

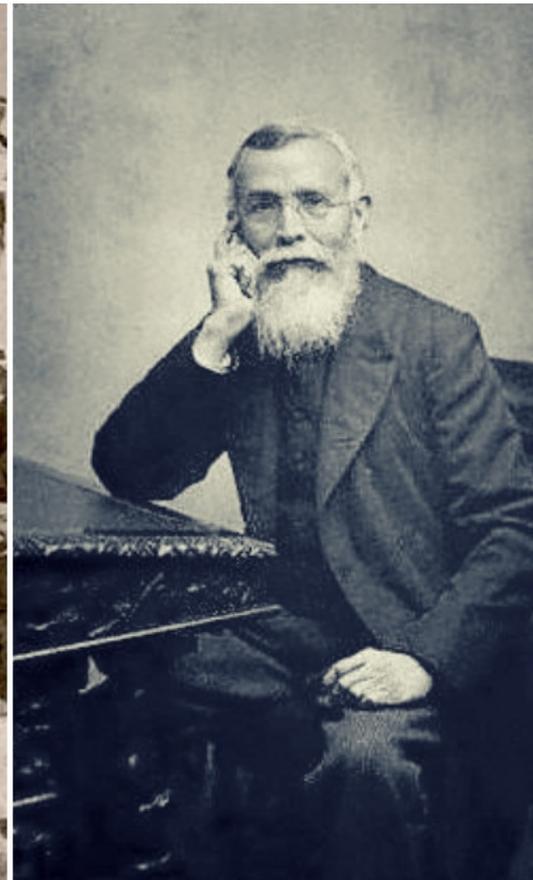
IMPACT

INNOVATIVE MANAGEMENT PRACTICES
AND CREATIVE THINKING

A JOURNAL FOR MANAGEMENT PROFESSIONALS

Shri.Dadabhai Naoroji - The Man who established Indian National Congress in 1885

Page 4



Greetings from **IMPACT**



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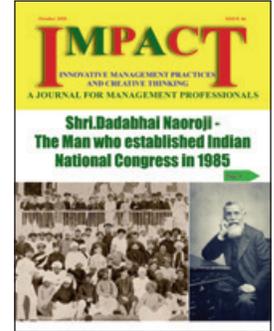
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Dear Readers,

The world is engulfed with the panic of Corona virus. Super rich, middle class and downtrodden are all being viewed alike by this corona. Now the latest addition is the mightier of the mightiest country's President and his spouse are being treated for Corona, is sending shock waves among the human kind. When are we going to overcome this pandemic situation? Only the God may know.

Industries and the governments, world over are reorienting themselves to face the present challenge with the available knowledge about this deadly virus. Everyday there is a new outcome is pondered or suggested. Humans are trying to grapple the situation. Medical scientists, Naturopathy scientists and alternative medical practices scientists are burning their mid night oil for a possible remedy.

While writing this editorial, there comes the news that entire Europe is going for a total shutdown, because of the sudden rise of corona situation.

When this situation will improve is a million dollar question. We all await.

Luckily world still rotates. Sun rises every day. World and nature have seen many such pandemics and world wars and still continue to offer various new ideas and new surprises to the humankind, in an impactful manner.

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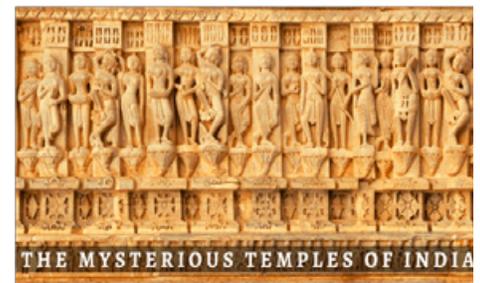
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A 24 Year Old From South Africa Petitioned an Indian Member of Parliament in London

Dadabhai Naoroji Very few know about the background of this great man Naoroji.

Born in 1825, Dadabhai Naoroji was 44 years elder to Mahathma Gandhi. Dadhabai set

sail to London from Bombay, when he was hardly 30 years old. By dint of hard and sustained work, he got himself nominated as a candidate from the Liberal party from London's Parliamentary constituency of 'CENTRAL FINSBURY' to

Dadabhai Naoroji, who laid the foundation of India's freedom struggle, was born on September 4, 1825

THE GRAND OLD MAN OF INDIA

Was a **professor of mathematics** at Mumbai's Elphinstone College before entering political fray

Played a key role in establishing **Indian National Congress in 1885**; was elected to the post of its president thrice

Was **first** to raise the demand for Swaraj in his **presidential address** in 1906

Was **elected** to the **British parliament** in 1892

Authored the book *Poverty and Un-British Rule in India*, which focused on draining of India's wealth

"If we twenty eight crore of Indians were entitled to send only one member to the British parliament, there is no doubt that we would have elected Dadabhai Naoroji unanimously to grace that post"

—Bal Gangadhar Tilak

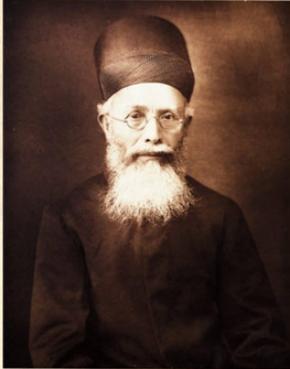


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DADABHAI NAOROJI
THE GRAND OLD MAN OF INDIA

September 4, 1825 - June 30, 1917

- An intellectual, and academician, an economist, a staunch nationalist, a social reformer and an educator, Dadabhai Naoroji was instrumental in the formation of the Indian National Congress.
- He was the President of the Indian National Congress in 1886, 1893 and 1906.
- Two of his most important contributions among many were the establishment of the London Indian Society in the year 1865 and the East India Association in the year 1867.
- He laid the foundation of India's freedom struggle.
- Was the first Indian to be elected in the British Parliament.
- Naoroji turned towards sports after he became member of the British Parliament. He was the president of the football club in his parliamentary constituency, Central Finsbury.
- In the 1906 Calcutta session of the Indian National Congress, Dadabhai Naoroji adopted Swaraj or 'self-government' as the goal of Indian people.



LITERARY WORKS OF DADABHAI NAOROJI

- The Wants and Means of India (London, 1876)
- Condition of India (Madras, 1882)
- Poverty and Un-British Rule in India (1902)

IANS GRAPHICS

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DINYAR PATEL

NAOROJI
Pioneer of Indian Nationalism

Swaraj: Dadabhai Naoroji and the Birth of Indian Nationalism

Dinyar Patel
Assistant Professor, S.P. Jain Institute of Management and Research

Sven Beckert
Laird Bell Professor of History, Harvard University
will moderate the session

July 9
Thursday

6:30-7:30 PM IST
9:00-10:00 AM EST
6:00-7:00PM PKT
7:00-8:00 PM BST

In 1906, Dadabhai Naoroji (1825-1917) declared swaraj or Indian self-government to be the established goal of the Indian National Congress. This talk will examine how Naoroji developed the idea of swaraj during his five decade-long political and nationalist career, which included path-breaking economic study on Indian poverty, engagement with emancipatory movements around the world, and becoming the first-ever Asian elected to the British Parliament. Naoroji's swaraj, as we will see, was global in nature. It evolved from contact with European liberalism and socialism and, at the same time, had a significant influence on the growth of global anticolonialism and antiracism.

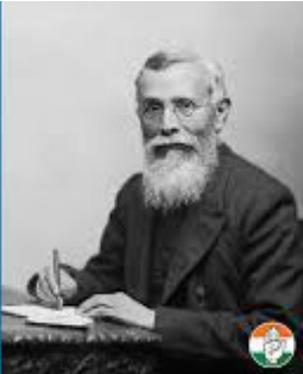
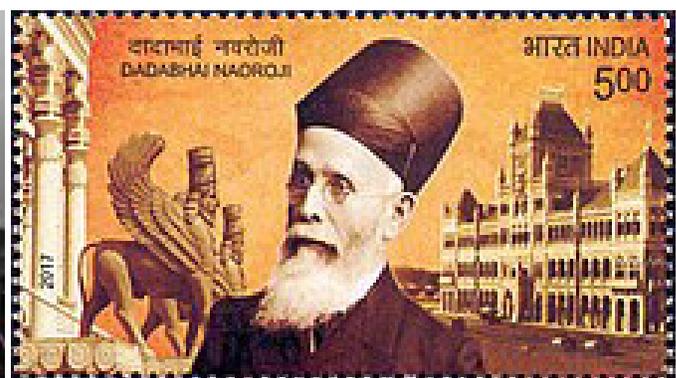
the House of Commons. He was pitted against Mr. PENTON, a powerful Conservative Party candidate. The day of election was 6th July 1892, when Naoroji was 67 years old. Votes were cast by 3 PM, and the counting of votes commenced immediately. At the end of the counting, there was a dead heat, and finally Dadabhai Naoroji, the Indian was declared to have won by just 3 votes ! At the insistence of Mr. Penton the Conservative Party candidate, recounting was done. The margin

of victory of Dadabhai Naoroji increased to 5 votes and the Indian was declared the winner in a London Constituency, when Queen Victoria was the head of the British Empire,' where the sun never sets'. The whole of England was shocked how an Indian could defeat an Englishman on British soil.

There is a tail piece to this fantastic episode. After his victory, Indians living all over the world

Dadabhai Naoroji
4 Sep 1825 – 30 Jun 1917

“In self-government is our hope, strength and greatness I am a Hindu, a Muslim, a Parsi, but above all an Indian First”

MOST IMPORTANT SESSIONS OF INC (INDIAN NATIONAL CONGRESS)

Year	Venue	President
1885.	Bombay	WC Banerjee
1886	Calcutta	Dadabhai Naoroji
1893	Lahore	Dadabhai Naoroji
1906	Calcutta	Dadabhai Naoroji

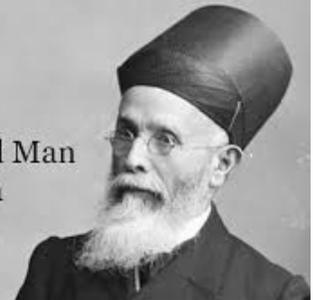
THE GRAND OLD MAN OF INDIA

Dadabhai Naoroji

(4 Sep 1825 - 30 Jun 1917)



The Great Old Man
Of India



THE GRAND OLD MAN OF INDIA

DADABHAI NAOROJI

WAS BORN SEPTEMBER 4, 1826

LAI D THE
FOUNDATION OF
INDIA'S FREEDOM
STRUGGLE

WAS THE FIRST TO
RAISE DEMAND FOR
SWARAJ IN 1906

PLAYED A KEY ROLE
IN ESTABLISHING THE
INDIAN NATIONAL
CONGRESS

Whether I am a Hindu, a
Muslim, a Christian, a
Parsee or any other thing, I
am above all an Indian.
Our Country is India. Our
nationality is Indian.

WAS THE FIRST
INDIAN TO BE ELECTED
IN THE BRITISH
PARLIAMENT

THE
BETTER
INDIA

NAME IS MOHANDAS. K. GANDHI. I AM HEREWITH SENDING A PETITION FOR REDRESSING THE GRIEVANCES OF THE COLOURED PEOPLE FROM DURBAN & NATAL”

The petitioner, later became MAHATHMA GANDHI, the Father of the Nation. However, people have conveniently forgotten, the redresser of the grievance, the real legend, Dadabhai Naoroji.

Dr. H.V. Hande

*Former Health Minister of
Government of Tamilnadu.
Founder & Director of
Hande Hospital.*



sought the help of Dadabhai Naoroji the MP from CENTRAL FINSBURY of London, for redressing their grievances.

Here is an interesting letter written in 1893, to the Indian MP Naoroji. “I AM AN INEXPERIENCED AND YOUNG BARRISTER (24 Yrs old) FROM DURBAN SOUTH AFRICA. MY

The 35 Easiest Ways to Reduce Your Carbon Footprint

In the face of the recent National Climate Assessment report on the threats of climate change, the Trump administration continues to try to roll back environmental policies. Individuals, however, can make a difference by reducing their personal greenhouse gas

emissions. While there are many ways to do this and save energy—such as insulating your home, putting up solar panels, and planting trees—the following are the simplest and easiest changes you can make. They require little effort or financial investment.



Reduce your carbon footprint with these 35 easy tricks. Photo: MilicaBuba

First calculate your carbon footprint

Your carbon footprint is the amount of greenhouse gases—including carbon dioxide, methane, nitrous oxide, fluorinated gases and others—that you produce as you live your life. The Deep Decarbonization Pathways Project determined that in order to hold the global temperature rise to 2°C or less, everyone on earth will need to average an annual carbon footprint of 1.87 tons by 2050. Currently, the average U.S. per capita carbon footprint is 18.3 tons. By comparison, China's per capita carbon emissions are 8.2 tons. We all have a ways to go to get to 1.87 tons.

Calculate your carbon footprint at carbonfootprint.com to find out how you're doing. The EPA's carbon footprint calculator can show how much carbon and money you will save by taking some of these steps.

Here are some of the easiest ways you can start to shrink your carbon footprint.

Food

1. Eat low on the food chain. This means eating mostly fruits, veggies, grains, and beans. Livestock—meat and dairy—is responsible for 14.5 percent of manmade global greenhouse gas emissions, mainly from feed production and processing and the methane (25 times more potent than CO₂ at

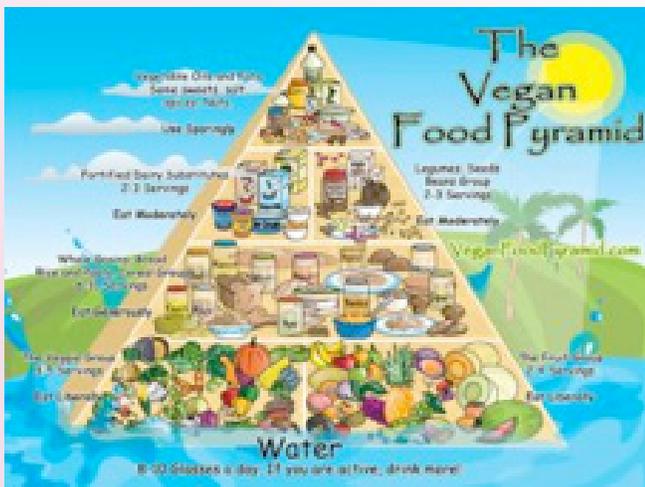


Photo: BeckyStriepe.

trapping heat in the atmosphere over 100 years) that beef and sheep belch out. Every day that you forgo meat and dairy, you can reduce your carbon footprint by 8 pounds—that's 2,920 pounds a year. You can start by joining Meatless Mondays.

2. Choose organic and local foods that are in season. Transporting food from far away, whether by truck, ship, rail or plane, uses fossil fuels for fuel and for cooling to keep foods in transit from spoiling.

3. Buy foodstuffs in bulk when possible using your own reusable container.

4. Reduce your food waste by planning meals ahead of time, freezing the excess and reusing leftovers.

5. Compost your food waste if possible. (If you live in New York City, you can find a compost drop-off site here.)

Clothing

6. Don't buy fast fashion. Trendy, cheap items that go out of style quickly get dumped in landfills where they produce methane as they decompose. Currently, the average American discards about 80 pounds of clothing each year, 85 percent of which ends up in landfills. In addition, most fast fashion comes from China and Bangladesh, so shipping it to the U.S. requires the use of fossil fuels. Instead, buy quality clothing that will last.



Photo: JessicaKayMurray.

7. Even better, buy vintage or recycled clothing at consignment shops.

8. Wash your clothing in cold water. The enzymes in cold water detergent are designed to clean better in cold water. Doing two loads of laundry weekly in cold water instead of hot or warm water can save up to 500 pounds of carbon dioxide each year.

Shopping

9. Buy less stuff! And buy used or recycled items whenever possible.

10. Bring your own reusable bag when you shop.

11. Try to avoid items with excess packaging.

12. If you're in the market for a new computer, opt for a laptop instead of a desktop. Laptops require less energy to charge and operate than desktops.



13. If shopping for appliances, lighting, office equipment or electronics, look for Energy Star products, which are certified to be more energy efficient.

14. Support and buy from companies that are environmentally responsible and sustainable.

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- * Willing to Learn and Grow**

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Home

15. Do an energy audit of your home. This will show how you use or waste energy and help identify ways to be more energy efficient.

16. Change incandescent light bulbs (which waste 90 percent of their energy as heat) to light emitting diodes (LEDs). Though LEDs cost more, they use a quarter of the energy and last up to 25 times longer. They are also preferable to compact fluorescent lamp (CFL) bulbs, which emit 80 percent of their energy as heat and contain mercury.

17. Switch lights off when you leave the room and unplug your electronic devices when they are not in use.

18. Turn your water heater down to 120°F. This can save about 550 pounds of CO₂ a year.

19. Installing a low-flow showerhead to reduce hot water use can save 350 pounds of CO₂. Taking shorter showers helps, too.

20. Lower your thermostat in winter and raise it in summer. Use less air conditioning in the summer; instead opt for fans, which require less electricity. And check out these other ways to beat the heat without air conditioning.

21. Sign up to get your electricity from clean energy through your local utility or a certified renewable energy provider. Green-e.org can help you find certified green energy providers.

Transportation

Because electricity increasingly comes from natural gas and renewable energy, transportation became the major source of U.S. CO₂ emissions in 2017. An average car produces about five tons of CO₂ each year (although this varies according to the type of car, its fuel efficiency and how it's driven). Making changes in how you get around can significantly cut your carbon budget.

22. Drive less. Walk, take public transportation, carpool, rideshare or bike to your destination when possible. This not only reduces CO₂ emissions, it also lessens traffic congestion and the idling of engines that accompanies it.

23. If you must drive, avoid unnecessary braking and acceleration. Some studies found that aggressive driving can result in 40 percent more fuel consumption than consistent, calm driving.

24. Take care of your car. Keeping your tires properly inflated can increase your fuel efficiency by three percent; and ensuring that your car is properly maintained can increase it by four percent. Remove any extra weight from the car.

25. When doing errands, try to combine them to reduce your driving.

26. Use traffic apps like Waze to help avoid getting stuck in traffic jams.

27. On longer trips, turn on the cruise control, which can save gas.

28. Use less air conditioning while you drive, even when the weather is hot.

29. If you're shopping for a new car, consider purchasing a hybrid or electric vehicle. But do factor in the greenhouse gas emissions from the



Photo: SFBicycleCoalition.

production of the car as well as its operation. Some electric vehicles are initially responsible for more emissions than internal combustion engine vehicles because of manufacturing impacts; but they make up for it after three years. This app rates cars based on their mileage, fuel type and emissions from both the production of the car and, if they are EVs, from generating the electricity to run them.

Air travel

30. If you fly for work or pleasure, air travel is probably responsible for the largest part of your carbon footprint. Avoid flying if possible; on shorter trips, driving may emit fewer greenhouse gases.

31. Fly nonstop since landings and takeoffs use more fuel and produce more emissions.



Photo: Deeksha.

32. Go economy class. Business class is responsible for almost three times as many emissions as economy because in economy, the flight's carbon emissions are shared among more passengers; first class can result in nine times more carbon emissions than economy.

33. If you can't avoid flying, offset the carbon emissions of your travel.

Carbon offsets

A carbon offset is an amount of money you can pay for a project that reduces greenhouse gases somewhere else. If you offset one ton of carbon,

the offset will help capture or destroy one ton of greenhouse gases that would otherwise have been released into the atmosphere. Offsets also promote sustainable development and increase the use of renewable energy.

This calculator estimates the carbon emissions of your flight and the amount of money needed to offset them. For example, flying economy roundtrip from New York to Los Angeles produces 1.5 tons of CO₂; it costs \$43 to offset this carbon.

You can purchase carbon offsets to compensate for any or all of your other carbon emissions as well.

The money you pay goes towards climate protection projects. Various organizations sponsor these projects. For example, Myclimate funds the purchase of energy efficient cookstoves in Rwanda, installing solar power in the Dominican Republic, and replacing old heating systems with energy efficient heat pumps in Switzerland. Cotap sustainably plants trees in India, Malawi, Mozambique, Uganda and Nicaragua to absorb CO₂; you can sign up for monthly offsets here. Terrapass funds U.S. projects utilizing animal waste from farms, installing wind power, and capturing landfill gas to generate electricity. It also offers a monthly subscription for offsets.

Get politically active

34. Finally—and perhaps most importantly since the most effective solutions to climate change require governmental action—vote! Become politically active and let your representatives know you want them to take action to phase out fossil fuels use and decarbonize the country as fast as possible.

by Renee Cho

Source courtesy: <https://blogs.ei.columbia.edu>

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Elegance & Style living life with
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"भगवान कृष्ण के प्रति
मेरा सम्पूर्ण समर्पण
और अटूट विश्वास है.
इसलिए मैं न कभी
विचलित होती हूँ, ना
धीरज खोती हूँ."
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on this
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of September 2020
during

Top 4 Secrets of Taj Mahal

Taj Maha is well known for its excellence and architectural beauty. It is one of the Seven Wonders of the World. Taj Mahal shows the love affection. It is said that it was constructed by the Shah Jahan for his dearest wife Mumtaz. There are numerous stories of Taj Mahal, which depict the diligent work and devotion of many individuals who were engaged while building it.

In any case, there are numerous hypothesis speculations in regards to Taj Mahal. A couple of



students of history and analysts don't acknowledge the sentimental romantic tale of Shah Jahan and Mumtaz Mahal. Here, we will tell you the some secrets behind the insights of Taj Mahal which will stun you. These insider facts do scrutinize the verifiable inspection of Taj Mahal.

1. Taj Mahal was not constructed by Shah Jahan

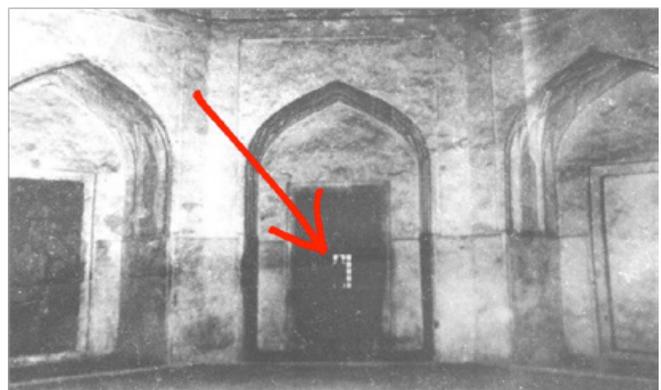
The most shocking mystery of Taj Mahal is that it was constructed just before Shah Jahan ruled Agra. As indicated by the book, "The genuine story of Taj Mahal", the fortress was initially a sanctuary of Lord Shiva worked by the former Rajputs people of Agra. After that, the sanctuary was vanquished by



Shah Jahan after winning the fight by him against Rajputs. This is an extremely difficult mystery of Taj Mahal which isn't proof yet by any administration bodies.

2. The Mysterious Rooms of Taj Mahal

Taj Mahal, similar to any other memorial, it has also numerous mystery entries and rooms. There are various such rooms in the Taj Majal which are closed yet since the period of Shah Jahan. These rooms have found evidences that the tomb was a sanctuary of Lord Shiva as per the research by specialists.





3. Does the Indian Government also know the truth?

It is also said that the Indian legislature have put a prohibition on the more research of the presence of Taj Mahal. The administration has additionally put a restriction on the book named, “The Truth of Taj Mahal”. Also, the Indian Government is not giving anyone a chance to open those mysterious rooms due to the afraid of common issues.

4. Mystery behind the water outlet

There is a little stream of water in the Taj Mahal which streams all of a sudden. The wellspring of the stream isn't noticeable by anyone. As researched by specialists, the stream is from the exactly same source where water is poured on the Shiv linga when it was really a temple of Hindus before the Muslim Tomb.

This is a standout amongst the most exciting concealed mysteries of Taj Mahal. There are

numerous such privileged insights which bring up an issue on the personality of the tomb.

Today, most the tourists visit here to know about history and facts of Taj Mahal. So, if you are also excited to explore its beauty and mystery then, you must plan for the Same day Agra Tour with Bhati Tours. This is the leading tour operator in India which will provide you the professional English speaking guide to tell you the history of this memorial.

If you are planning for the long days trip then, Bhati Tours is also offering the Golden Triangle India Tour that will cover the 3 major tourist destinations Delhi, Jaipur including Agra too.

So don't miss that opportunity to visit this unforgettable place in the world.

Source courtesy: <https://medium.com>

An Unique Friendship

The Corona Virus pandemic has turned the lives of millions of people upside down throughout the world. I can even say that there is not a single person whose life has not seen unexpected or huge changes due to this outbreak. Many families have lost a few precious lives. Quite a good number could not attend the funeral of their near and dear ones, even being in the same city, forget the other places in the same country. Thousands of workmen have been laid down and are in the grip of severe loans, due to the economic strife. Trillions of school hours have been deprived in the entire world. Sportsmen and women have forsaken their ambitious careers for want of their regular and strenuous field practice and what not. Numerous Tournaments including Wimbledon have been indefinitely postponed.

More than all these happenings a lot of tourists have been stranded in different countries due to the cancellation of flights and Lock Down. This has occurred within the nation too. Lacs of migrated workers were left high and dry without food and

water for months together and then transported to their native States like herds of cattle in Lorries and then made to fend for themselves in mandatory transit camps. Many vendors, vegetable and flower sellers and such unorganized sector people lost their livelihoods. Many school teachers have become petty shop keepers in hand carts in street corners. If you go through the history of such unfortunate persons, tears will roll down your cheeks.

Caught in the Foreign Lands

Of these, I come under the category of grand parents who had come to the homes of their sons/daughters to spend some quality time with their grand kids in the foreign lands and then held up in these places in the absence of International Flights as well as the severity of the spread of the virus in their host country as well as in India.

I along with my wife came to Toronto, Canada on February 4 to be with our elder son. He had his second son born in June last year and so we planned



to celebrate the child's first birthday by the end of May this year- according to the child's Tamil Star- and then leave for San Diego- USA- to spend some time with our younger son and then ultimately return to Bangalore by the end of July. A nice plan indeed- enabling us to visit both our sons and more importantly enjoy the company of our grand kids in both the places. But Venugopal proposes, but Virus disposes. The Lock Down commenced in the middle of March and all our plans were dashed to the ground- visit to San Diego cancelled, all flights cancelled, and we were made to stay at Toronto indefinitely. Even the much planned one year completion of our grand son could not be held in a Temple at Toronto in view of the Lock Down. It was conducted at home itself with myself acting as the Priest! The mandatory two week stay at a hotel on arrival in India scared us- the bad and bitter experience of some friends at some unhygienic hotel made us shiver- unfortunately these 'sob' stories spread faster than the happy ones!

The Silver Linings

The company of our two grand sons- the elder being aged 7 and the second being a 8 month old baby- saved us and this made me realize the unique relationship between a Grand Pa and his Grand son. I find that this is not a mere kinship but it is a great unique friendship.

Coming to the baby first, some children cling to their parents, especially their mother for the

first year and then only slowly come to the other relatives like grand parents, uncle or aunt. Their relationship with their sibling depends upon the age difference- very little gap like 1 or 2 years may be good or bad, whether the elder fellow feels jealous by the importance given to the new arrival, whether the elder is a boy or a girl again makes a lot of difference. Here in our elder son's family, the first offspring being a 7 year old son, these issues are not there- the elder is very loving towards the helpless younger brother.

But what about us? It's God's Grace that the baby is attached to us from Day One, right from morning 6 am till night 9 pm. This is very convenient for our daughter-in-law too, as she has to work from home and due to the Time Zone differences, the meetings begin from early morning itself. Very curiously, during these working from Home-WFH-situations, these web-conferences tend to be longer than the ones held at the actual offices.

The first grand son being aged 7 became my good friend, sharing his school experiences, his relationship with his school friends etc. Here only I realized that the trust between the Grand Pa and Grand Son is unique and the latter talks to the old man, many things he would not dare converse with his parents. Often, the grand son reveals even his love affair with his grand father than with his own mother. Of course, for all these things to happen, there should be mutual trust between the two.





This kind of love and friendship make up for your missing your Home country.

The Suspense continues

The sudden increase in the Corona cases in Bangalore made my son postpone our return journey to India by about 3 months. This means we can make an attempt in October. Till then the suspense as to when we will touch Bangalore continues. So also our unique friendship with our two grandsons at Toronto.

This lovely association makes me realize that Corona Virus is not required to appreciate the beauty and uniqueness of this kind of relationship. The same thing is true with regard to spending quality time with your family and finding out the true love of the kith and kin. For all these things, one need not wait for Corona Virus to appear every now and then. We had forgotten these sensitive feelings in our mad pursuit of money, power and fame and the Pandemic has reminded us. Oh! What a remainder!

A Popular Perception or Mis-Perception

In Hindi, there are separate words for the maternal grand parents- NANA-NANI- and for the paternal grand parents- DADA-DADI. Nana-Nani are the parents of the mother of the child, whereas the Dada-Dadi are the parents of the father of the

child. In many other languages including English, there is only one term Grand Parent or maximum, they can be referred as Maternal Grand parent or Paternal Grand parent. There is even a children's Park called the Nana-Nani Park in Mumbai. Does it mean that Dada-Dadis are not allowed inside?!

It appears that the grand children through the daughter of the family are liked more than the grand children through the daughter-in-law. This is a popular conception or mis-conception. I am unable to comment on this, since both my off springs are sons and I have no daughter. Only a person who has both a son and a daughter can comment on this. Can any such grand parent give his or her views on this subject?!

This matter is raised only in a lighter vein and not to be taken seriously or not meant to wound anybody's sentiments.

R. Venugopal

Mr. Venugopal has served in LIC of India from 1968 to 2006 for 38 years and retired as an Executive Director.



Quality Circles and Suggestion Schemes

The revolutionary progress Japan has made after second world war is largely credited to improvement they have made by using activities like Quality Circle, Suggestion Scheme, Kaizen etc. In short it is nothing but employee involvement. Physical, mental and also emotional makes it total involvement. Let us see what these activities are

What is Quality Circle?

Quality Circle is a small of 6 to 12 employees working in the same work area (doing similar work) who voluntary meet together on a regular basis to identify improvements in their respective work areas using proven techniques for analyzing

and solving work related problem coming in the way of achieving and sustaining excellence leading to mutual up-liftment of employees, as well as the organization.

Philosophy of Quality Circle

Quality Circle is a people building philosophy, providing self-motivation and happiness in improving environment without any monetary benefits. Quality Circle concept recognises the value of employee as a person who brings to the job intelligence, experience, attitude and feelings not just hands, feet and muscles.

Psychological Aspect

Young people with good education and training and older people experience are bound to be adversely affected by the monotony of working in a system that asks little of somebody in contributing through knowledge, creative talent, responsibility and initiative. Quality Circle program is based on the recognition that the individual worker as a human being, is willing and able to participate in solving the day to day problems, provided, he is given a chance and due recognition.

Key Aspects of Quality Circle

- Participation is voluntary
- Management role is supportive
- Quality Circle solves problems not just identify them





- Opportunity to meet other Circles
- Articles, photographs in newsletters
- Interviews
- Annual conventions and meets
- Visit by dignitaries
- Outside visits for presentation

What is Suggestion Scheme?

“A scheme instituted by an organization to provide an opportunity to its employees to participate in management process by generating alternatives, together with the concept for their implementation to achieve betterment in the process and or procedure related to its activities for mutual benefits”.

Purpose of Suggestion Scheme

- Participation: Encourage & promote participation of all levels of employees in improvement program.
- H. R. Development: On job development for continuous improvement.
- Results: Make work place comfortable & organization more competitive.

- Training is provided
- People building philosophy
- Projects are circle’s efforts not individual
- Recognition is provided to the team
- Design to cultivate culture of participation
- Opportunity for self management

The motivating factor

- Management presentation
- Meeting with facilitator & experts
- Training

Readers are requested to send their management related questions.

IMPACT will get replies from management experts.

Send your questions to:

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Quality Circle	Suggestion Scheme
<ul style="list-style-type: none"> • It is Voluntary 	<ul style="list-style-type: none"> • It is also Voluntary
<ul style="list-style-type: none"> • It is a group activity of persons from same work area doing similar work. 	<ul style="list-style-type: none"> • It is individual activity
<ul style="list-style-type: none"> • Team meets at regular interval 	<ul style="list-style-type: none"> • There is no such system used
<ul style="list-style-type: none"> • Improvements are within same area 	<ul style="list-style-type: none"> • Suggestions can be for improvement of any work area (not restricted)
<ul style="list-style-type: none"> • Systematic problem solving approach and Q.C. tools are used 	<ul style="list-style-type: none"> • Systematic problem solving approach is not guaranteed
<ul style="list-style-type: none"> • It is continuous activity 	<ul style="list-style-type: none"> • There is no continuity
<ul style="list-style-type: none"> • It is a part of TQC 	<ul style="list-style-type: none"> • It is not a part of any system
<ul style="list-style-type: none"> • It is people development philosophy with definite aim 	<ul style="list-style-type: none"> • Appreciation help people but there is no formal method
<ul style="list-style-type: none"> • Improvements are in suggest or's own work area such improvements leads to better control of the work area 	<ul style="list-style-type: none"> • Depends on suggestions but need not be restricted to the work area of the suggestor
<ul style="list-style-type: none"> • Group activity 	<ul style="list-style-type: none"> • Individual activity
<ul style="list-style-type: none"> • Recognition is through management presentations certificates & token awards 	<ul style="list-style-type: none"> • Recognition through financial awards could be proportional to actual saving generates

Objectives of Suggestion Scheme

1. Providing well-defined procedure for receiving and evaluating employee's ideas.
2. Creating climate for bringing out the creativity of an individual by generating and surfacing ideas and recognizing it through suitable rewards.
3. Achieving cost reduction and productivity improvements through creative ideas from employees.
4. Improving industrial relations through employee's participation by giving them an opportunity for self expression and increasing sense of belonging to the organization.

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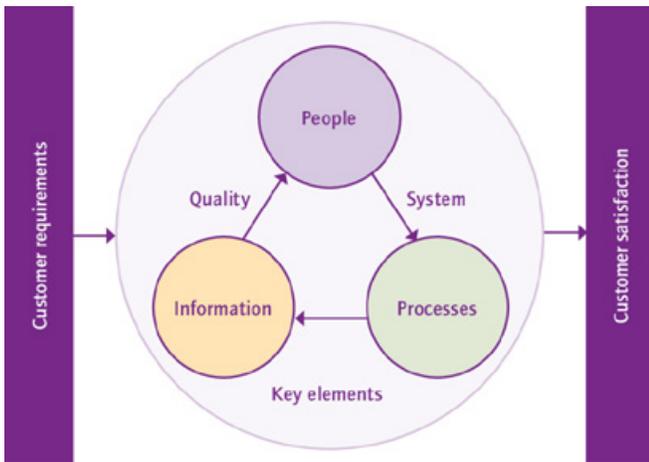
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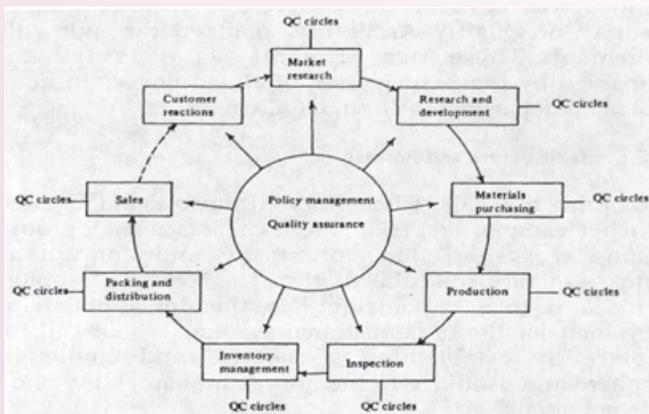
Opportunity for employee involvement

- Encouragement for creative ideas/views.
- Recognition-financial/non financial.
- Creating Favorable working atmosphere.
- Creating culture of continuous improvement.
- Linking with business mission & values.
- Investing in employee's competence.

Quality Circle and Suggestion Scheme

Almost 20 years of introduction of Quality Circle shows that Quality Circle & Suggestion Schemes can co-exist & supports each other if proper care is taken by management. Let us compare these activities.

My 25 years of experience shows that both these activities can co-exist and support each other as



the fundamental objectives of both the activities is to motivate work doers to contribute continuous improvement activity. The motivating aspects are different and people (Employers & the employees) can choose activity to suit their temperaments and needs.

Different organizations are at different level of Civilization. I consider civilization as knowledge plus humanity level. Both these tools are developed in the country where civilization levels were very high and naturally if we want to use this tool at lower civilization level. Therefore either we must bring up civilization level of employees or make few changes in operating aspects of these activities. In my opinion Quality Circle teams should be allowed to put their projects in Suggestion Scheme & should be given monetary benefits. The decision about how to use such awards should be left with team member. This will help in getting sustained participation of respective members. The knowledge gained by employees through training programs of Quality Circle on the topics such as creativity and problem solving tools will help to improve quality of suggestions

The important point to be considered here is if only monetary awards would have attracted employees then suggestion schemes would have been flourished in India or non-monetary awards would have been important to employees then quality circles would have been flourished. I believe a combination will help both these activities. Hence both the activities will not only coexist but support & nurture each other & take organizations at higher level through innovation and improvement

Jayprakash B. Zende

Consultant in employee involvement & freelance trainer



Mahakavi Bharathiyar on Self Victory

The great patriotic, national poet Mahakavi Subrahmanya Bharathiyar had unbounded patriotism, abundant love for freedom political and more, love for the languages-he was a master of eighteen languages which is not an exaggeration- love for the people and their tradition and culture, infectious 'optimism' and fearlessness.

We see his beautiful poem on –“SELF VICTORY”.



Transliteration:

Aathma Jeyam

KaNNiI theriyum poruLinaik kaigaL

Kavarndhida maattavoa? Ada

MaNNil theriyudhu vaanam, adhu nam

Vasappadalaakaadhoa?

ENNi yeNNippala naaLu muyanring

Girudhiyir soarvoamoa? – ada

ViNNilum, maNNilum, kaNNilum eNNilum

Maevu paraasakthiyae! (1)

Enna varangkaL, perumaigaL, vetrigaL,

Eththanai maenmaigaLoa;

Thannai venraalavai yaavum peruvadhu

Saththiya maagumenrae

Munnai munivar uraiththa maraip poroL

MutrumuNarndha pinnum

Thannai venraaLum thiramai peraadhing

Thaazvutru nirpoamoa? (2)

~*~

TRANSLATION

Things that are seen with eyes

Will not the hands have in its possession?-hey

Sky seen on the earth

Will not we see in our possession?

Thinking again and again, trying day by day

Are we to get tired? – hey

On the heaven, on the earth, in the eyes, in the thoughts

All pervading, Great Power Goddess! (1)



What boons, prides, victories,

How many great things;

If we conquer selves, all will be ours

Sure prove to be right

Great Rishis of yore declared the truth.

Having understood in entirety

We get not the skills of victory over the self

And stand in depression and disgust? (2)

Bharathiyar in this beautiful poem of 18 lines brings about the means and benefits of conquering the self. Yes; he appeals to the all-pervading Para Shakthi—the powerful Goddess to bless us with the skills of mastering the self or conquering the soul in the way the ancient Rishis have taught us through the great Vedas. When mastered and conquered, what we see with our eyes in the heaven and earth, in our thoughts and mind, we are sure to achieve. The things that are seen through our eyes, we possess in our hands! Heaven that is seen on the earth will be in our possession!

What great words of wisdom by this poet? Rightly he is called Mahakavi!

Mr. N V Subbaraman

A bilingual poet, writer, trainer, translator, thinker and speaker from Chennai Mr. N. V. Subbaraman has written 36 books. His paper, "Valluvam inspired Mahatma Gandhi," was approved for presentation in the international Tirukkural Conference held in Washington, USA. His translated works include Thirukkural, Bharathiyar's Kuyilpattu and Ramana Maharishi's Aksharamanmalai. He was formerly the Deputy zonal Manager, LIC of India.





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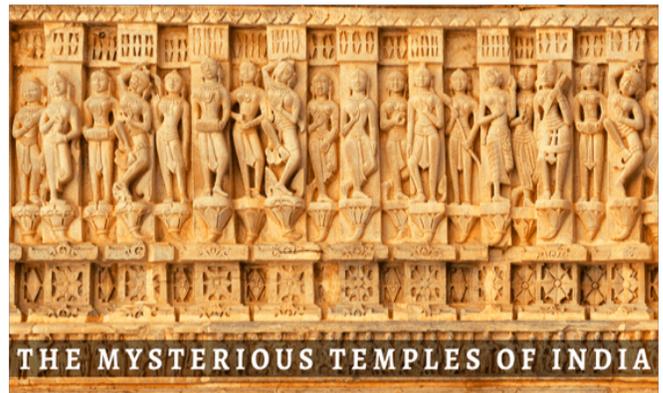
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The 8 Mysterious and Interesting Temples to Visit in India

There is always something that sets a traveller's soul on fire. Starting from participation in India's cultural festivals, attending grand feasts, staying in a good-hearted stranger's home, to visiting incredible temples, a tourist will always want to be a traveller in a safe environment. And these temples are secure dens with different stories, customs, and unknown secrets. Tap open the doors of these unique shrines to know what your soul desires.



Kamakhya Temple: The Menstruating Goddess

A temple in India celebrates womanhood and menstruation as its presiding deity is menstruating Goddess Sakthi. The shrine of this bleeding Goddess temple is situated in the capital city, Guwahati of Assam. Astonishingly during June, the colour of Brahmaputra turns red which is associated with a mythological tale. To pacify the anger of Lord Shiva, it is said that Lord Vishnu sent his chakra to cut the corpse of Sakthi into 108 pieces which fell on 108 places. They are known as Sakthi Peeths in India and the place where the womb and vagina landed is Kamakhya according to the tale.



Address: Kamakhya, Guwahati, Assam 781010

Jagannath Temple: The Temple of Opposites

This is the “Temple of Opposites” where the flag mounted on the top of the temple flies in the opposite direction to the wind, no eagle or vulture fly above this holy temple, the prasad in most holy temples of India go wasted or won’t be enough for everyone but in Puri Jagannath, everything gets into someone’s abdomen instead of the bin. Likewise, when you enter the temple from Singh Dwaraha during the evening time, the sound of waves gets completely muted.

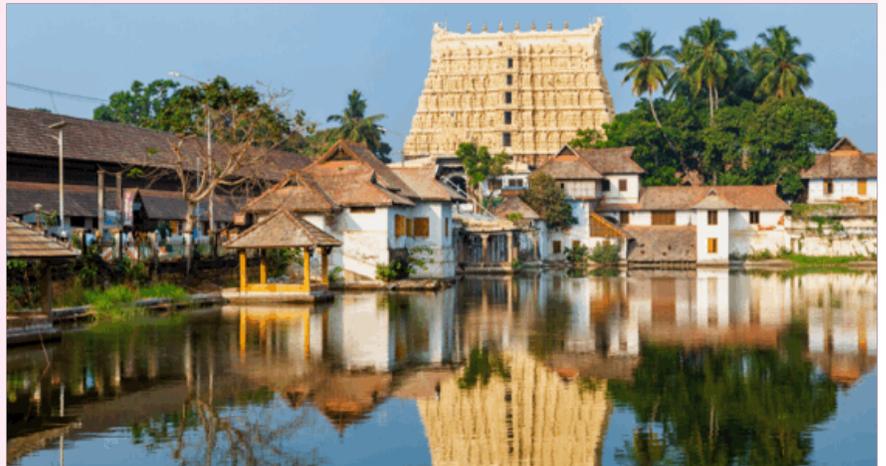


Another opposite phenomenon – The direction of the wind. Usually, the morning breeze comes from the sea and evening breeze comes from the land but Puri Jagannath perfectly does the opposite.

Address: Puri, Odisha 752002

Padmanabhaswamy Temple: The Chambers of Secrets

Believed to be the richest temple in the world, Padmanabhaswamy Temple in Thiruvananthapuram of God’s Own Country, Kerala is the summit of all mythological tales and magical novels. The vaults here hold more secrets than the Chamber of Secrets. As tonnes of gold ornaments, treasures, unimaginable piles of gold bars, and countless cobras are said to exist. Specifically, the secret chamber beneath Vault B is where the most breathtaking secret exists and it is believed the entire chamber is made of gold and other treasures.



Address: West Nada, Fort, East Fort, Pazhavangadi, Thiruvananthapuram, Kerala 695023

Nachiyar Kovil: The Growing Garuda

Being one of the 108 Divya Desams, this temple honours the woman deity Nachiyar first and then Srinivasa, the male deity joins the procession. The mystery unfolds only when the Kal Garuda (The Stone Eagle Structure) is taken out during the procession. Initially, only four people are required to carry the stone Garuda out of the sanctum sanctorum and the number multiplies to 8, 16, and 32 men. The weight of the stone Garuda keeps increasing from the moment it is taken out of its holy shrine. Check out the list of must-visit temples in Tamil Nadu.



Address: Enanallur, Tamil Nadu 612602

Betta Bhairaveshwara Temple: The Unknown

There lies a small temple at the top the Pandava Gudda Hills in Sakleshpur of Karnataka. The picturesque views keep the charm of this old shrine intact. No one knows who built this temple but Indian Epic Mahabaratha has a great connection with this temple. There is a staunch belief that Pandavas stayed near this temple for a while during their exile. Dedicated to Lord Shiva, Betta Bhairaveshwara Temple celebrates an Annual Abhisheka during the January month where devotees throng in huge number.



Address: Near Batramane Homestay, Sakleshpur, Karnataka 577132

Rain Temple: Nature's Meteorological Department

There is a temple in Kanpur, India that predicts the intensity of a monsoon. The water accumulated in the roof of Lord Jagannath temple at Bhitargaon Behta is directly proportional to the richness of the monsoon. According to the head priest, this temple is like a stupa constructed in the era of Ashoka Empire. Scientists couldn't fathom the phenomenon of this temple. If the water droplets are big, then monsoon rains will be big and if the droplets are small, drought will occur.



Address: Kanpur – Allahabad Hwy, Shankar Nagar, Lal Bungalow, Jajmau, Kanpur, Uttar Pradesh 208007

Hasanamba Temple: Rarity at its Peak

This temple is opened only once in a year, exactly in the first Thursday after the full moon in the Ashwayuja month (according to Hindu Calendar). The temple remains open just for a week or 10 days during the festival of lights, Diwali. The lamp, flowers, and prasad remain unspoilt when the temple doors are opened after a year. It is also observed that a mystical stone here inches closer every year toward Goddess Sakthi. It is believed Kali Yuga (The Last Cycle of the World according to Hindu beliefs) will come to an end once the stone reaches the feet of the Goddess. The temple doors will be open from November 5th to November 17th in 2020.



Address: Hosaline Rd, Ammeer Mohalla, Hassan, Karnataka 573201

Kailasa Temple: The Mission Impossible!

The 16th cave of Ellora caves is where Kailasa Temple exists today. This temple is the largest temple monolith in the whole world. This holy complex was carved out of a single mountain from the top to bottom. An impossible feat! Beautiful Ramayana Scenes, Pushpak Vimanam (Jet Pack), Lord Shiva performing Ananda Thandavam (Dance of Joy), lively elephant structures, and other mythical creatures are sculpted in the humungous rocky walls of this temple. All from one big boulder. There have been incidents people experienced a divine vibe after visiting this holy temple complex.



Address: Ellora, Maharashtra 431102

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Indian temples. Taste the mystery of these temples in India with your family and curious friends.

Source Courtesy: <https://www.indianpanorama.in>

