

AlfaaZ



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MD's Alfaaz

Ambition and Ability

I came across an interesting thought process recently which I would like to share with you. Many of us want to grow big and achieve big in life. We dream and aspire for bigger, better things in life. We however do not focus much on improving our ability. We need to understand that Ability exceeding Ambition results in success. However, Ambition exceeding Ability results in frustration.

It is not bad to be ambitious. It is good to dream of achieving big. However, it is more important to improve your ability so that you can successfully move towards your dream.

The punch line in the 3-idiots movie sums it up:

- काबिलियत बढ़ाओ, कामयाबी तो झक मार कर आपके पीछे आएगी।
- Improve your Ability, success will automatically follow.

H.S.Sethi
Managing Director

Vikaas New Products & Resources

Gilard has added a range of new products to its arsenal in the last quarter. Here's a quick look at some of the new products that we have manufactured.



786 (Start Switch)



787 (Slider Switch)



788 (Push Pull Switch)



2506-02 (Field Moulding)



Electric Discharge Machine (EDM)

Gilard has also increased its plant capacity by going in for new equipments in the last quarter. The new additions include a Thermoset Injection Moulding Machine and an Electric Discharge Machine.



Thermoset Injection Moulding



The idiom, “Water, Water Everywhere, Not a Drop to Drink” suggests despite being surrounded by something you cannot benefit from it. The fact is that the earth is surrounded by water from all sides but seawater has a much higher concentration of salt than that acceptable to our body. So one thing we definitely need, to keep going, is Drinking Water. Let us save Water to save Lives!

Yogdaan EHSAS Initiatives for CSR

A Walkathon on “Save Water” on 3rd January 2015

Gilard has always accorded priority to issues of environment concern and has taken steps to address the same. A team of 100 volunteers from amongst Gilardians volunteered for this very interesting event. Holding posters on Water Conservation and fighting the biting cold of north, we walked on the roads of Mohali, Chandigarh to spread the message. Like all our activities this event too was planned keeping safety and the fun element in mind. Leaders were appointed to ensure road safety and prevent traffic hazard. Volunteers from our First-Aid team followed, well equipped to handle any kind of emergency. After walking for two hours the team welcomed the snacks served with hot tea.

Interestingly the posters were made by the young children of Gilardians. Thank you youngsters, you are the fuel to our environmental activities!



Session on Cardiac Arrest by Fortis Hospital

Gilard being very conscious about the health of its employees, organised a workshop on Cardiopulmonary Resuscitation (CPR) on 16th Jan '15. This life saving first aid training workshop was conducted by doctors from Fortis Hospital, Mohali.

During this educative session we learnt that if the heart stops pumping, it is a case of cardiac arrest and the gap between life and death is only of a few minutes. In this situation, correct first aid can help in gaining time to take the victim to the hospital. Cardiopulmonary resuscitation (CPR) is a combination of techniques, including chest compressions, designed to pump the heart to get blood circulating and deliver oxygen to the brain until definitive treatment can stimulate the heart to start working again. Chest compressions and rescue breaths keep blood and oxygen circulating in the body. All present were given practical training by implementing the technique on dummies.

CPR technique for infants and children is different from that for adults. The same were also demonstrated. We were also given knowledge on how to use an AED, an Automated External Defibrillator during CPR.

This training has equipped us with an important first aid technique which could be used to save someone's life, if situation arises.

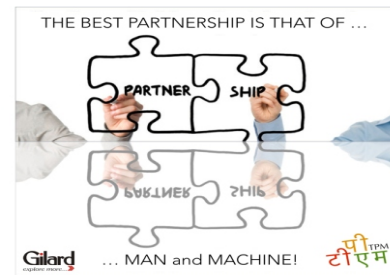
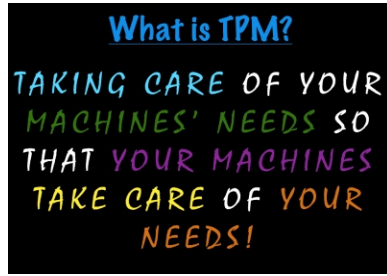


Swachha Bharat Sahyog - Sowing the seed at the right time

Swachha Bharat Sahyog - As shared with you earlier this is our initiative to support the Government's “Swachha Bharat Abhiyan”. Gilard's Team EHSAS organizes visits to Government's Primary Schools in and around Chandigarh where a skit on Environment - Kal, Aaj Aur Kal is performed and an interaction is made with the young children to educate them on the need to maintain good personal hygiene as well as to adopt habits in routine life which would help save water, paper and power. The fun element in the skit helps in getting the message registered easily in their minds. Gilard is doing this activity jointly with Vodafone, Mohali.



Dil Se... The Creative Zone



ਮਸ਼ੀਨ

ਜਾਣਦੇ ਹਾਂ ਸਭ ਜਰੂਰਤਾਂ ਜੀਣ ਦੀਆਂ,
ਪਰ ਭੁੱਲਦੇ ਨਾ ਕਦਰਾਂ ਕਦੇ ਮਸ਼ੀਨ ਦੀਆਂ,
ਇਹਦੀ ਦੇਖ-ਭਾਲ ਕਰੀਏ, ਬਸ ਗੱਲ ਕੁਝ ਪਲ ਦੀ ਏ,
ਇਹ ਚਲਦੀ ਏ, ਤਾਂਹੀ ਚੁੱਲ੍ਹਿਆਂ ਵਿੱਚ ਅੱਗ ਬਲਦੀ ਏ।

ਸਾਫ-ਸਫਾਈ ਕਰਕੇ ਤੇ ਤੇਲ ਪਾਣੀ ਵੇਖ ਕੇ,
ਸ਼ੁਰੂ ਕਰੀਏ ਫੇਰ ਕੰਮ ਆਪਣਾ, ਮੱਥਾ ਟੇਕ ਕੇ,
ਜਿਵੇਂ ਰੱਬ ਨੂੰ ਪੂਜਦੇ ਹਾਂ, ਇਹਦੀ ਵੀ ਕਰੀਏ ਪੂਜਾ,
ਇਹ ਗੱਲ ਨਾ ਕਦੇ ਭੁੱਲੀਏ, ਕੰਮ ਹੀ ਹੁੰਦਾ 'ਰੱਬ' ਦੂਜਾ।

ਚਲਦੇ-ਚਲਦੇ ਇਹਨੂੰ ਮੁਰੰਮਤ ਦੀ ਵੀ ਲੋੜ ਪਵੇ,
ਪਰ ਲੋੜ ਨਹੀਂ ਮੁਰੰਮਤ ਦੀ, ਜੇ ਦੇਖ-ਭਾਲ ਦੀ ਨਾ ਖੋੜ ਹੋਵੇ।
ਕੰਮ ਤੋਂ ਕਦੇ ਨਾ ਭੱਜਦੇ, ਕਹਿਣੀ ਹੈ ਸਭ ਧਰਮਾਂ ਦੀ,
ਮਸ਼ੀਨਾਂ ਦਾ ਸਤਿਕਾਰ ਕਰੋ, ਇਹ ਦੇਣ ਹੈ 'ਵਿਸ਼ਕਰਮਾ' ਦੀ।

Mr. Atinder Pal Singh, E-1700, NPD

TPM at GILARD

Gilard is an organisation that continuously evolves and learns and implements improvements that make Gilard a truly world class organisation. The start of the new financial year marked the undertaking of a new improvement project at Gilard - TOTAL PRODUCTIVE MAINTENANCE.

Total productive maintenance in simple terms is a medical science for machines.

The most complex and intricate of the machines is the human body. We take care of our bodies by following certain guidelines like regular exercising, following a healthy diet plan and general health check up at the doctor's because we understand that "prevention is better than cure".

Rather than falling sick and losing out on productive time, we take a few minutes from our daily lives so that we minimise the chances of falling sick. In the same way, TPM is an improvement system in which production and maintenance work towards achieving zero breakdown of machines and equipment to increase plant efficiency.

The word "Total" in TOTAL PRODUCTIVE MAINTENANCE implies the involvement of the entire workforce of the organisation and that is vital to the success of the TPM. From the top management to the operators, every member of the organisation has a role to play and can be an important member in TPM.

Some of the benefits expected from a successful implementation of TPM are as follows :-

1. Increase productivity & Overall Plant Efficiency ;
2. Reduce the manufacturing cost ;
3. Reduce customer complaints ;
4. Satisfy the customers' needs by 100%. (Delivering the right quantity at the right time, in the required quality).
5. Reduce accidents.

Our MD Sir often mentions the reverence and regard with which the machines would be held in by the operators at one time in Gilard.

Somewhere down the path, we have lost our way and stopped giving machines the love and attention they deserve. The machines and the operators together make a team that makes good quality production possible and that is only possible when both the machines and the operators are in the best condition (physically, mentally and emotionally).

ਗਿਲਾਰਡ ਮੈਂ ਟੋਟਲ ਪ੍ਰੋਡਕਟਿਵ ਮੈਨੇਟਨੈਂਸ (TPM)

ਗਿਲਾਰਡ ਇੱਕ ਈਸੀ ਸੰਸਥਾ ਹੈ ਜੋ ਲਗਾਤਾਰ ਸੀਖਣਾ, ਉਸ ਦੇ ਉਭਰਨਾ ਅਤੇ ਸੁਧਾਰਨਾ ਆਦਿ ਵਰਗੀਆਂ (activities) ਕਰਦੀ ਹੈ, ਇਸੇ ਕਾਰਨ ਸੇ ਗਿਲਾਰਡ ਸਚਮੁਚ ਮੈਂ ਇੱਕ ਉੱਚ ਦਰਜੇ ਦੀ ਕੰਪਨੀ (world class company) ਹੈ। ਨਵੇਂ ਫਾਈਨੈਂਸ਼ੀਅਲ ਸਾਲ (Financial year) ਮੈਂ ਗਿਲਾਰਡ ਨੇ ਸੁਧਾਰ ਦੇ ਇੱਕ ਨਵੇਂ ਪ੍ਰੋਜੈਕਟ ਨੂੰ ਸ਼ੁਰੂ ਕੀਤਾ ਹੈ ਜਿਸਦਾ ਨਾਮ ਹੈ- ਟੋਟਲ ਪ੍ਰੋਡਕਟਿਵ ਮੈਨੇਟਨੈਂਸ। ਸਰਲ ਭਾਸ਼ਾ ਮੈਂ ਟੋਟਲ ਪ੍ਰੋਡਕਟਿਵ ਮੈਨੇਟਨੈਂਸ ਮਸ਼ੀਨਾਂ ਦੀ ਮੈਡੀਕਲ ਸਾਇੰਸ (ਚਿਕਿਤਸਾ ਵਿਗਿਆਨ) ਹੈ।

ਮਸ਼ੀਨਾਂ ਮੈਂ ਸਭ ਤੋਂ ਮੁਸ਼ਕਿਲ ਅਤੇ ਉਲਝਾ ਹੋਣ ਵਾਲਾ ਉਪਕਰਨ/ਮਸ਼ੀਨ -ਭੰਸਾਨ ਦਾ ਸ਼ਰੀਰ- ਹੈ। ਹਮੇਸ਼ਾ ਅਪਣੇ ਸ਼ਰੀਰ ਦਾ ਬਹੁਤ ਸਾਰੇ ਤਰੀਕਿਆਂ ਨਾਲ ਧਿਆਨ ਰੱਖਦੇ ਹਾਂ, ਜਿਵੇਂ ਕਿ ਰੋਜ਼ਾਨਾ ਕਸ਼ਤ, ਆਰਾਮ ਖਾਣਾ, ਜਨਰਲ ਹੈਲਥ ਚੈਕ-ਅਪ ਆਦਿ ਕਿਉਂਕਿ ਹਮੇਸ਼ਾ ਸਭ ਜਾਣਦੇ ਹਾਂ ਕਿ "ਭਲਾਈ ਤੋਂ ਪਰਹੇਜ਼ ਆਰਾਮ"। ਬਿਮਾਰ ਪੜ੍ਹਨੇ ਦੀ ਬਜਾਏ ਅਪਣਾ ਕੰਮ ਕਰਨੇ ਦਾ ਸਮਝਦਾਰ ਖਰਾਬ ਕਰਨੇ ਦੀ ਬਜਾਏ ਹਮੇਸ਼ਾ ਅਪਣੇ ਰੋਜ਼ਾਨਾ ਜੀਵਨ ਮੈਂ ਸੋਧਿਆ ਸਮਝਦਾਰ ਅਪਣੇ ਲਈ ਨਿਕਾਲੇ ਦੇ ਤਾਕਿ ਹਮੇਸ਼ਾ ਬਿਮਾਰ ਪੜ੍ਹਨੇ ਦੇ ਹਾਲਾਤਾਂ ਨੂੰ ਕੰਮ ਤੋਂ ਦੂਰ ਰੱਖ ਸਕੀਏ।

ਉਸੇ ਤਰ੍ਹਾਂ ਸੇ ਟੋਟਲ ਪ੍ਰੋਡਕਟਿਵ ਮੈਨੇਟਨੈਂਸ (TPM) ਸੁਧਾਰ ਦਾ ਇੱਕ ਈਸਾ ਤਰੀਕਾ ਹੈ ਜਿਸਦੇ ਪ੍ਰੋਡਕਸ਼ਨ (Production) ਅਤੇ ਮੈਨੇਟਨੈਂਸ (Maintenance) ਇੱਕ ਸਾਥ ਮਸ਼ੀਨਾਂ ਦੀ ਜ਼ਰੂਰਤਾਂ ਨੂੰ ਭਰਨਾ (Zero Brakedown) ਦੀ ਤਰ੍ਹਾਂ ਕੰਮ ਕਰਦੇ ਹਾਂ ਜਿਸਦੇ ਉਤਪਾਦਨ (Productivity) ਵਧਦਾ ਹੈ।

'ਟੋਟਲ ਪ੍ਰੋਡਕਟਿਵ ਮੈਨੇਟਨੈਂਸ' ਮੈਂ "ਟੋਟਲ" ਸ਼ਬਦ ਦਾ ਮਤਲਬ ਹੈ ਕਿ ਇਸ ਯੋਜਨਾ ਮੈਂ ਸਭ ਲੋਗ ਸ਼ਾਮਲ ਹੋਣਗੇ ਅਤੇ ਉਸਦੇ ਲਈ ਜ਼ਿੰਮੇਵਾਰ ਹੋਣਗੇ ਅਤੇ ਵੱਡੇ TPM ਦਾ ਮਹੱਤਵਪੂਰਨ ਹਿੱਸਾ ਹੋਣਗੇ। ਟਾਪ ਮੈਨੇਜਮੈਂਟ ਤੋਂ ਲੈਕਰ ਆਪਰੇਟਰ ਤੱਕ, ਸਾਰੇ ਸਦੱਸਾਂ ਨੂੰ ਇਸਦੇ ਜੁੜੇ ਹੋਣੇ ਦੀ ਆਗਿਆ ਦਿੱਤੀ ਜਾਵੇਗੀ, ਅਤੇ ਵੱਡੇ ਇਸ ਯੋਜਨਾ ਮੈਂ ਖਾਸ ਸਦੱਸ ਬਣਨਗੇ।

TPM ਦੇ ਕੁਝ ਮਹੱਤਵਪੂਰਨ ਫਾਇਦੇ :-

1. ਉਤਪਾਦਨ ਵਧਦਾ ਹੈ ਅਤੇ ਕੰਪਨੀ ਦੀ ਵੁੱਧ ਹੁੰਦੀ ਹੈ।
2. ਉਤਪਾਦਨ ਮੈਂ ਹੋਣੇ ਵਾਲੇ ਖਰਚੇ ਕਮ ਹੋਣਗੇ।
3. ਗਾਹਕਾਂ ਦੀ ਸ਼ਿਕਾਇਤਾਂ ਕਮ ਹੋਣਗੀਆਂ।
4. ਗਾਹਕ ਨੂੰ 100% ਸੰਤੁਸ਼ਟੀ ਹੋਵੇਗੀ। (ਅੱਗੋਂ ਕੁਆਲਿਟੀ ਦੇ ਸਾਥ, ਸਹੀ ਸਮੇਂ ਪਰ, ਸਹੀ ਮਾਤਰਾ ਮੇਜ਼ਦਾਰ)
5. ਟੁਰੰਟਨਾਏਂ ਕਮ ਹੋਣਗੀਆਂ।

ਹਮੇਸ਼ਾ ਈਸੀ ਸਰ ਅਕਸਰ ਬਤਾਉਂਦੇ ਹਾਂ ਕਿ ਪਹਿਲੇ ਸਮੇਂ ਮੈਂ ਗਿਲਾਰਡ ਮੈਂ ਕੌਣੇ ਆਪਰੇਟਰ ਦੁਆਰਾ ਮਸ਼ੀਨਾਂ ਦਾ ਆਦਰ-ਸ਼ਰਧਾ ਕੀਤਾ ਜਾਣਾ ਥਾ। ਕੁਝ ਸਾਲਾਂ ਤੋਂ ਸ਼ਾਇਦ ਹਮੇਸ਼ਾ ਅਪਣੇ ਰਾਸ਼ਟਰ ਤੋਂ ਭਟਕ ਗਏ ਹਾਂ ਅਤੇ ਮਸ਼ੀਨਾਂ ਨੂੰ ਵੀ ਭੁੱਲ ਗਏ ਅਤੇ ਧਿਆਨ ਦੇਣਾ ਬੰਦ ਕਰ ਦਿੱਤਾ ਹੈ ਜੋ ਉਨ੍ਹਾਂ ਨੂੰ ਮਿਲਣਾ ਚਾਹੀਦਾ ਹੈ। ਧਿਆਨ ਰੱਖੋ, ਜਦੋਂ ਮਸ਼ੀਨ ਅਤੇ ਭੰਸਾਨ ਮਿਲਕੇ ਟੀਮ ਬਣਦੇ ਹਾਂ ਤਾਂ ਅੱਗੋਂ ਕੁਆਲਿਟੀ ਦਾ ਉਤਪਾਦ ਸੰਭਵ ਹੁੰਦਾ ਹੈ। ਇਹ ਤਾਂ ਮੁਸ਼ਕਿਲ ਹੈ ਜਦੋਂ ਮਸ਼ੀਨ ਅਤੇ ਭੰਸਾਨ ਦੋਨੋਂ ਸ਼ਾਰੀਰਿਕ, ਮਾਨਸਿਕ ਅਤੇ ਭਾਵਨਾਤਮਕ ਰੂਪ ਤੋਂ ਅੱਗੋਂ ਹਾਲਤ ਮੈਂ ਹੋਵੇ।

Mr. Manjiv Singh (Operations)

News From Around Gilard



Lohri Celebration

Lohri is an important function of Northern India, particularly Punjab. The origins of Lohri are many, it commemorates the passing of winter, the harvest time and the beginning of new year for farmers, it is perceived by women as an occasion to sing and dance and by young children as a time to have fun. It is indeed a great occasion to interact with family and friends.

We at Gilard, perceive it as an occasion amongst many others, to interact with peers. This year too we had a lovely celebration out in the open. Our MD Mr. H S Sethi performed the traditional ritual of feeding the bonfire with popcorns, peanuts and sweet rewaries. Everyone joined in to toss these goodies into the bonfire to show respect to the fire which is a powerful element of creation as well as destruction.

Singing and dancing forms an intrinsic part of Lohri celebrations. Thanks to Gilard's in-house team of Art & Drama Society, the event was made more colorful by some interesting performances. Our young poet, Mr. Atinder Pal Singh, an Engineer in New Product Development swept everyone's mood to his self composed poetry which he presented in a melodious tone. Punjab is rich in its culture and the Punjabi women are jubilant, enthusiastic and graceful. Participants from various production departments started by singing the traditional "Dulla Bhatti" song followed by popular Punjabi folk dance - Gidda. The grand finale was the DJ on whose tune all Gilardians danced and rejoiced.

Sharing with you the popular tale of Dulla Bhatti with whom Punjabis associate Lohri. Dulla Bhatti lived in Punjab during the reign of Mughal Emperor Akbar. He was regarded as a hero in Punjab because he robbed the rich to help the poor. He rescued poor Punjabi girls, being forcibly taken to be sold in slave market. He arranged their marriages to boys and provided them with dowries. Amongst them were two beautiful girls Sundri & Mundri whom he had helped and this legend with their names gradually became the theme of Lohri folk singing. It goes like-

Sunder mundriye ho!

Tera kaun vicharaa ho!

Dullah Bhatti walla ho!.....



No Horn



Round About



Pedestrians
Prohibited



School Ahead

Road Safety Tips

We are human and as such are capable of making mistakes. In the hustle and bustle, of modern day living we tend to by-pass road safety. While catching up with our commitments and sometimes delayed schedules we forget that these mistakes could be deadly for us and for others on the roads. It is important to concentrate on the road while walking, cycling or driving. We only need to keep our mind free from other thoughts and from the ring tone of our cell phones that try to distract us from road safety. Let it ring!

We can always call back after we are parked, no big deal!

Road safety week 2015 was celebrated in India from 11th to 17th of January. We do hope this campaign could influence at least some of us. It is important that safety should be followed at all times and not only during the celebration week. The purpose of celebration is to improve the awareness of safety. So let us quickly revise some important Safety Symbols as given above.

Prashikshan

Trainings Conducted in 1st Quarter

1. Training on " Process requiring use of PPE" on 6th Jan '15 for operators of production shops. Trainer: Ms Guneet Sethi.
2. Training on "APQP" for QA & NPD engineers on 7th Jan '15. Trainer: Mr. Sanjiv Singh.
3. "Preventive Maintenance" on 25th Feb & 31st March '15 for operators of Plating & Press Shop. Trainer: Mr. Kamaljeet Singh.
4. "Different Plating Processes to understand the potential Defects and failure modes" on 13th Feb '15 for NPD, PLM Engineers, HODs of Purchase & Production shops. Trainer: Mr. Sanjiv Singh.
5. "Workshop on D8" on 7th Feb & 16th March '15 for a Cross Functional Team. Trainer: Ms. Hardip Kaur.
6. Training on "Driving More Out of Parivartan Meetings and How to hold effective Meetings" on 24th March for operators of Press shop, Plating & Autosshop. Trainer: Ms. Guneet Sethi.

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