz and competed with over 100 students from other prominent schools in Bhopal. One student from Graphitians secured a position and was felicitated with certificates, a science kit, and a cash prize.

## Sustainability Development Activities



GHSS Students observed the Earth Day Celebration and initiated a movement to promote use of paper bags and avoid the use of plastic bags.

Graphitians launched the initiative HAR HAATH KITAB. They collected unused pages from their old notebooks, bound them, and made new notebooks. These notebooks

were then distributed to children in a nearby government school. Students also executed a Botanical Garden & Sustainable Plantation Drive MADHUKUNJ.

## Advancing co-scholastic approach for continuous professional development



As a part of the active CONTINUOUS PROFESSIONAL DEVELOPMENT, GHSS organized exhaustive In-house Trainings & Workshops to empower the teachers and enable their holistic skill development.

For the Junior wing, activity a day has been introduced for reducing bag load.

An initiative was taken by the Junior-wing teachers to paint the corridor with new designs and patterns which will attract the students as well as can be used for learning by fun activities.

For students' motivation we introduced the "STAR OF THE WEEK" badge to students (Nursery to II) who showcase some significant positive change in that week.

A Birthday Corner (for Pre Primary Kids) has been developed in the activity room with a view to celebrate the birthday with the entire class thereby students feel special as well as learn the birthday song. They also get motivated to not skip school on their birthdays. They are motivated to plant a sapling on their birthday.

Summer Bonanza- Fun Under the Sun organized on the last working day of April before summer vacation, where students enjoyed the last working day of school in a playful manner.

Zumba/Aerobics classes for the students are organized for enhancing their physical agility.

### *Scholastic Approach*

Curriculum & TLP are in alignment with NEP and NCF

Study Planning is designed using month wise and exam-wise split Up

Working Days, Completion Certificate

Integration of Art, Robotics & Sports in Academic Curriculum

Inclusion of Clubs and House Activities

Subject Enrichment Exhibitions

Subject Enrichment Exhibitions

### *Art and Experiential Learning to nurture The Young Minds*

The School is committed to giving the young minds the best start! Through a variety of scholastic & co-scholastic activities The Nursery section students are encouraged to participate in activities Integrating Art and Experiential Learning, in a joyful environment.

### *Experiential Learning*

Robotics is taught to the school children as a part of its curriculum, as an effective AI tool encouraging students to really “do” science and mathematics rather than just learn about it.

A special Pottery Workshop was organized on 23rd August, 2023

in school. Students were captivated by the mesmerizing spinning of the wheel, while the concept of SDGs was introduced through discussions on responsible resource use and craftsmanship.

## VKV HURDA

### *Inter-school athletic meet and cross country race*



Vivekananda Kendra Vidyalaya, Hurda organised an outstanding event of “Inter School Athletic Meet” on August 26, 2023. Eleven schools of Ajmer and Bhilwara districts along with 125 participants, took part in the event.

The event began with the warm welcome of the Chief Guest SMC Chairman Shri N.K. Bahedia Sir with the soulful mantra chanting. After the lamp-lighting ceremony the chief guest addressed the gathering and emphasised the importance of sports for the overall holistic development and encouraged students to participate actively in such events. Principal Ma’am delivered an inspiring speech, mentioning the vision and guidance of our Respected Bade Babuji for holistic development with emphasis on Athletics, Chess, Football, Astronomy and Space Study integrated with the values of teamwork, discipline, and dedication that sports instil in young minds.

The event concluded with a grand award ceremony, where winners were honoured with medals,

certificates and cash prizes by the dignitaries, Education Officer Hurda and Mr. N.K. Bahediya Sir. The ‘School Championship’ was won by ‘Swami Vivekananda Model School Shahpura’. All escorts were given mementos as tokens of appreciation. VKV Hurda emerged as proud host and participant securing top positions in several events.

The Inter-School Athletic Meet was a resounding success, promoting physical fitness, sportsmanship, and the spirit of healthy competition.

### *CLAY POTTERY WORKSHOP*

The VKV Hurda Art Club conducted an exciting pottery-making workshop on 23<sup>rd</sup> of August 2023. The event aimed to introduce students to the art of pottery, including the mechanics of the pottery wheel and the significance of working with clay. This camp also incorporated elements aligned with



Sustainable Development Goals (SDGs), promoting both artistic creativity and environmental consciousness. The camp was led by the experienced and talented Mr. Prajapati, who guided the students throughout the day.

### *AD-MAD COMPETITION*

VKV Hurda Commerce Club organized an Advertisement-based Activity on September 4, 2023 - Ad-Mad competition which was a

creative and engaging event that challenging the participants to create and present advertisements for various products or services. It served as a platform for students of classes 11 and 12 in the Commerce stream to showcase their marketing, communication, and creative skills.

The primary purpose of the Ad-Mad competition was to Foster creativity and innovation in advertising among students. Encouraging participants to think critically and develop persuasive communication skills, providing a platform for students of classes 11 and 12 in the Commerce stream to express their creativity and marketing talents and to promote teamwork and collaboration among students.



## WORLD OZONE DAY

**“The Ozone Layer: A shield of hope for brighter future”**

SDG Club members organized a Skit and Group discussion on Climate Action – SDG Goal – 13 particularly to the issue of ozone depletion. The students explained the importance of Ozone Layer and its depletion, leading to exposure of harmful UV Rays. Raising awareness and educating the students about the link between greenhouse gases, global warming and ozone depletion they explained about various gadgets which release CFCs and by addressing the emission of these gases, can

contribute to both protecting the ozone layer and mitigating climate change.



Students attended the 8<sup>th</sup> International Convention of Spic-Macay

## SPIC-MACAY – 8<sup>th</sup> INTERNATIONAL CONVENTION (NAGPUR)



**“Music is the Universal Language of Mankind”**

Students of VKV Hurda attended the 8<sup>th</sup> International Convention of Spic-Macay, meeting and learning from people from different states. The convention comprised of various art forms like classical and folk performances by Maestros, organizational discussion, talks and crafts. Students participated in intensive workshops of their choices, learning different art forms, appreciating the deeper values, of our rich and varied heritage, while interacting with the artists and in involving aesthetic and spirituality.

The holistic development of our students. The checkmate chronicles at our school are far from over; they are a perpetual source of inspiration for future generations of chess enthusiasts.



## VVV MARAL SAROVAR

### Class XII Farewell Party

The new XII standard students gave the outgoing XII standard batch of the year 2022-23 a farewell party to remember. The outgoing XII standard students received handmade cards and gifts from their juniors. They also received gifts on behalf of the school and a few special awards were handed to a few special students. Friendships, Nostalgia, and Gratitude would be the best words to describe the mood of the evening.



### *Celebrated World Music & World Yoga Day*



Vivekanand Vidya Vihar observed a special event to celebrate World Music & World Yoga Day. The students and teachers gathered at the 'Nakshatra Vatika'.

The school's music teacher spoke about a few practices and principles of music and its nature and beauty. He then demonstrated it with the help of the 'Tabla' and the 'Harmonium'.

### *Continuous professional development workshops organized*



Vivekanand Vidya Vihar recently organized a series of interactive workshops as part of their Continuous Professional Development program for teachers. The workshops covered various themes, including chess, music-integrated learning, dance-integrated learning, age-specific learning, cooperative learning structure, multiple intelligence, and mind mapping. Each workshop aimed to provide teachers with valuable knowledge and skills relevant to their teaching practices and student engagement.

These workshops proved to be highly beneficial for the participating teachers. In the chess workshop, teachers gained insights into the game's origins and discovered its

benefits in enhancing critical thinking and problem-solving skills. The music-integrated learning workshop enabled teachers to understand the basics of music, its impact on students, and how to incorporate it into their teaching. Similarly, the dance-integrated learning workshop introduced teachers to the world of dance and its health benefits. The age-specific learning workshop emphasized the importance of tailoring teaching strategies to meet the unique needs of students at different developmental stages. Additionally, the workshop on cooperative learning structure and mind mapping provided teachers with innovative techniques to promote active engagement and effective lesson planning.

Overall, these workshops fostered a positive learning environment and equipped teachers with valuable tools and strategies. The participants gained deeper insights into their respective subjects, developed problem-solving skills, and enhanced their teaching methods. By investing in continuous professional development, Vivekanand Vidya Vihar demonstrates a commitment to the growth and success of their teachers, ultimately benefiting the students and the school community as a whole.

### *Special assembly organized on the occasion of Guru Purnima*

03 July 2023 - On the auspicious occasion of Guru Purnima the



students of Vivekanand Vidya Vihar organized a special assembly honouring their teachers and role models who they consider to be their 'Guru's'. The assembly began with 'Guru Pujan' followed by a serene meditation session. The school's choir group enthralled the audience with a soulful musical performance dedicated to the teachers. A drama highlighting the pivotal role of a teacher in a student's life, depicting the transformative journey of a student who finds guidance and inspiration from a wise and dedicated teacher, was performed. A wonderful dance performance brought beauty and grace to the celebration. The Guru Purnima celebration at Vivekanand Vidya Vihar School served as a reminder to cherish and honour the invaluable role of teachers in society. It also highlighted the importance of fostering strong teacher-student relationships to promote holistic education and personal growth.

### *Vocational Skill Course*

Vocational Skill Course - The students of classes 6<sup>th</sup> to 9<sup>th</sup> have been introduced to a new vocational



course on sewing. This skill course offers numerous benefits, including enhanced hand-eye coordination and improved motor skills which enable the body to generate new brain cells. However, the most significant aspect is the sheer joy of creativity. This course provides comprehensive knowledge of both basic and advanced sewing techniques, covering various types

of stitching and hand embroidery. This will empower students to create beautiful items like handkerchiefs, sling bags, and tablecloths. Moreover, they will also learn the art of embroidery on khadi fabric, adding a unique touch to their creations.

## District Level Chess Competition among 17 schools



Narmada Sahodaya Schools Cluster Khargone District Level Chess Competition - Vivekanand Vidya Vihar hosted the CBSE Sahodaya District Level Chess Competition. The competition had about 84 participants from over 17 schools, which is proof of the popularity of the game.

The Competition began with an opening ceremony where the participants took an oath to compete fiercely yet with the utmost integrity. The students were briefed about the rules following which four rounds of matches were played where the victors progressed to the next round until the champions of each category emerged. The Arbiters team from Soni Chess Club Indore were felicitated and appreciated for their contribution to the successful execution of the event. Vivekanand Vidya Vihar's very own Ishan Rathore won Silver in the U-17 category.

## VKV RISHABHDEV

### Celebration of World Heritage Day

World Heritage Day was celebrated on 18<sup>th</sup> April, 2023 which is also known as the International Monuments and



Sites Day, celebrates the work carried out by the ICOMOS – International Council on Monuments and Sites. The day is all about increasing the awareness of the importance of the diversity of cultural heritage and preserving it for generations in the future.

So on this day, the team of VKV took the students for a "VISIT TO STEPWELLS OF RISHABHDEV" Students were curious to know about such as why they are called stepwell. Why is it situated so deep?

Students were writing their reports as project work in SOCIAL SCIENCE. As it is rightly said Excursions are the PRACTICAL KNOWLEDGE as we can't bind the students to the classroom walls only. We should explore our students by talking to them for such outings.

### Earth Day celebrated

"EARTH DAY" was celebrated on 21<sup>st</sup> April 2023 at VKV, RISHABHDEV with captivating class activities. Teachers were open to in act any activity like skits, poster making, etc. The board of every class was beautifully decorated. Students with



their class teachers decorated their class on the theme SAVE EARTH.

### Mother's Day Celebration



There's no doubt that mothers are important figures in our lives. They teach us, guide us, influence us, and cheer us on. Note that not all of us have mothers in the traditional sense and may turn to other family members or loved ones for advice, support, or encouragement. So, this Mother's Day, let us celebrate not only the women who gave birth to us but also the amazing role models who have enriched our lives.

MOTHER'S DAY was celebrated at VKV, RISHABHDEV with full zeal and Splendour on the 12<sup>th</sup> of May. It was a class activity so all students participated in it and expressed their love for MOTHER.

Students prepared CARD/ JEWELLERY/Handmade purses for their mothers as Cards allow students to express gratitude and appreciation for the mother who is the caregiver in their lives. It's also an opportunity for students to get creative!

A few students prepared beautiful jewellery with a necklace and earrings set. It is also a great way to express their creativity and love. Mostly girls took part in it.

Some students prepared handmade bags or purses for their mothers as a gift for Mother's Day. They purchased colourful papers, decorative articles, etc. by their own.

## MPCL

### *Delegation met CM of Himachal Pradesh*



A delegation of Malana Power Plant led by its Chairman and Managing Director Shri Ravi Jhunjunwala and Chief Executive Officer Shri O. P. Ajmera called on Chief Minister Shri Thakur Sukhvinder Singh Sukhu.

The Chief Minister thanked them for contributing Rs. 2.5 crore towards the Chief Minister Relief Fund and said that such contributions go a long way in helping the needy during hours of distress.

Chairman and Managing Director Malana Hydro Power Plant Shri Ravi Jhunjunwala said that the Plant Management is with the State Government in this hour of disaster and will extend all possible help to the Government.

### *Sponsorship of international dam safety conference*



MPCL was one of the sponsors of the International Dam Safety Conference organized by the Department of Water Resources,

River Development & Ganga Rejuvenation, Ministry of Jal Shakti, Government of India in collaboration with Central Water Commission, National Dam Safety Authority, Rajasthan Water Resources Department, MNIT Jaipur, WAPCOS Limited and World Bank Group held on 14<sup>th</sup> September 2023 to 16<sup>th</sup> September 2023.

During the opening session of the conference, among other VIPs and visitors, the Company's stall received the special attention of Mr. Gajendra Singh Shekhawat, the Minister for Jalshakti, Government of India, Mr. Manik Saha, Chief Minister, Tripura and Mr. D. K. Shivkumar, Dy. Chief Minister, Karnataka. Mr. Sumit Garg, Associate Vice President-Commercial welcomed the dignitaries and explained the success story of the Group in Hydro Power.

### *Best 5S performer and Best Suggestion award ceremony in RPSF Plant*



Mr. VK Purohit conducted an online ceremony with all RSWM groups in the presence of JMD. RPSF plant was rewarded with the best performer of 5S and the Best Suggestion Award was also given to Mr. Manish Kumar from the RPSF unit. The COO of the RPSF unit Mr. M.K. Yogi appreciated every department for their marvellous work and suggested maintaining

the same efforts. Mr. Yogi rewarded Rs.10,000 case money and a trophy to the best suggestion given by Mr. Manish Kumar and Best performer of 5S trophy given to the HOD's.

### *RPSF Unit Rewarded By Rajasthan State Safety Award*



Ringas RPSF Fiber Unit is awarded with " STATE SAFETY AWARD - 2023" from Govt. of Rajasthan - Department of National Council for Safety and Factories & Boilers for promoting high standards of competence and compliance of Safety, Health, and Welfare.

### *Brilliant Children of ADHPL*



Prajualit Tickoo S/o Dr. Deepak Tikoo and Mrs. Babita Dass (Lect. Phy.), had brilliant success in the class XII board examinations (School Topper) with flying colours from DPS Dalhousie. He qualified for IISER, NEST & JEE Mains exams in the academic year 2023-24 and chose "Electronics & Communication Engineering in NIT Hamirpur".

# ACHIEVEMENTS



The hardworking and sincere child has made his parents proud and the ADHPL family wishes him all the best in his future.

Uddish Katyal, son of Mr. Rajiv Katyal & Mrs. Upasna Katyal has secured a place in IIT Patna by clearing JEE Advanced examination 2023. The brilliant child has achieved great heights qualifying for JEE Advanced and JEE Mains exams. Uddish Katyal has got Civil and Environmental Engineering (CEE) from the Indian Institute of Technology, Patna.

## *Rishabhdev unit won State Safety Award 2023*

Rishabhdev Unit has received the “State Safety Award - 2023”

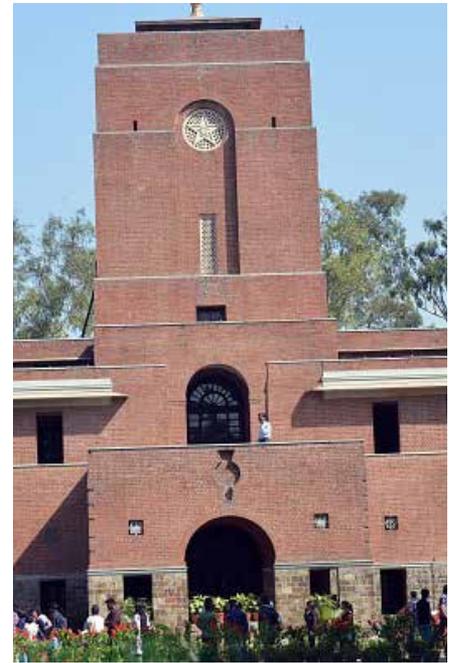


from the Govt. of Rajasthan - Department of National Council for Safety and Factories & Boilers for promoting high standards of competence and compliance of Safety, Health, and welfare.

## *LNJ Bhilwara Group's ascent in the world of Business: the tale of ethics, perseverance, and success*

In the widely read B. Com textbook of the Delhi University Series, published by Shiv Das and Sons, three remarkable case studies stood side by side, symbolizing the epitome of Indian business excellence – the Tata Group of Companies, Indian Oil Corporation, and the LNJ Bhilwara Group. This narrative delves into the inspiring journey of the latter, weaving a tale of perseverance, ethics, innovation, and success.

In the quaint town of Bhilwara in Rajasthan, a visionary entrepreneur named Shri Lakshmi Niwas Jhunjunwala laid the foundation of what would later become the LNJ Bhilwara Group. Starting more than seven decades ago with a small textiles venture, Shri Jhunjunwala's legacy now stands tall as LNJ Bhilwara Group, an INR 9,691 Crores plus well-diversified business conglomerate with a presence in textiles, power, graphite electrodes, IT, skills and energy storage solutions. Shri Lakshmi Niwas's dream was simple but profound. It was to create an enterprise that not only thrived in the business world but also contributed meaningfully to society. In its formative years amid challenges in the textile industry, LNJ Bhilwara Group exhibited resilience by diversifying into new sectors. Expanding into power, graphite electrodes, and infrastructure, the conglomerate's success was rooted in ethical practices, sustainable development, and a focus on quality. Setting them apart was a dedication to innovation, evident in investments in research and development, leading to cutting-edge technologies. A notable case study highlighted



their venture into renewable energy, solidifying their position as leaders in sustainability through substantial investments in solar and wind projects, reducing their carbon footprint, and contributing to global environmental efforts.

In the B.Com classrooms, students marvelled at the parallels between LNJ Bhilwara Group and the iconic Tata Group and Indian Oil Corporation. The success stories of the founder-stalwarts were not just tales of business acumen but narratives of leadership, resilience, and the relentless pursuit of excellence. The story of LNJ Bhilwara Group became a beacon for aspiring business students, teaching them that success is not just about financial gains but also about making a positive impact on society. The LNJ Bhilwara Group, deeply rooted in Indian business, distinguishes itself not just for its economic prowess but notably for its commitment to ethical values. Embodied in the Principles of Business Responsibility, it sets a benchmark for responsible corporate behaviour.

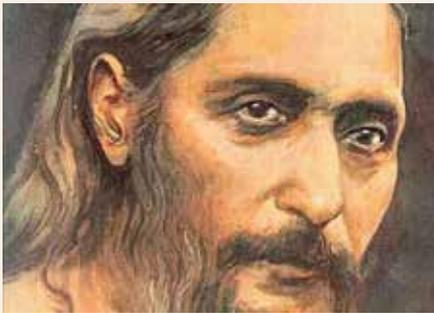
Focusing on organizational ethics, transparency & accountability, the group prioritizes integrity and good governance beyond financial transactions. Demonstrating holistic sustainability, it aligns with Product Life Cycle Sustainability, ensuring responsibility in goods and services creation and disposal. Prioritizing values, it emphasizes

Employee Well-being, Stakeholder Engagement, Human Rights, and Environmental Stewardship. Through inclusive growth and responsible advocacy, the group underscores ethics and values in its enduring success.

Imparting a profound sense of inspiration, the case study of LNJ Bhilwara Group, apace with the

other two business giants, was more than just a part of the curriculum; it was a testament to the belief that with determination, innovation, and a sense of social responsibility, businesses could indeed script inspirational stories that transcend the confines of textbooks and become legends in the annals of corporate history.

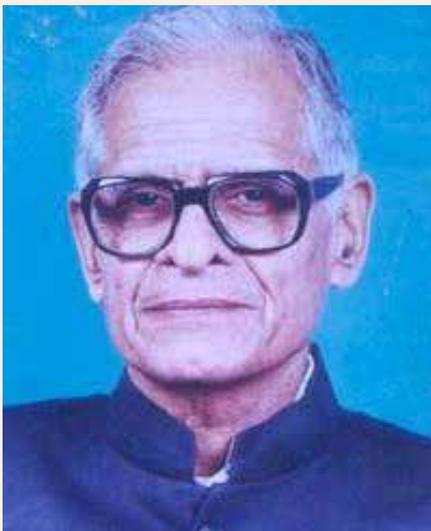
### BHILWARA IN LITERATURE



#### *Suryakant Tripathi Nirala*

In 1955, the renowned Hindi poet Suryakant Tripathi Nirala was on a visit to Calcutta, where he stayed with Shree Lakshminiwas Jhunjunwala. During his stay, Nirala dedicated two hours to witnessing the Ramki Shakti Pooja, a spiritual ceremony that left an indelible impression on him.

This momentous occasion left a significant mark on Nirala's mind, contributing further to his poetic inspiration.



#### *Rahul Awasthi*

Hindi's famous poet Rahul Awasthi was closely associated with Shree L.N. Jhunjunwala for his insightful talk on Sri Aurobindo. He has been awarded Vishnu Kant Shastri Samman which carries a cash award of One Lac on 1st January 2024.

## RPSF FIBER PLANT

### *Retirement of Shree Dilip Kumar Mishra*



Shree Dilip Kumar Mishra Manager (HR & IR) RPSF Ringas was superannuated on 31<sup>st</sup> March 2023. He was given a warm farewell organized on 4<sup>th</sup> April. A felicitation program was organized at the RPSF training hall. Shree M. K. Yogi (COO) and all RPSF staff appreciated his long association and contribution to RSWM Ltd. All the team members expressed best wishes for his good health and happiness in his post-retirement life ahead.

## LNJ DENIM

### *Joining of Shri Munir Baheruni*



Shri Munir Baheruni has joined as General Manager – Denim Intelligence Group Dept. at RSWM LTD. LNJ Denim Unit on 22<sup>nd</sup> June, 2023. Mr. Baheruni, is B. Tech. (Textile Manufacturing) from L.D. Engineering College, Ahmedabad, and brings with him about 16 years of experience in reputed companies like Arvind Ltd, Niranjana Textile & Swaraj Suitings. His last organization was

Swaraj Sutiing, Ltd, Neemach where he was Chief Manager (Production, PPC, Sales & Marketing). LNJ Denim Parivar extends a warm welcome to Mr. Baheruni and wishes him a long association with RSWM Group.

## RSWM LODHA

### *Superannuation of Shri B. S. Parihar*



Shri B. S. Parihar, (Dy. Manager – Finishing superannuated after a glorious association with RSWM Ltd. Lodha. A felicitation program in his honour was organized in the presence of Shri Yogesh Dutt Tiwari (Chief Operating Officer), Shri G L Kabra, Shri Rajesh Kumar Agrawal, Shri A V S Yadav, and other team members and wished him for his good health and happiness.

## RSWM KHARIGRAM

### *Superannuation of Shri I. S. Choudhary*



After a long service period of 43 years with our organization, Shri I S Chaudhary, AGM, CFD Department got superannuated on 30<sup>th</sup> September, 2023.

A felicitation program in his honour was organized in the presence of Shri B. M. Sharma (JMD) & Shri Avinash Bhargava (CFO-RSWM), who appreciated his contribution in setting culture and discipline among workers in making this sustainable. During this long association and contribution to RSWM Ltd. All team members expressed best wishes for his good health and happiness in his post-retirement life ahead and bid adieu to him with a heavy heart.

## WISECRACK



An engineer was removing the engine parts from a motorcycle when he saw a famous heart surgeon in his shop. He went to him and said, "Look at this engine... I opened its heart, took the valves out, repaired them and put them back, so why do I get such a small salary and you get huge sums?"

The doctor smiled at the engineer and came close to his ear and said, "Try the same when the engine is running."

The engineer smiled back came close to the doctors ear and said, "I can take any dead engine and make it alive again, can you?"

# Living a Minimalist Lifestyle and Bringing Nature Inside Home

*'Living with less' or minimalism teaches you to buy less and buy better. It promotes conscious decision-making about belongings, time, energy, and relationships. Minimalists are authentic, valuing simplicity and rejecting superficial mass consumerism. They aim to highlight the beauty, essence, and true purpose of things in their lives.*

*Minimalism has been found to have a profound impact on mental health, promoting a sense of calm, clarity, and overall well-being. We can reduce the stress and anxiety that can be caused by an excess of possessions and physical clutter. Research has shown that minimalist living can release dopamine in our brains, which is a neurotransmitter associated with pleasure and satisfaction. Through meditation, introspection, and mindfulness - smart people let go of bad thoughts and learn to calm the mind's chaotic nature. They give themselves ample time for stillness and quiet.*

## Bringing nature inside home

Incorporating more nature and natural elements into your daily rhythm can be therapeutic and rejuvenating. Bringing bits of the outdoors into your "indoor life" is a great way to stay connected to all the beautiful things nature provides. These elements reduce stress, relieve anxiety, and refocus your attention when it's not practical or possible to get outside. By incorporating these ideas into your daily life and routine, you can keep a healthy, positive outdoor mindset year-round. Adding potted plants, succulents, or flowers to your home is a simple and effective way to bring the outside world inside. Not only do plants purify the air, but they can also add a natural beauty and texture to your bedroom.

**Sprinkle plants in every room** - Bringing more plants into your home is a great way to incorporate nature into your life. Pick out a selection of plants that are easy to grow indoors. Consider where you'll place them in

your home and how much sunlight they'll get. Taking care of the plants should be a family-centered activity. Let your children choose plants for their bedrooms and let them be responsible for their own plants. Feeling ambitious, try growing plants from a seed. Adding plants throughout your home is such a fun hobby and a great way to get your kids involved.

**Choose natural items as décor** - Another way to incorporate nature into your home is to use natural items as home decor. When choosing storage bins, accessories, and colours for your interiors, consider choosing natural-made or natural-looking items. Select a colour palette inspired by your favourite garden or landscape. White and grey stones pair well in minimalist settings. Wood furnishings can be dressed up or down to suit any theme. Incorporate more decorative items made from wood, stone, antlers, branches/stumps,

driftwood, pebbles, or other textures found in nature. Paint a mural of trees or frame-pressed flowers. Buy wicker baskets for storage and shelves.

**Natural scents** - You can also bring the smell of nature into your home and fill your space with something fresh and natural. You can find candles, wax melters, diffusers, and sprays in many natural scents like pine, rain, fresh cut grass, citrus, oregano, lavender or lilac.

**Nature journaling** - Nature journaling is a great hobby that you can do both in and outdoors with a focus on nature's fine details. Gather a quality-made journal, pens, coloured pencils, and some watercolours. Or just some scrap paper and your kids' crayons! No need to be fancy. Take your time and draw nature. Getting creative by practicing this stress-relieving form of expression is a great way to unwind with nature.

**Indoor Herb Gardens** - Simple clay pots of herbs next to a window are



always a good place to start. Basil is an easy choice and will provide lots of yummy leaves for salads, pesto, pasta, and more. Turn your countertop or windowsill into a small garden with pots of your favourite herbs such as rosemary, mint, and thyme.

### **Edible flowers and fresh herbs**

- Another way to bring the outdoors in is to opt for edible fresh flowers and herbs to garnish and cook with. You can do this easily by freezing them directly into ice cubes to add to your drinks. You can cut up herbs and flowers and use them to brighten up a salad or garnish a plate. Adding these bright bites to your daily meals will not only please your palate but give you a boost of antioxidants and vitamins.

**Soundscapes** - Tap into your auditory sense by bringing the sound of the outdoors inside. Create a nature-themed playlist that you can listen to at home, in the office, or on your commute to work. Nature has its own music – ocean/wave sounds, gentle rain, whale songs, thunderstorms, bird calls, or a crackling campfire. Close your eyes, listen carefully, and connect yourself to the sound of nature for instant relaxation and stress relief.

**Scroll nature** - If you're going to be online, incorporate nature into your media by and pages that share

amazing shots and videos of nature, wildlife, and outdoor activities. Consider this time as research to get inspired by new adventures and activities when you get back out there. Relax by looking at photos of the depths of the oceans, wildlife in the deserts, or camping under the stars. Incorporating nature into screen time is a great escape to beautiful places and a nice break from the daily grind.

**Nature studies** - Find a good nature-based curriculum and follow along with the activities to learn new things about the outdoors. Set up a bird feeder outside your window and place a bird guide and binoculars next to it for easy access. Read about wildlife habitats, local flora and fauna, and study trail maps for hikes you'd like to go on.

**Garden dreams** - It's never too early to start planning your outdoor garden space and figuring out what you'll plant this year. Use the time and preparations indoors to kickstart a thriving outdoor garden. Gardening can be a year-long adventure and a part of your routine every day.

**Find a sunny spot** - Pay attention to the times of days when the sun is shining through the windows of your home and find that super sunny spot to warm yourself and soak in the sunshine. Set up tables in that spot,

play areas or cosy sitting spaces. Add a comfy chair and some pillows and turn it into a reading nook. Rotate your house-plants in this sunny spot. Notice how the light changes in that location throughout the day and at different times of the year. During the perfect time of day, when the sun is shining through, sit, play, and enjoy its warmth.

**Fresh flowers** - Decorating your home with bouquets of fresh flowers are a wonderful way to incorporate nature into your daily indoor life. Spread them throughout your home in places where you spend a lot of time. Seeing bright bouquets can bring so much freshness and happiness to your indoor space.

**Nature-themed play** - To keep your kids connected to nature while playing indoors, choose toys that incorporate nature into your children's daily lives. Look for toys inspired by nature or made from natural materials like wood and stone.

**Nature documentaries** - When getting outside isn't possible, take advantage of the vast selection of earth and natural wonder documentaries on your streaming services. These exciting series can take you to places you've never even heard of and introduce you to animals you never knew existed.

# Unlocking the Potential of Sports: A Personal Odyssey to Mental Well-being

By Indu Mehta

President - Corporate Communications & CMD Office

In the dynamic tapestry of sports, the Bhilwara Kings, our cricket team, stands as a living testament to the profound impact that sports can have, both on and off the field. Beyond the sheer thrill of competition, we recognize the myriad ways in which sports contribute to personal well-being and professional growth. The Bhilwara Kings exemplify the forceful promotion of sports' advantages in our community, fostering an environment that nurtures physical and emotional health, allowing aspiring athletes and enthusiasts alike to thrive.

Sports, far from being a mere recreational pursuit, serve as a transformative force, capable of unlocking one's greatest potential, both individually and professionally.

In my role as the President of Corporate Communications and Project Head of Bhilwara Kings, I find it imperative to share this journey, intertwining it with my personal experience to underscore the transformative power inherent in sports.

Engaging in sports goes beyond the physical realm; it's a holistic approach that encompasses mental and emotional well-being. Be it cricket, soccer, or any athletic pursuit, regular physical activity stands as a cornerstone for reducing the risk of chronic diseases and enhancing



overall health. Reflecting on my own life, I found solace in kickboxing, squash, and pilates during a challenging bout with postnatal stress after my daughter, Karin's, birth. These activities, infused with the power to release endorphins, acted as my lifeline, lifting me from the depths of despair. They became instrumental in not just maintaining physical health but also nurturing the profound connection between mind, body, and soul.

Beyond the personal realm, participating in sports cultivates discipline and consistent time management. The commitment required for training, practice, and

competition instills valuable life skills that extend into daily routines and professional pursuits. Cricket, for instance, accentuates teamwork and leadership, promoting collaboration, communication, and the ability to work harmoniously with diverse individuals—qualities highly valued in the professional arena.

On the professional front, the benefits of regular physical activity are manifold. Enhanced cognitive function and heightened creativity are direct by-products of a healthy body and mind, leading to increased productivity. Sports also serve as an effective stress management



tool, a crucial aspect in today's demanding career landscape. My involvement in high-profile events like the Justin Bieber world tour, The Chainsmokers, the electronic duo's India Tour, Lionel Richie concerts, World ATP Tennis Tournament, and Longchamp Racing season served as a source of inspiration as well as a stabilizing influence during trying times.

Furthermore, sports offer networking opportunities aplenty. Connections forged through teams, sponsors, and fellow enthusiasts can pave the way for professional growth and development. As the project leader of Bhilwara Kings, I can personally attest to the leadership skills cultivated through my sports involvement, translating seamlessly into decision-making prowess, strategic thinking, and effective management—skills indispensable in the realm of corporate leadership.

In essence, sports transcend the boundaries of physical activity; they become a vehicle for personal transformation, a source of resilience during life's challenges, and a catalyst for holistic well-being. The Bhilwara Kings are not just a cricket team; they embody a philosophy that recognizes and harnesses the enduring power of sports to shape lives in profound ways.

### WHY EMPLOYEES RESIST WORK?

#### WHY EMPLOYEES RESIST WORK? – Part 1

Becoming an entrepreneur and being an entrepreneur are two different concepts.

As business goes through various phases, the meaning of this word keeps changing and it becomes more practical-oriented.

Out of the four factors of production, **labour** is the most dynamic and challenging to handle. The other factors, that are land and capital, may vary as per the entrepreneur's (fourth factor's) plans labour keeps evolving on its own as well. More so, it is only an active component of teamwork, which is the crux of every business, however big or small.

Therefore, **skill is required** to manage labour (or you can say employees in the modern sense). Professionals are often hired to do this job. However, the questions still remain

#### Why do they have an un-liking towards their employers?

'Why do they hesitate to speak about their problems at the workplace?'

Each employer has its own story, was of work, dealings, philosophies, and journey but the grievance of employees of all types of industries is the same.

In a study, it was found that 60% of Indian employees were happy with their employers amid the Covid-19 crisis.

So, 'What is that thing which creates a positive impact of some employers over employees while other employers fail to achieve this position?'

The answer to this lies in human psychology.

We will be discussing the same in detail in the second part of this Article.

#### WHY EMPLOYEES RESIST WORK? – Part 2

Employees keep facing conscious and sub-conscious **dilemmas** on the job which remain **unheard and unknown to employers**.

It is high time now for employers to read those dilemmas by observation and learn to resolve them.

To be precise, the following are the broad categories of reasons for employee dissatisfaction and the consequent **killing of time**:

Employer's insensitivity towards personal problems of employees.

Blatantly ignoring the need of employees to have more subordinates.

Lack of promotions with an increase in experience (most obvious factor). More so, on top of this, the appointment of new staff in higher positions instead of appointing the old staff based on their capabilities creates an even worse situation by creating an **environment of negative competition**.

Lack of appreciation for small acts of employees like coming to the office on a holiday **only** for work.

Uneven distribution of work amongst employees.

Unhealthy competition between employer and employee. Employers should learn that their dedication towards the organization can never be matched with that of employees' because the return for any employer and employee differ. **The ownership of company does not lie**

with employee but with employer so it is a natural thing that the level of dedication and creativity amongst both would always differ.

**Disrespect-** This keeps creating a constant rift in the sub-conscious mind which keeps piling up over time and ultimately takes over conscious acts.

There are innumerable other reasons that keep evolving with time, however, to start with, at least the above given should be worked on mandatorily.

Regular informal and humorous conversations with employees will eventually lead to **higher employee retention**.

In a study published in a leading newspaper, it was found that nearly **32%** of employees left their jobs due to low salaries. This proves that salary is not the only thing that employees look for. There are other reasons as well like unsatisfactory work culture.

In order to **truly start working** towards removing such barriers, **employers first need to understand that they**

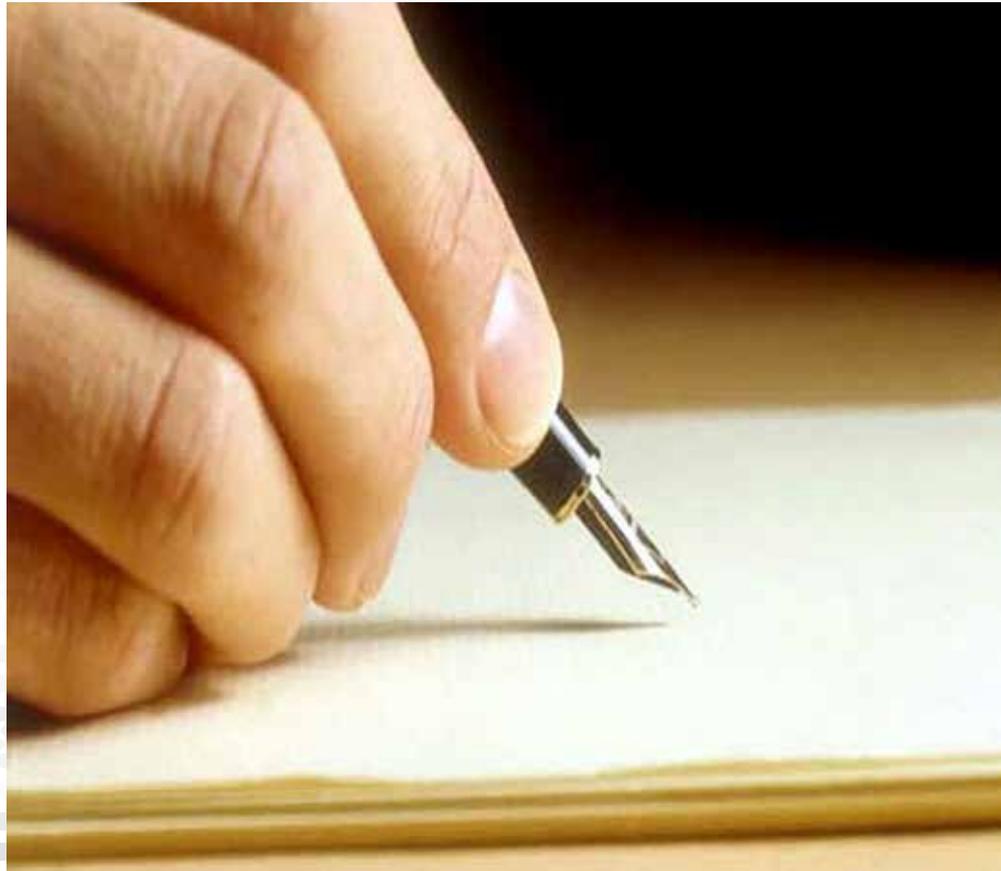
**can reach a win-win situation.** An organization's loss becomes employees' loss because their capabilities get wasted and potential remains untapped if they do not work well. On the other hand, if the organization grows, its employees also prosper, provided the employer learns to **trickle down the effect of prosperity so that it can reach the latter.**

**So, instead of maintaining a rift between individual and organization's goal, employers should try and build a bridge between them.**

## छुट्टी का दिन

By Bhavya Taneja  
RSWM Limited

छुट्टी का दिन था। हम तीनों छत पर बैठे चाय की चुस्कियों के साथ टीन पर पड़ रही छप-छप बारिश की बूंदों के मजे ले रहे थे। छत के कोने में लगे छोटे-छोटे अतरंगी पौधे तितलियों के आवागमन से और भी सतरंगी लग रहे थे। हम उस किस्से की बात कर ही रहे थे कि तभी बगल वाली आंटी अपनी छत पर आई और उत्साह से बोली “देखो बेटा, डाकिया आया है”। बिजली गयी हुई थी, इस कारण घर की घंटी की आवाज नहीं आयी और पापा और मेरा मोबाइल फोन नीचे पड़ा था जिस वजह से आंटी का फोन भी सुनाई नहीं पड़ा। खैर, मैं भी उत्साहित होकर चाय के कप में दो सिप छोड़कर, चार सीढ़ी टापते हुए नीचे की ओर भागा। शायद मैं जनता था की किसका डाक होगा, अह्नलाइन के जमाने में, डाक, चिट्ठी भेजता ही कौन है।





## BLEISURE TRAVEL – A FULFILLING AND BLENDED TRAVEL EXPERIENCE

“Bleisure” is a term that combines “business” and “leisure” and refers to the practice of combining business travel with leisure activities.

It’s combining a work trip with an extended vacation before, during or after the work event. With more people working remotely because of the pandemic and a surge of people starting to travel again, bleisure has seen tremendous growth in recent months.

Many bleisure travellers are still working remotely and need a place to check-in. A growing number of hotels are adding flexible workspaces and meeting rooms. But travellers also need a place to unwind and unplug so they don’t feel the need to stay connected during their leisure travel.

“Bleisure” is a term that combines “business” and “leisure”, it refers to the practice of combining business travel with leisure activities. There are several advantages to incorporating leisure into a business trip:

**Work-life balance:** Bleisure travel allows individuals to maintain a better work-life balance. It provides

an opportunity to unwind and relax after work commitments, which can reduce stress and increase overall job satisfaction.

**Maximizing travel opportunities:** If you’re already in a different city or country for work, taking advantage of the opportunity to explore a new place can be an efficient way to see more of the world without having to take additional time off from work.

**Cost-effective:** When you’re already on a business trip, you may save money on transportation and accommodation costs by extending your stay for leisure purposes, as you’ve already covered the baseline expenses with your company’s budget.

**Relationship building:** Bleisure travel can be an opportunity to strengthen relationships with clients, colleagues, or business partners outside of a formal work setting. Sharing leisure activities can help build rapport and trust.

**Cultural experiences:** Exploring a destination beyond the conference room or office can provide insights

into local culture, history, and customs, enriching your travel experience and broadening your horizons.

**Increased productivity:** A well-rested and motivated employee is likely to be more productive at work. Taking time to relax and recharge during a bleisure trip can lead to better performance in business meetings or tasks.

**Work flexibility:** Depending on your job and industry, you may have the flexibility to mix work and leisure in a way that suits your schedule. This flexibility can be a significant advantage for those who can balance their responsibilities effectively.

**Employee retention:** Offering bleisure opportunities can be a way for companies to attract and retain top talent. Employees often appreciate the flexibility and added benefits of combining business and leisure travel.

**Personal fulfilment:** Combining work with leisure can lead to personal fulfilment, as it allows

individuals to pursue their interests, hobbies, and passions while on the road.

**Health and well-being:** Leisure activities during business trips can promote physical and mental well-being, as they encourage exercise, relaxation, and stress reduction.

While there are numerous advantages to bleisure travel, it's important to strike a balance between work and leisure, ensuring that work commitments are met and that leisure activities do not negatively impact your professional responsibilities. Additionally, company policies and guidelines should be followed when considering bleisure travel to ensure compliance with expense reimbursement and other related rules.

**Tips for a successful Bleisure trip**

**Plan in advance:** Research your destination and create a detailed itinerary for both your work commitments and leisure activities.

**Check company policies:** Familiarise yourself with your company's

policies regarding bleisure travel. Ensure you comply with any guidelines or requirements set by your employer.

**Communicate with your employer:** Discuss your intentions of incorporating leisure time into your business trip with your employer. Seek their approval and clarify any questions or concerns they may have.

**Separate work and leisure:** Maintain a clear boundary between work-related tasks and leisure activities. Dedicate specific time slots for each, ensuring you fulfill your professional responsibilities without compromising your leisure time.

**Make the most of weekends:** If your work commitments allow, consider extending your stay over the weekend to maximize your leisure experience. Use this time to explore the destination and attractions or engage in recreational activities.

**Stay organized:** Keep all necessary documents, such as travel itineraries, accommodation details,

and important contacts, readily accessible. Utilize travel apps and digital tools to streamline your planning process.

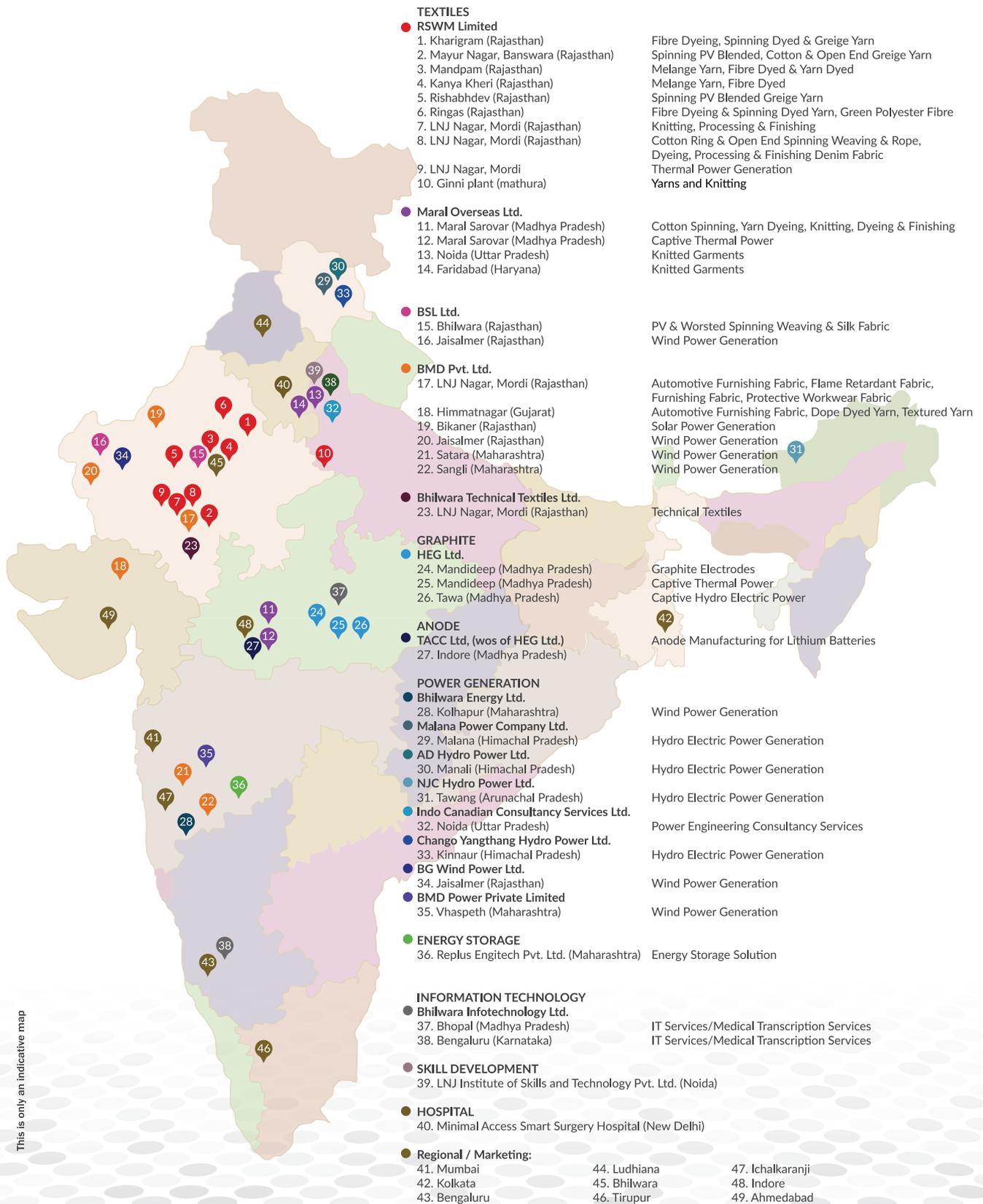
In addition, leisure travel can serve as a fantastic source of inspiration and a means to maintain productivity when on work trips.

India is an ideal destination to visit while on a business vacation, with its stunning cities like Agra and the beaches of Goa.

India offers something for everyone, whether your goal is to unwind in the splendour of Udaipur or take in the energy of Mumbai. So go ahead and maximise your next work trip by organizing a leisure trip to India. Being home to many exciting cities and breathtaking sites. Agra, Jaipur, Mumbai, Udaipur, Delhi, Goa, Hyderabad, Bangalore, Kochi, Manali, Dharamshala, Kolkata, and many more lesser-known locations, India has always been an attraction for tourists and one of the most desirable business travel destinations.



# LNJ Bhilwara Group Nationwide Network



This is only an indicative map

The journey began in 1960 | Present Turnover - USD 1.2 Billion | More than 25,000 employees