

Productivity E-Newsletter

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Celebration of 72nd Independence Day





India's 72nd Independence Day has been celebrated at NPC HQ and all the Regional Directorates located at different parts of the country on 15th August 2018. Celebrations included Flag hoisting, National Anthem singing, Quiz on India's freedom struggle and other cultural programmes.

Dr Vandana Kumar, Joint Secretary, DIPP and Director General, NPC gave a fillip to the regular practice by additionally inviting family members of NPC employees for independence day celebration at NPC, HQ. The august gathering was enthralled by the participants who sang patriotic songs to connect everyone on same emotional chord of remembering the Indian heroes of freedom struggle. The sacrifices were further remembered by the enthusiastic kids and adults through a Quiz Competition.

In the end, all the employees of NPC shared their own experiences and commitment towards making a better India. Similarly, all the Regional Directorates of NPC too observed the independence day and captured the moment together.

The day has become more important to remember and seek commitment of each other to work together for the country first then to the organization and self. We should make all efforts to bring change in our day to day life with a motto to bring improvement in the life of every citizen of the country.

By Editorial Team



Preparatory Training Course on National Certification Examination for Energy Manager & Energy Auditor



Participants



PCRA



A Maharatna Company



About BEE Certified Energy Manager and Certified Energy Auditor Examination

As per the Energy Conservation Act 2001, it is mandatory for all the designated energy consumers to get energy audit conducted by an Accredited Energy Auditor and to designate or appoint an Energy Manager. Bureau of Energy Efficiency (BEE), Ministry of Power, Government of India, is empowered to specify the regulations and mechanism to meet the above objectives. BEE has specified that the essential qualification for a certified energy manager and certified energy auditor would be the passing of a National Level Certification Examination approved by BEE.

To facilitate in the creation of pool of Energy Experts in energy efficiencies and to promote knowledge and talent base of technical resource, NPC conducts the 5 day intensive Preparatory Training Course on 19th National Certification Examination for Energy Managers and Energy Auditors. The following PTC programs were conducted by the following offices of NPC:

Energy Management Group at NPC's Regional Directorate, Delhi conducted PTC programs from (i) 9th - 13th July, 2018 at Power Management Institute, NTPC Noida for 26 executives and (ii) 27th- 31st August 2018 at NPC, New Delhi for 35 executives.

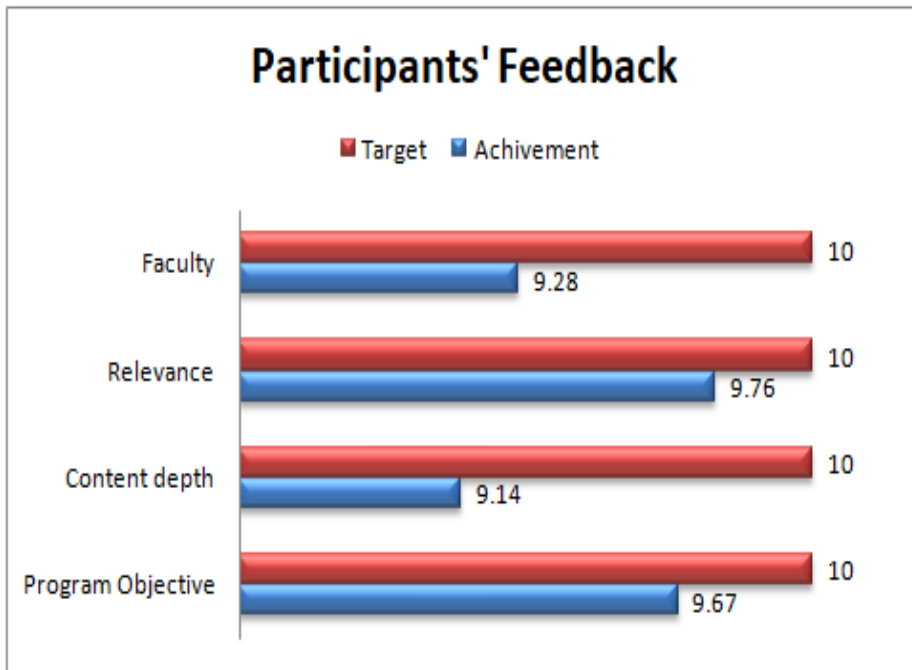


The Training Programme was imparted through the following guidebooks & previous exam papers:

1. General Aspects of Energy Management & Energy Audit.
2. Energy Efficiency in Thermal Utilities
3. Energy Efficiency in Electrical Utilities
4. Energy Performance Assessment for equipment & Utility System



The feedback from the program was as under:



NPC's Regional Directorate, Bhubnaeswar conducted the PTC program from 6th to 11th Sept, 2018 at Hotel Sapphire Plaza, Bhubaneswar for 15 participants.



Participants



CDSA



State Designated Agency
ODISHA

SDA



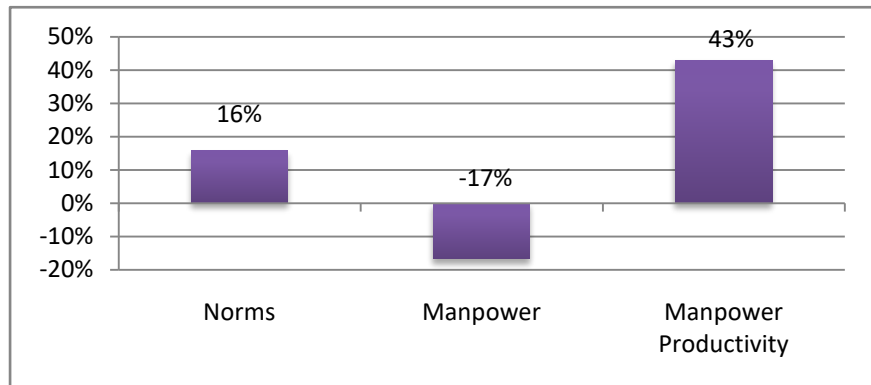
NESCO



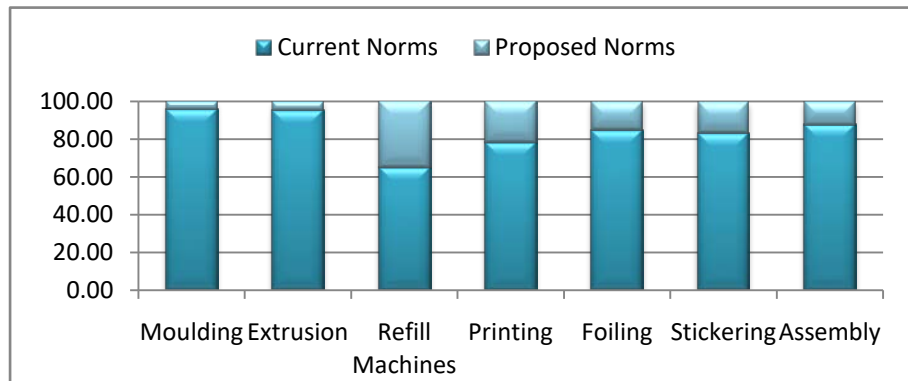
Production Norms & Manpower Optimization At Bic-Cello India Pvt. Ltd., Daman

NPC's Regional Directorate, Gandhinagar established the Production Norms and Optimized Manpower at CSPL Unit of Bic-Cello (India) Pvt Ltd at Daman.

The study was conducted at its manufacturing unit of Gel pens and roller pens with their refills. Operations included Plastic parts Moulding, plastic refill extrusion, Refill assembly, foiling of barrels, printing on caps and barrels, stickering on barrels, Assembly of pens both manual and automatic, pouch packaging and box packaging, were analysed.



Based on detailed field study as per ILO prescribed guidelines, NPC proposed the production norms that were higher in all operations vis-à-vis the current norms. In fact the present production levels are still lower than the present norms. In its report NPC has advised the client to design and implement incentive scheme, geared at 80% of norms for ease in implementation.



Lean Management through success stories

NPC's Regional Directorate, Bhubneswar conducted the workshop on above title from June 13-15, 2018 at Chennai for 20 participants. In the workshop, the real life case studies from various industry sectors like engineering, chemical, mining, infrastructure, process, service, textile etc were discussed and participants were facilitated to learn the Tools and Techniques like 5S & Kaizen, Quality Circle, Value Stream mapping, Energy Efficacy, 3M & 7 waste, old & new 7QC tools etc.



Successful Retirement Planning

NPC's Regional Directorate, Bhubneswar conducted the workshop on above title from 23-27 July, 2018 at Kodaikanal for 18 participants. The programme helped the participant to learn the practical guidelines to manage wealth, health and happiness in post retirement life. Further, the participants learnt the skills to manage relationship & social network. The overall feedback of the program was 3.3 on the scale of 4.



Participants



TNPO



SBLL



VBCL



BDL

Participants



TSTDCL



RCSC, Bhutan

Participants



Incident-accident investigation

NPC’s Regional Directorate, Bhubneswar conducted the workshop on above title from 8th – 10th August, 2018 at Ambedkar Institute of Productivity (AIP), Chennai for 17 participants. The programme equipped the participants with tools and techniques to initiate investigation orientation at the bottom of the pyramid. The participant learnt the structured way of changing accident investigation. The programme feedback was 3.7 on a scale of 4.



Participants



एन एम डी सी



N M D C



Awareness Programme on ISO 50001: 2011 Energy Management System (EnMS)

NPC’s Regional Directorate, Bhubneswar conducted the training program on above title from 20th – 21st August, 2018 at AIP Chennai for 16 participants. The programme equipped participants with fundamental of standards and guidelines of EnMS. The participant learned the basic principles, standard requirements, implementation strategy for successful implementation of Energy management System and continually improve on energy performance. The programme feedback was 3.8 on a scale of 4.



Sustainability Reporting in Mining Sector

For first time, NPC's Regional Directorate, Bhubaneswar has undertaken the project on Sustainability Reporting in Mining Sector. Information was collected from corporate office and 06 operative iron ore and chromite ore mines through detailed questionnaire developed specific to operational areas.



Based on the analysis of the compiled information on key performance parameters, NPC helped the client to publish **first Voluntary Sustainability Report as per GRI G4** "in accordance" with core criteria guidelines.



BENEFITS

- ⊙ The report added value in number of areas like Transparency about non-financial performance, reducing reputational risks, interacting with stakeholders, demonstrating leadership, openness and accountability. It helped in Mitigating or reversing negative environmental, social and governance impacts.
- ⊙ The report also helped the Client Mining Organisation to **bag higher credit points in Star Rating Scheme of Indian Bureau of Mines.**



".....the client to publish first Voluntary Sustainability Report as per GRI G4."



Leadership and Team Building

NPC’s Regional Directorate, Bhubneswar conducted the workshop on above title at Hotel Presidency Bhubaneswar from 8th -10th August 2018 for 07 participants from Naval Dockyard, Mumbai. The programme feedback was 3.9 on a scale of 4.



HRM Group at NPC’s Head Quarter has also conducted a similar workshop on same title from Sep 24 - 28, 2018 at Hotel Chokhi Dhani – The Palace Hotel, Jaisalmer for 08 participants. The theme for the workshop was MY CHILDHOOD.

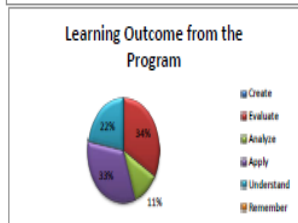
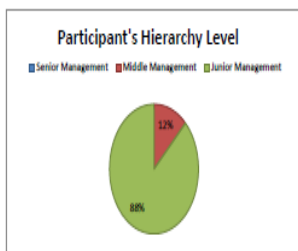
FEEDBACK

“Learnt the traits that I need to imbibe to be an effective leader” by **Dr Uma, CMO, DDU**

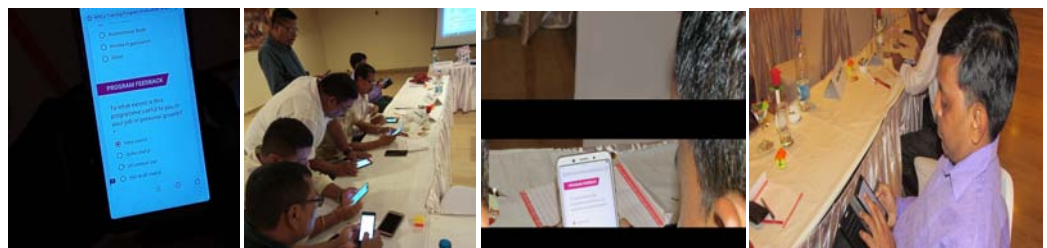
“Feeling empowered with required skill” by **Dr Abinash Pathak, DM, NTPC**



It was an experiential sharing workshop where participants were involved into 09 activities as two separate teams.



The feedback was collected from the participants online.



Performance Management, Monitoring and Evaluation for Organizational Excellence

Economic Services Group at NPC's Head Quarters has conducted the training program on above title from June 24-28, 2018 at Leh, Ladakh. The program helped the participants in learning Effective Performance Management framework as well as competencies required to measure individual performance. Sh. Rajesh Sund, Dy. Director was core faculty to the program.



Leadership Competencies for Organisational Excellence

NPC's Regional Directorate, Hyderabad conducted the workshop on the above title from 07-11, 2018 at Manali for participants from Andhra university. As per participants' feedback, the training program was rated as Excellent. Dr. B. Hemant Kumar Rao, Director facilitated sessions.



"the programme was outstanding and the same programme we would like to conduct at our university premises so that others can also learn" by **Appa Rao**.

"I have attended many programme but this was outstanding as the knowledge shared is really helpful for me in the office and in my personal life" by **Shekar Kumar**.

State MSME Conclave 2018

The Govt. of West Bengal has organised the above conclave from **20th to 21st August 2018** at Biswa Bangla Convention Centre, New Town, Kolkata.



NPC's Regional Directorate, Kolkata disseminated & publicized the Lean Management and Competitiveness Scheme for MSME entrepreneurs from a Exhibit Stall at the conclave.



STATE MSME
CONCLAVE
TAKING BENGAL MSMEs TO THE NEXT LEVEL

About 65 clusters comprising of minimum 6 MSME units submitted their agreement to implement Lean Management to Govt. of West Bengal and Sh. S. Mallik, Regional Director, NPC received three of these agreements.



5S and TPM at Ramaa Shyama Papers Pvt. Ltd., Bareilly



M/s Ramaa Shyama Papers Pvt. Ltd. (RSPL) is a Kraft Paper Manufacturing Company located at Bareilly. NPC's Regional Directorate, Kanpur helped in implementing of 5S and TPM at RSPL Unit.



NPC conducted the sessions on 5S and TPM and provided TPM Policy framework & related posters to facilitate in concept awareness within the unit. It also helped in formalization of structure like Steering, Plant Level, Section and Shop-Floor Level Committees within the organization



Kaizen

TPM is a paradigm shift :

Old Attitude **TPM Attitude**

5S

A Common Step in Lean Deployments to Drive Change

Sort	Set in Order	Shine	Standardize	Sustain
Eliminate unnecessary items from the work area.	Arrange items so that they are easy to find and put away.	Keep the work area neat and clean.	Create a standard for work and equipment to be used consistently.	Make a habit of maintaining the current procedure.

National Productivity Council

Safeguards to be taken in Tendering, Procurement and Contracting

NPC's Training and HRM Groups jointly conducted the national workshop on above title on 6th Sep. 2018 at its Head Quarter in association with Department of Public Enterprises, Govt. of India. There were 65 participants for State Level and Central Public Enterprises.



The workshop provided a virtual tour of the Government E Market Place with details of real time procedure for registration, procurement survey, etc. vis-à-vis other e-marketing platforms.

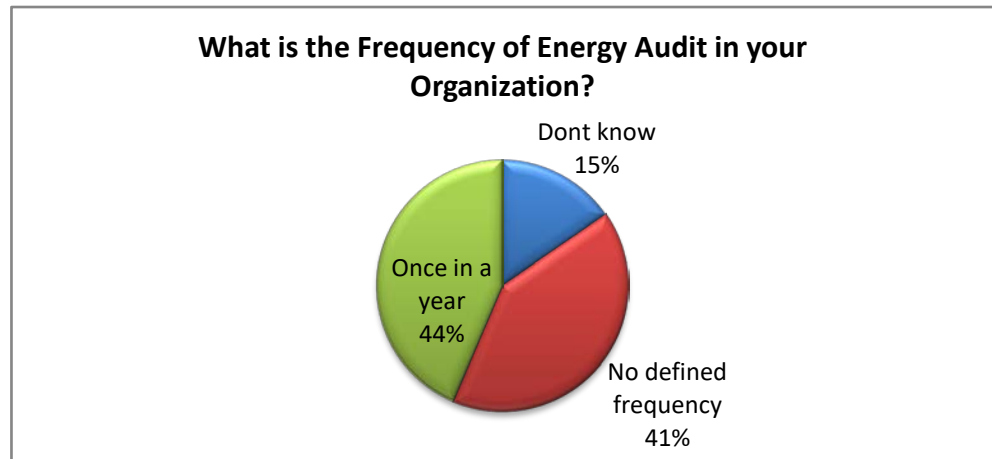


The other coverage of the workshop included Purchase of Goods Without Quotation (GFR-154), Purchase of Goods By Purchase Committee (GFR-155), Limited Tender Enquiry (GFR-162), Advertised Tender Enquiry (GFR-161), Single Tender Enquiry (GFR-166), CVC guidelines on tendering, procurement and contracting,

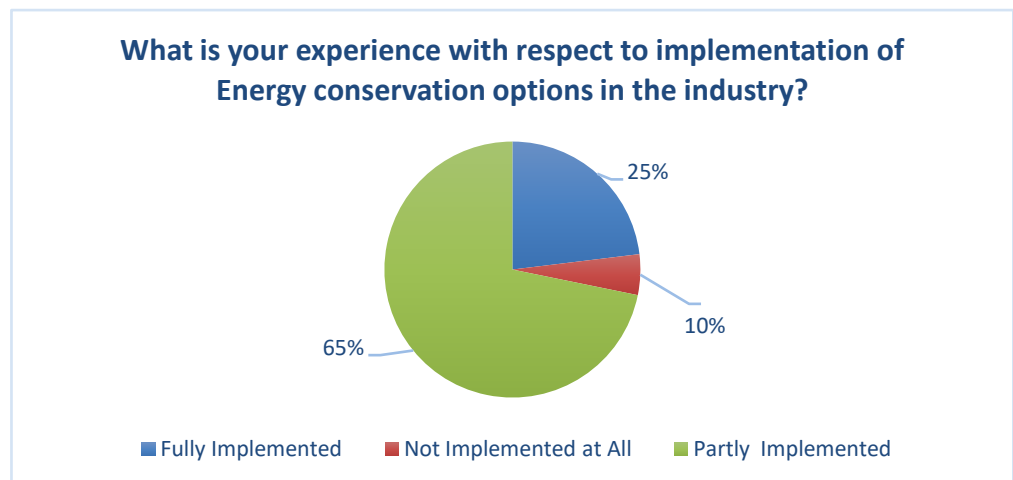


Improve Energy Management Practices In Industries

NPC's Regional Directorate, Gandhinagar has been conducting knowledge exchange program for Energy Auditors and Energy Managers (EA/EM). The findings of survey conducted during the recently held EA/EM Meet at Raipur on 25 July 2018 and are presented:

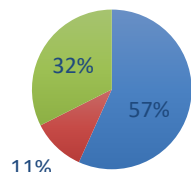


The survey response imperates that there exists a need to sensitize organizations on energy conservation, as the regular practising is not followed by many units. To make this practise regular, Involvement of Top management is key for any Energy Action Planning hence discussion involving key management executives needs to be organized with-in and outside the industry.



Majority of Respondent has suggested that recommended EC options are partially implemented, which suggests that there is a scope for fully realising the energy conservation potential in the industry.

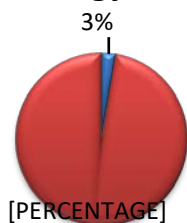
What are the barriers in implementation of Energy Conservation options?



- High price of new technology
- Lack of Management commitment
- Lack of similar case examples for easy adaptation of technology

Further, the reason for low acceptance is attributed to the high price of latest technology and perceived risk associated with it. This can be mitigated if demonstration projects/ simulation technologies can be adopted and showcased for quick replication among industries.

Do you think there is a need of continual training programs in the energy conservation field ?



- NO
- YES

It was further opined by fellow energy managers that they require continual development programs like EA/EM meets and other technical field related training programs for better implementation and adaptation of EC measures in respective industries.

In conclusion, to abate the discussion on adverse impact on environment and to make our industries more sustainable and green, there is a dire need to document each and every effort of every individual who are working relentlessly for the task of energy conservation, so as not-to-reinvent the wheel and to bring to a positive change from the conundrum of miss-appropriation of energy use through discussion platforms like the meets.

“there is a dire need to document each and every effort of every individual who are working relentlessly for the task of energy conservation”

By Amitosh Gautam, Dy. Director (EM)

Upcoming Residential Training Programs

OCTOBER

1. Finance for better management, 03-05 Oct, 2018, AIP, Chennai
2. SA 8000 Awareness, 04-05 October, 2018, Chennai
3. Energy Efficiency in Boilers & Steam system, 08-09 Oct, 2018, AIP, Chennai
4. Project Management, Monitoring and Evaluation, 08-12 October, 2018, Gangtok, Sikkim
5. Stress Coping & Time Management, 08-12 October, 2018, Kathmandu
6. Leadership Challenges in Digital Economy, 08-12 October, 2018, Kanyakumari
7. Effective Office Management & Administration and Performance Management, 08-12 Oct, 2018, Dharamsala
8. HR Practices for Excellence, 08-12 Oct, 2018, Poovar Island-Kerala
9. Certificate Course on Development of Productivity Practitioners – Basic Programme (CPP-BP), 08-12 October, 2018, Hyderabad
10. Innovation & Change Management for Organizational Excellence, 22-26 October, 2018, Gangtok
11. Advanced Course on Administrative Law and various rules therein (CCS (CCA) RULES, Code of Conduct etc.), 22-26 October, 2018, Udaipur
12. Top Management Safety Leadership, 22-26 October, 2018, Port Blair
13. Office effectiveness Management with focus on Lean office, 5S and Productivity improvement practices, 22-26 October, 2018, Kathmandu
14. Finance for Non Finance & Functional Executives, 22-26 October, 2018, Jaisalmer
15. Developing Work Culture through Attitudinal Change, 22-26 Oct, 2018, Nainital
16. Energy Conservation and Audit in Electrical Utilities, 29-30 Oct, 2018, Bangalore
17. Enhancing Managerial Effectiveness and Team Building, 29 October-02 November, 2018, Thrissur
18. Lean Management through Industry 4.0, 29 October-02 November, 2018, Manali

NOVEMBER

1. Productivity Enhancement Through Lean Manufacturing Techniques, 12-13 November, 2018, Bangalore
2. Good Governance & Transparency through RTI, 12-16 November, 2018, Port Blair
3. Industry 4.0: Challenges & Opportunities and e-governance, 12-16 November, 2018, Goa
4. Advanced Course on Project Management, 12-16 November, 2018, Jaisalmer
5. Energy Efficiency in Industrial Utilities, 12-16 Nov, 2018, Tirupati
6. Stress and Time Management, 12-16 November, 2018, Port Blair
7. Training Program on Material Flow Cost Accounting (ISO 14051), 14-16 Nov, 2018, AIP, Chennai
8. Healthy Lifestyle and Stress Management, 15-16 November, 2018, New Delhi
9. ISO 9001 and 14001 Awareness program, 18 Nov, Udaipur
10. Conflict Resolution and Strategic Financial Management, 19-23 November, 2018, Port Blair
11. Effective Office Management & RTI, 19-23 Nov, 2018, Kanyakumari
12. Advanced Course on Right to Information Act and Modern Management Practices, 19-23 Nov, 2018, Goa
13. Employee Development Programme, 26-27 November, 2018, Patna
14. Decision Analysis for Managers through Quantitative Techniques, 26-29 Nov, 2018, AIP, Chennai
15. Essentials of communication and effective communication, 26-30 November, 2018, Kanyakumari
16. Improving Leadership, Managerial and Administrative Skills, 26-30 Nov, 2018, Port Blair
17. Secretarial Effectiveness for ES, PPS, PA, PS & Office Staff, 26-30 November, 2018, Port Blair
18. Modern Office Management for PA, PS & Office Staff, 26-30 Nov, 2018, Goa
19. Energy Efficiency in Commercial Building, 26-30 November, 2018, Tirupati
20. Material Flow Cost Accounting (MFCA) – ISO 14051, 26-30 November, 2018, Ooty



For further details
of Residential
Training
Programs
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For other Non-
Residential
Training Program
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Upcoming Residential Training Programs

DECEMBER

1. Training Programme for PAs, PSs and Office Staff in HR & IT Tools, 04-08 December, 2018, Goa
2. Effective Office Administration & Financial Management, 10-14 December, 2018, Kovalam, Kerala
3. Leadership & Teamwork for Performance Excellence, 10-14 December, 2018, Goa
4. Modern Office Management and Performance Management, 10-14 Dec, 2018, Manalii
5. Exploiting Renewable Energy for Industrial Applications, 17-18 Dec, 2018, AIP, Chennai
6. Digital Transformation through e-Governance, 17-21 December, 2018, Goa
7. Vigilance as a management tool, 17-21 December, 2018, Rameswaram
8. Time and Stress Management, Conflict Management and Emotional Intelligence, 17-21 Dec, 2018, Goa
9. Performance Management & 3Ps – PQH Model, 17-21 Dec, 2018, Goa
10. Systematic Problem Solving Conflict and Change Management, 17-22 December, 2018, Goa
11. Efficient Operation & Maintenance of Boilers, 21 Dec, 2018, Bangalore
12. Advanced tools for quality, productivity & safety, 26-28 December, 2018, Chennai
13. Advance Course on Performance Management & 3Ps – PQH Model, 31 Dec-04 Jan, 2019, Lakshadweep

Upcoming International Programs

S.No.	Project Notification Title	Venue	Start Date	End date	Detail	
	Multicountry Observational Study Mission on Regulatory Review Enhancing Public-sector Productivity 18-IN-60-GE-OSM-B	Manila, the Philippines	19-Nov-2018	23-Nov-2018	06-Aug-2018	Officials of government agencies in charge of regulatory implementation and review, or NPO consultants in charge of public-sector productivity.
	Training of Trainers on Quality Standards for Agricultural Products to Enhance Market Access 18-AG-32-GE-TRC-A	Vientiane, Lao PDR	10-Dec-2018	14-Dec-2018	03-Oct-2018	Senior government officers; representatives of associations of agricultural producers, food-processing enterprises, or exporters of food and agricultural products; or academics, consultants, and trainers in charge of promoting quality and safety of agricultural products.

IMPORTANT
ANNOUNCEMENT

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Program details'
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Indian Building Congress invites **call for papers to its 23rd Annual Convention & National Seminar in December 2018**. For further details, please [click here](#)

The APO is organizing **Self-learning e-Course on Business Models for Women Entrepreneurs from 15 October 2018- 14 April 2019**. For more details, please [click here](#)

LATEST NEWS

Asian Productivity Organization (APO), Japan conducted **Sustainable Productivity Summit on July 10, 2018 at Tokyo**, where deliberations were held on key business transformations constituting the APO's new Business Model. **Dr Vandana Kumar, JS, DIPP and DG, NPC**, India kick-started the discussion by presenting the heat map for assessment of APO mandate.

APO conducted workshop on **Strategic Planning for Senior Officers of National Productivity Organizations of member countries from 11-12 July 2018 at Tokyo**. The delegates attending the workshop discussed in detail the transformations needed to shape the future of APO member countries to sustain overall productivity gains in the Asia Pacific region.

In the **Taiwan Industrial Collaboration Summit held on 29 August, 2018 at New Delhi**, Sh Manoj Saxena, Director in his opening remarks highlighted NPC's joint collaboration with China Productivity Center on use of Green Technologies for E-waste & Renewable Energy for improving Green Productivity.

NPC conducted Training Program on **Total Productive Maintenance from 24th- 25th Sept 2018** for participants from Indian Oil Corporation Ltd.

Hubli Engineering Lean Cluster, Karnataka which is recently completed under LMCS: Upscaled-Revised 2013 has shown many benefits such as **30% average reduction in changeover time using SMED technique, overall monetary benefits of more than Rs. 80 lakh etc.**

NPC conducted a Gujarat Energy Development Agency sponsored **2 Days Training program to build knowledge & confidence within financial sector on Energy Efficiency Financing** under the aegis of Bureau of Energy Efficiency with cooperation from Indian Banks' Association & technical support from International Finance Corporation.

EDITORIAL TEAM:

- Dr. K.P. Sunny, Director & Group Head (ES)
- Mr. Sanjay Kr. Dwivedi, Group Head (IE)
- Mr. S. Srivastava, Group Head (Trg)
- Dr. Nitin Aggrawal, Group Head (HRM) & Dy. Director (PA)

Contact Address:



Dr Nitin Aggrawal
Dy. Director (PA)
National Productivity Council
5-6, Institutional Area,
Lodhi Road,
New Delhi, 110003
Phone 011 24607336
nitin.a@npcindia.gov.in
www.npcindia.gov.in