



1983-1995



A Jankinath

1995-2007



B P S Panwar

2007-2015



P Sarode

2015-.....



S Chaudhuri

FROM THE DESK OF MD

Dear Colleagues,

It is my great pleasure to be a part of Tata Pigments Ltd and be amongst all of you. Our company has in its history, always performed well and been recognised as a good company amongst the Tata Steel group of companies. This has been achieved since we are lucky to have a motivated workforce working for us and the capable management by the managing directors of the past. I look forward to getting similar support from you in the future.



In my short stint in TPL till now, I have come across several occasions of praiseworthy performance by our team members and our families and something I thought is worth sharing across so that we celebrate each other's achievements and learn from our successes. Several teams in the company are also taking up group initiatives and which is worth sharing amongst all of us, so that we know the happenings in our company better.

I therefore thought of starting this newsletter so that we TPLians know ourselves and our company better and are motivated to deliver our best. The company is taking several new initiatives now to improve upon the solid foundations already laid in the past and growth that has been achieved and you can expect to read interesting articles about these in the newer editions. I heartily encourage all of you to contribute to this newsletter with articles, photographs, knowledge pieces etc.

The newsletter got slightly delayed due to the hectic festive season, what with Diwali, Durga Puja, Id, Muharram, Chat and several other festivals being celebrated in the recent past. Some festivals are awaited in the near future too. My best wishes to all of you for the festive season and I am sure, you will see the next edition of this newspaper in 3 months time.

Wish you all the best,

Shubhenjit Chaudhuri

FAREWELL TO Ex. MANAGING DIRECTOR MR. P.SARODE

Mr.P. Sarode retired on 29 July 2015 after putting in a very successful tenure of 7 years in Tata Pigments Limited from May 2007 to July 2015. By his inspiring leadership, the company has scaled new heights and has become 100 crore company. Due to his visionary leadership, Company has earned a prestigious place in the Tata Group of Companies in particular. It was an emotional-filled farewell that TPL Management and Tata Steel IL1 team offered to Ex Managing Director, Mr. Prakash Sarode on 04.09.2015. The Chief Guest of the function was Mr. T. V Narendran MD Tata Steel



INDEPENDENCE DAY :

TPL celebrated the Nation's 69.th Independence Day with prestigious fervour at its TPL Works on August 15, 2015. The celebration began with Mr. S. Chaudhuri hosting the tricolor which was followed by a ceremonial march past and the national anthem. It was followed by a thought provoking address by our MD to the employees of TPL.



VISHWAKARMA PUJA

The Lord of the Machines Sri Vishwakarma is worshiped in almost every Indian Work place. At TPL it has become a custom since inception to observe the day with gaiety. This year too it was no different. A Mandap was constructed & decorated with lots of flowers. Likewise every year, the Management permitted and invited the employees to get their family members to the plant on the day which gave an opportunity to the family members to visit the works and appreciate the working conditions that the Company has provided for the employees.



EYE CARE CAMP

Red Cross Society organized its 397 Eye Care Camp in Ram Mohan Lohia Eye Hospital at Bagbera. Mr.Subhenjit Chaudhuri, MD of Tata Pigments Limited inaugurated the function by a Ribbon cutting Ceremony. Alongwith him HR Manager Mr.B S Murty and Mr.Ritosh Gupta, Mr.Gourab Dey, Mr. P V Rama Rao graced the occasion. Dr. J S Bedi, Dr. Sunil Bajoria operated 16 patients in this camp. The programme held on 19.07.2015 under the guidance of the Secretary of Red Cross Society Mr.Vijay Singh. It was a noble participation of Tata Pigments Limited towards its CSR Activities.



PROMOTIONAL ACTIVITY IN MADHYA PRADESH

Mr. S. Lukmanjee invited the Sales & Marketing team of TPL to participate in the exhibition organized by the Engineer Association of Burhanpur of Madhya Pradesh from 12th to 14th September 2015. More than 200 people came to IPLS shop and enquired about Emulsion, Distemper and specially Putty.



INTRODUCING TATA RED IN NEW QUALITY & PACKAGING

Considering Customer Feedbacks for last six months from 1st of July 2015 Tata Pigments Ltd. has introduced its prime product TATA RED as PREMIUM TATA RED in 1 Kg pack with noticeable improvements in quality and packaging. Marketing & Sales division is already receiving appreciation from customers for this change and expecting good growth in sale in this product segment.



ANNUAL BUSINESS ASSOCIATES MEET WITH EAST-1 DEALERS IN PURI

Top 30 Tata Pigments dealers from Odisha, Bihar and Jharkhand were invited at 'Annual Business Meet 2015' held at Puri in Odisha on 16th May 2015. Tata Pigments' honorable MD, Mr. P. Sarode along with Mr. O. P. Gupta, GM (M&S), Mr. Anuj Kumar, Manager (M&S), Mr. J.N. Das, BM (M&S), Mr. G. Dey, Asst. Manager, Jharkhand, Mr. P. Kumar, Asst. Manager, Patna and all Sales Representatives from TPL were present in the program. Essential interactive session like Customer Satisfaction Survey, One to One Q&A session with MD & GM has been conducted with the dealers. Management also conveyed the last year performance and future strategies to grow fivefold by 2020 to the audience.



PAINTERS MEET HELD AT PAKUR, JHARKHAND

A painter meet was organized at M/S Mahaveer Store, Pakur, Dharamsala, Jharkhand. At about 40 Painters graced the occasion. The speaker of the occasion was Mr. Gourab Dey, Dy. Manager TPL along with Mr. Vikas Kumar, Sales Representative of TPL and Mr. Suresh Bukliwal, Dealer.

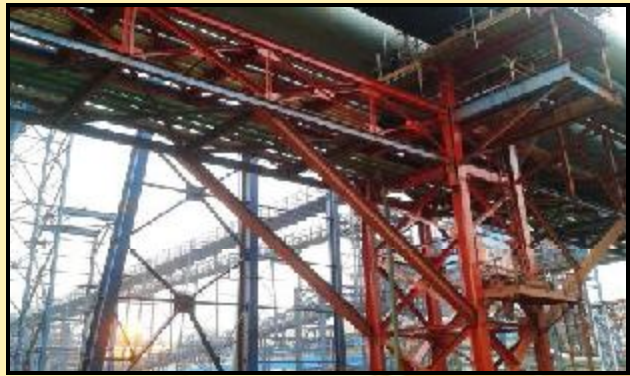


IDCS BUSINESS

TPL initiated its painting services operations in 2008 with a small painting job for Tata Steel Ltd. and since then, there has been no looking back for the company. In 2011, the company has built a new business vertical - "Industrial Decorative & coating Services" - IDCS, to provide one stop solution to corrosion protection with use of high performance inorganic coating through most modern application techniques for surface preparation and paint application.

Today our IDCS division partners with large nos. of clientele like, TSL-Jsr, TSL-KPO, TRF, ISWP, TSL-Growth Shop, Tata Projects, SAIL-Bokaro & Arlson Engg. etc to help them to optimize the surface protection management.

IDCS has rich experience and expertise of servicing "Corporate Need" of their painting and surface preparation in an efficient and effective manner. Having edge of own paint state-of-the art manufacturing facility at Jamshedpur, TPL is able to satisfy its customer through its tailor-made coating solution suiting the customers' requirements.



TRAINING AT A GLANCE

MS EXCELL TRAING HELD AT SNTI

A software training programme was organized by IPL for their officers on the topic of 'Excel in Excel' at SNTI Jamshedpur on 17th & 19th August 2015. The training was successfully conducted by Mr. Marmohan Singh from SNTI.



RISK MANAGEMENT

A full day workshop on Risk Analysis was organized at TPL involving all senior officers on 21st August 2015. Mentor of the programme was IPL's honorable MD, Mr. Shubhenjit Chaudhuri. The session was quite fruitful and number of risks have been identified and categorised in a scale of high, moderate and low intensity.



IMPROVEMENT INITIATIVES

CCTV INSTALLATION

In order to strengthen our internal surveillance system, company has installed nos. CCTV cameras inside the factory at different strategic locations to monitor the movement of men and materials and also combat the theft incidence from the boundary wall side of the main Jugsalai road. Due to this improvement initiative, company is able to keep a close watch on the happenings inside the factory.

The Company has further plan to install additional 06 no. of CCTV Cameras in different Plant Locations with additional VDU unit to be installed at Security Office to improve Security - Surveillance inside works and track unsafe act of people.



REWARDS & REOGNITION

CONGRATULATIONS !

In every function, Tata Pigments felicitates all such employees who have stood by the Company through thick and thin over the years and helped in steering the Company to the present level of prosperity with their untiring endeavour. The Loyalty of such employee is rewarded upon on completion of 20 years, 25 years, 30 years, 35 years and 40 years of service. The recipient of Long Service awards were :

For 40 years



Mr.N.K.Aush

For 35 years



Mrs.Subhashi



Mr.Jaya Prakash

For 30 years -

Mr.Ram Binod Pandit, Mr. S K Sanwar, Mr.Suresh Prasad, Mr.O.P.Gupta, Mr.Dibya Prakash, Mr.K.V.Hariharan, Mr.P.V.Rama Rao, Mr.Jagat Bahadur

For 25 years

Mr.Shyamlal, Ms.Suru, Mr.Goulam Roy, Mr.T.Ramna Rao, Mr.P.K.Choudhury

For 20 years-

Mr.Motu Bahadur, Mr.Lepa Kisku, Ms. Sundari, Mr.Mohan Mishra, Mr.V.K.Jha, Mr.O.P.Singh, Mr.V.Natarajan, Mr.S.Samanta, Mr.A.B.Rana, Mr.P.K.sinha, Mrs.S.Maitra, Mr.C.S.Prasad

PROMOTIONS

Ms.Mohua Sinhababu has been promoted as Sr.Officer (R&D) w.e.f. 01.09.2015

Mr.V.Natarajan has been promoted as AGM (F & A) w.e.f. 01.07.2015

Mr.Gourabdey has been promoted as Dy. Manager (M & S) w.e.f. 01.07.2015

Mr. Shovan Chakraborty has been Promoted as Sr. Officer (IDCS) w.e.f. 01.07.2015

KNOW YOUR PEOPLE

NEW ENTRANTS

Ms. Jaswinder Kaur has been appointed as Sr.Officer (F&A) w.e.f.01.09.2015)

Mr. Aniket Sharma has been confirmed as Sr.Officer (IDCS) from 01.07.2015

ACHIEVEMENT OF MR. SANJAY PANDIT'S SON Mr. Akshay Kumar son of Mr.Sanjay Pandit , Jr.A.tendant of Tata Pigments Limited has been selected in IIT, JEE Advance Exam 2015 and secured a prestigious position of 1142. He is presently studying in I.I.T., B H U (Session 2015 - 2016). His stream is Electronics. Mr.Akshay Kumar has completed his 10+2 from Rajandra Vidyalaya, Sakchi with 93% under I.S.C. Board. Mr.Akshay Kumar is born on 01.10.1997. Mrs. Sushma Kumari Prasad is his mother who is a teacher by her own right.



KNOWLEDGE CORNER

KNOWLEDGE BITE

What a female Employee must know while working in any organization

Immediate Reasons and after effects of sexual harassment at work place :

Reasons : Lack of respect, Misuse of powers, Gender bias, lack of awareness, retaliation, possibility of social stigma, blame on victim herself

After effects - Feeling of guilt/ stress, creates hostile environment, affects ability to do their job, emotional imbalance, physical and financial devastation "Ripple effects" by family, friend and co workers.

There are international laws formed in the International Convention at Beijing Declaration, ILO Summit.

Legal Position of India which are as follows:

Article 14 - Equality

Article 15 - prohibition of discrimination

Article 19- freedom of speech

Article 21- Protection of life and liberty

Article 42- human condition of work

Remedies : Criminal Action, Civil Actions

Section 354 : Imprisonment for 3 months with fine,

Section 509 - for purposely insulting a lady

Civil Act - Loss of Income and loss of employment

Constitutional Remedies :

Article : 32 in the Apex Court

Article 22 ; National Women Commission, National Human Rights Commission Online complaint mechanism is

www.nrcw.nic.in

www.nhrcl.in

To take action of all these an organization can form an internal complaint committee. The duty of that Committee should be to make investigation, hold enquiry and pass orders. Inquiry to be completed within 90 days of filing Complaints.

KNOWLEDGE SHARING SESSION

TPL organizes a Knowledge Sharing Session every Saturday at Training Centre Hall. Employees are invited to make Powerpoint presentation on a relevant topic that may put some light into the present practices in the various fields of operations. On 17th October 2015 Mr. Gourab Dey, Dy. Manager (M&S) and Mr. Shovan Chakraborty, Sr. Officer (IDCS) have jointly shared their knowledge and experiences with the audience on the topic of 'Decorative Paints & TPL'. In the presentation different areas of decorative paints, their physical and chemical compositions, major brands in India and their products, category wise bifurcation of brands alongwith Tata Pigments' products and quality benchmarking comparison of TPL products with respect to the major Indian brands were elaborately described to the audience. TPL's honourable MD Mr. Shubhenjit Chauchury, GM (M&S) Mr. O. P Gupta along with all other officers from R&D, Works, Accounts and Sales departments were present in the program.



QUALITY MANAGEMENT

Recently in our Company we had an audit on TBLM. The audit refreshed all our awakening about QUALITY. Let us explore what we learn from that Audit about Quality Or what the word Quality signifies about. Quality today is not conformance to requirement nor is it confined to meeting agreed terms and changes. It is using technology, ingenuity and innovation to provide awesome products and time bound services that enliven our senses, instill well-being and fulfil even that unexpressed wishes and unarticulated aspirations. The customer's perception for Quality is "Fitness for use". According to David Garvin the 8 dimension of Quality include: Performance, Feature, Reliability, Serviceability, Durability and Conformance, Aesthetic & Perceived value. What is small "q" and big "Q"? The small q is the traditional way of management of quality whereas big "Q" is "TQM" approach. A focus on the process and output together is a total quality requirement.

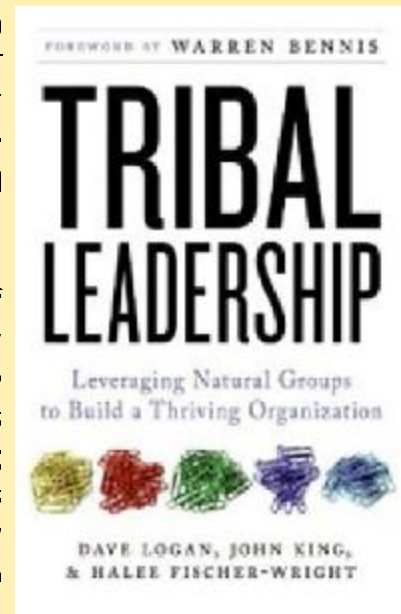
Organization : wide approach , which results in performance leadership in meeting customer's requirements by doing the right thing right the first time, every time. If an organization is not effective as a whole, it is not to be called a TQ organization. TQ is not possible to attain by having a short-term orientation.

TQ is the result of a completely new strategic direction acquired by choice. Why the right thing has to be done right the very first time is important because any error contributes to wastage and the endeavour in total quality is to eliminate waste altogether, so that output of value may be delivered to the customers at the lowest cost to the organization. We must measure our performance on how we have managed the emotions, experiences and expectations of customers, shareholders, employees and the civil society at large. More knowledge were given on how the rapid and accelerating advances in science and technology are altering our work place hour by hour and challenging many of the traditional assumptions about value, quality, success, achievement and growth, We came back to our respective area being enlightened by the fresh knowledge of IQM

The Tribal Leadership

Every company is a tribe, or a network of tribes - groups of 20 to 150 people in which everyone knows everyone else, or at least knows of them. It's a fact of life: birds flock, fish school, and people "tribe." Tribes are more powerful than teams, companies, or even superstar CEOs, and yet their key leverage points have not been mapped until now.

Great leaders know they can't instantly change the culture of 100,000 people, or even 50 people, with gimmicks or trendy initiatives. Successful executives focus on developing their culture one "tribe" at a time. The heart of leadership development is helping leaders to upgrade the effectiveness of their tribes, taking these groups from "adequate" to "outstanding." Tribal Leaders focus on building the tribe —or upgrading the tribal culture. If they succeed, the tribe recognizes them as the leader, giving them discretionary effort, cult-like loyalty, and a track record of success. Divisions and companies run by Tribal Leaders set the standard of performance in their industries, from productivity and profitability, to employee retention. They are talent magnets, with people so eager to work with the leader that they will take a pay cut. Their efforts seem effortless, leaving many people puzzled by how they do it.



Now you can better own your role as a tribal leader, and develop other leaders. Five Stages of Tribal Culture Tribes come in five flavors, marked by differences in talk and behavior. Tribal Leadership starts with recognizing which stage you have, and doesn't stop until you reach Stage 5

Stage 1 runs the show in criminal clusters, like gangs and prisons, where the theme is "life stinks," and people act out in despairingly hostile ways. This stage shows up in 2 Percent of corporate tribes, but leaders need to be on guard, as this is the zone of criminal behavior and workplace violence. The best way for a leader to intervene is to get individual members out of the group and into another.

Stage 2, the dominant culture in 25 percent of workplace tribes, says, in effect, "my life stinks," and the mood is a cluster of apathetic victims. People in this stage are passively antagonistic, crossing their arms in judgment yet never getting interested enough to spark any passion. Their laughter is quietly sarcastic, resigned. Tribal leaders intervene in Stage 2 by finding those individuals who want things to be different, and mentor them—one at a time. Tell them that you think they have potential. Over time, some will start to talk the Stage 3 language. At that point, invite them to mentor another member of the tribe.

In Stage 3, the dominant culture in half of U.S. workplace tribes, the theme is "I'm great" or, more fully, "I'm great, and you're not." In this culture, knowledge is power, and so people hoard it, from client contacts to gossip. People at this stage have to win, and winning is personal.

SAFETY FIRST



Work Safely
Your family is waiting
for you at home

First Aid for Chemical Burns

1. Rinse the chemical off the skin with cool, gently running water for at least 20 minutes.
2. Remove any contaminated clothing and jewelry.
3. Gently wrap the burnt area with dry sterile gauze or clean cloth if available.
4. Take the casualty to a doctor.

⚠ Do not try to neutralize the chemical with acids/alkalis.
Do not apply ointment or other topical treatments.



Chemical In The Eye



1. Tilt the head so that the injured eye is downward, thus preventing the chemical to run into the unaffected part.
2. Keep the eye open gently with your fingers and rinse out the eye with cold running water for 10-15 minutes.
3. Apply a loose sterile eye dressing or a clean piece of cloth over the injured eye.
4. Take the casualty to a doctor.

Every Job Presents Unique Hazards



Before you enter any work area,



make sure you are wearing
the right foot protection.

Safety Slogan :-

- 1) No Safety Know Pain Know Safety No Pain.
- 2) Don't Be Safety Blinded, Be Safety Minded.
- 3) Don't Put Your Life On The Line. Think Safety!!!
- 4) Get Smart - Use Safety From The Start
- 5) You Can't Get Home, Unless You Are Safe.

1. काम में और काम के बाद, सदा सुरक्षा रहे आपके साथ ।
2. जो सुरक्षा से दोस्ती तोड़ेगा, वह एक दिन दुनिया भी छोड़ेगा ।
3. है सुरक्षा में अपनी मलाई, जो है जीवन की कमाई ।
4. रातकं रहे, सुरक्षित रहे ।
5. सुरक्षा से काम कीजिए, सुरक्षित जीवन का आनंद उठाइये ।
6. आपकी सुरक्षा, आपके परिवार की सुरक्षा ।
7. हर दिन सुरक्षा दिन, सुरक्षा को अवकाश नहीं ।

READER'S CORNER



STRESS MANAGEMENT THERAPIES



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