

September 2010

## HotSpots

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Quote of the Month

You wrote

Jaypee celebrates

HR corner

5th of September is Dr.Sarvapalli Radha Krishnan's Birthday , TEACHERS DAY. Time to remember all those who taught you something in your life and just say a little " Thank You" to all of them. "Happy Teachers Day".

A very Special Birthday for the Jaypee Family. 5th September is Mr Kumar Mehta's Birthday. Team Jaypee wishes him long life and success.

24th August was the festival of Raksha Bandhan, and it was celebrated in our office. As we never miss out on a single occasion. Here is a snap for you.

We all know Mr.Dilip Ghorai for his Engineering skills but you will be mesmerized to see his passion for photography. He contributed some of the photographs taken by him while his visit to Talshari for our newsletter.

Madhulina Banerjee our purchase executive says she just loves the office Enviroment.

Our representative from Guwahati Mr.Surajit Konwar shares his hobby with us, he loves to play cricket and visit historical places.



# Rapid Fire

## Mr. Dilip Ghorai

D.G.M.

Q: Two things that your education/training has taught you?

A: ♦ Knowledge and IQ.

Q: Two things that you have learnt from work/real life?

A: ♦ Accuracy and Seriousness.

Q: Two books on your must read list?

A: ♦ The Bhagavad Gita and BSI Hand Book for Civil.

Q: Two things that you like about weekends?

A: ♦ Spending time with family and Up-dating Knowledge in Str. Design.

Q: Two things you can't do without?

A: ♦ Pure Water and Sleep.

Q: Two things you like about your job?

A: ♦ Challenge and Commitment.

Q: Two things you want to change in your workplace?

A: ♦ Mind Set-up of Employee and Employer.

Q: Two people you are admiring the most?

A: ♦ My Father and My Wife.

Q: What has been the turning point in your life?

A: ♦ Leaving my family business.

Q: Two places you would like to visit again?

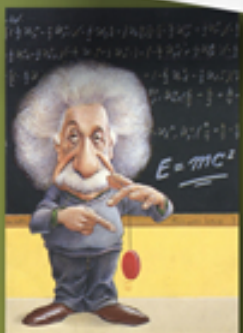
A: ♦ Gangtok and Vizag.



### Quote of the Month

*"Our ambition should be to rule ourselves, the true kingdom for each one of us; and true progress is to know more, and be more, and to do more."*

Oscar Wilde



# Quiz - Wizz

## Heritage Buildings

### Kolkata

This time the quiz is based on the heritage buildings of Kolkata.

So what are you waiting for, send me your answers

...shreemonti@jaypee.in,  
and get your name published in your newsletter.



- Q1. In which year the Writers Building was built?
- Q2. Which heritage building of Kolkata was the site of the Black Hole tragedy?
- Q3. When Calcutta was the capital of British India, which palatial building was the residence for the viceroy of British India?
- Q4. From which historical building of the city the swadeshi movement was formally launched?
- Q5. What was Shaheed Minar (tower of Martyrs) formerly known as?
- Q6. What is the capacity of Eden Gardens?
- Q7. Name the street of Kolkata where Marble palace is located.
- Q8. The building of Fort Williams derives its name from whom?
- Q9. St John's Church is an example of which form of architecture
  - a. Greek
  - b. Gothic
- Q10. Which marble heritage building of Kolkata is a blend of British and Mughal architecture?



The winner of previous Quiz - Wizz is:

**Mr. Gautam Mohapatro**

Congrats !!!

#### Answers:

1. All India Forward Bloc.
2. Ghatal in Midnapore District of Bengal
3. Jugantar
4. Bankim Chandra Chattopadhyay
5. "Vande Mataram" means "Hail to the Mother (land)!".
6. Bal Gangadhar Tilak
7. Jawaharlal Nehru
8. Manikarnika (manu)
9. Chandra Sekhar Azad
10. 64 Days





# You Wrote

## The Art of Appraisal

by Rajendra Deb (HR)

HR: This year your performance was good, excellent and outstanding. So, your rating is "average".  
Sanjay: What? How come 'average'?

HR: Because...err...uhh...you lack domain knowledge.  
Sanjay: But last year you said I am a domain expert and you put me in this project as a domain consultant.

HR: Oh is it? Well, in that case, I think your domain knowledge has eroded this year.  
Sanjay: What???

HR: Yes, I didn't see you sharing knowledge on Purchasing domain.  
Sanjay: Why would I? Because I am not in Purchasing, I am in Manufacturing.

HR: This is what I don't like about you. You give excuse for everything.  
Sanjay: Huh? \*Confused\*



HRs: Next, you need to improve your communication skills.  
Sanjay: Like what? I am the one who trained the team on "Business Communication", you sat in the audience and took notes, you remember?

HR: Oh is it? Errr...well..I mean, you need to improve your Social Pragmatic Affirmative Communication.  
Sanjay: Huh? What the hell is that? \*Confused\*

HR: See! That's why you need to learn about it.  
Sanjay: \*head spinning\*

HR: Next, you need to sharpen your recruiting skills. All the guys you recruited left within 2 months.  
Sanjay: Well, not my mistake. You told them you will sit beside them and review their code, and most resigned the next day itself. Couple of them even attempted suicide.

HR: \*stunned\* (recovers from shock) Err...anyway, I tried to give you a better rating, but our Normalization process gave you only 'average'.

Sanjay: Last year that process gave me 'excellent'. This year just 'average'? Why is this process pushing me up and down every year?

HR: That's a complicated process. You don't want to hear.  
Sanjay: I'll try to understand. Go ahead.

HR: Well, we gather in a large room, write down the names of sub-ordinates in bits of paper, and throw them up in the air. Whichever lands on the floor gets 'average', whichever lands on table gets 'good', whichever we manage to catch gets 'excellent' and whichever gets stuck to ceiling gets 'outstanding'.  
Sanjay: (eyes popping out) What? Ridiculous! So who gets 'poor' rating?

HR: Those are the ones we forget to write down.  
Sanjay: What the hell! And how can paper bits stick to ceiling for 'outstanding'?

HR: Oh no, now you have started questioning our 20 year old organizational process!  
Sanjay: \*faints\* \_.\_.\_

ENJOY !!!

# Jaypee Celebrates

In September  
the Birthdays celebrate



Mr  
Karna Bishui

Concrete Pump  
operator

1<sup>st</sup>

Special Birthday

Mr  
Kumar Mehta

Director

5<sup>th</sup>

Mr  
Bablu Das

Electrical  
Engineer

22<sup>nd</sup>

Mr  
MD. Jamal

Tower Crane  
Operator

15<sup>th</sup>

Mr  
Surajit  
Konwar

Sales Executive

30<sup>th</sup>

Mr  
Prakash Saha

Supervisor

3<sup>rd</sup>

## Seven Tips for developing your skills

by Rajendra Deb (HR)

### 1. Be curious

Curiosity is essential because it makes the process of developing skills much more enjoyable. Here are some things you can do to build curiosity:

- ◊ *Don't say that something is boring. Saying that something is boring is killing curiosity since it closes door of possibilities.*
- ◊ *Make asking a habit.*
- ◊ *Make things fun. Don't just look at the serious side of things. Look at their fun side too.*

### 2. Develop your learning skill

Learning skill should be the first skill you develop because it greatly helps you develop other skills. An essential ingredient to have good learning skill is motivation. If you are motivated to learn about a subject, it will be much easier for you to learn it. Again, curiosity plays an important role here because a curious person is naturally motivated.

### 3. Be a versatelist

A versatelist is someone who can easily adapt to new situations and quickly develop the skills necessary to excel. Being a versatelist essentially means being a smart learner who knows what to learn and how to quickly learn it.

### 4. Find your role models

It will be easier for you to grow if you have concrete examples of what you want to be. That's why it's important to find your role models. Your role models give you a standard to achieve so that you know where and how far you should go in developing your skills. It will also motivate you since you know that someone has already achieved such high standard.

### 5. Find your mentors

While having role models is good, in many cases you can't connect directly with them. But developing skills will be much easier if you work with those who have gone through it. That's why you should find not just role models but also mentors. Ideally your mentors are also your role models but at least they are those who are more experienced than you. These people can teach you what to do and what not to do so that you don't have to find them yourself the hard way. You can save a lot of time.

### 6. Get feedback through real projects

The best way to develop your skills is through real projects. Why? Because real projects give you the much needed feedback to hone your skills. While many people prefer to wait until everything is well-prepared before working on real projects, you will learn faster by working on something real. You may face failures in the process but they are your stepping stones to success since they give you precious lessons.

### 7. Shorten your learning cycle

The speed of your skill development depends on the length of your learning cycle. The shorter your learning cycle, the faster you will develop your skills.