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INNOVATIVE MANAGEMENT PRACTICES
AND CREATIVE THINKING

A JOURNAL FOR MANAGEMENT PROFESSIONALS

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About india



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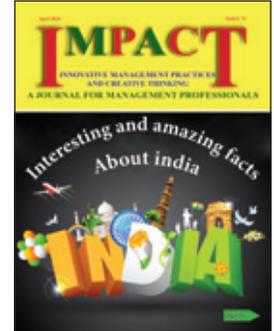
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Dear Readers,

India has many splendids. Our Glorious Traditions and healthy habits are now being recognized world over, particularly after the aftermath of Covid19. The Britishers have systematically strategized and totally made Indians to remain only as slaves for them by changing our own ancient education system to the present McCauley system of education and rewriting our fabulous history.

Unfortunately even after independence our subsequent rulers of our own Indians, meekly followed the McCauley system of education, thereby we still call ourselves timidly as a “Developing Nation”.

This issue of IMPACT brings back our rich history and reveals our India’s Glorious past.

Hope You All Enjoy Reading.

Editorial Team

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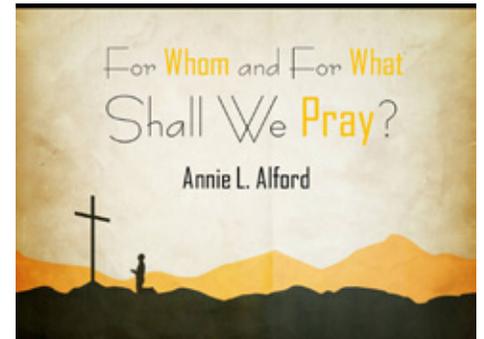


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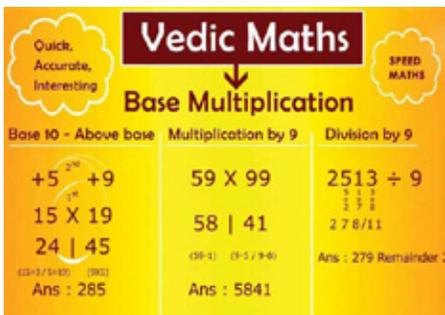


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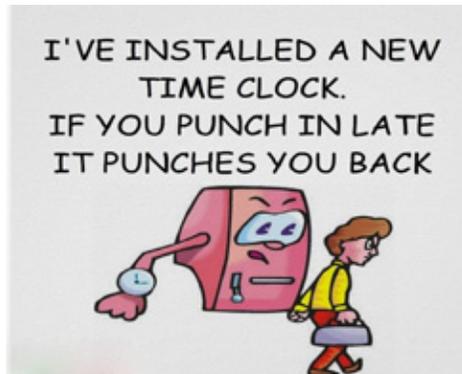
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1	8	15	22	29	Mon	Tue	Wed
2	9	16	23	30	Tue	Wed	Thu
3	10	17	24	31	Wed	Thu	Fri
4	11	18	25		Thu	Fri	Sat
5	12	19	26		Fri	Sat	Sun
6	13	20	27		Sat	Sun	Mon
7	14	21	28		Sun	Mon	Tue

April Fools' Day

April Fools' Day—celebrated on April 1 each year—has been celebrated for several centuries by different cultures, though its exact origins remain a mystery. April Fools' Day traditions include playing hoaxes or practical jokes on others, often yelling “April Fools!” at the end to clue in the subject of the April Fools' Day prank. While its exact history is shrouded in mystery, the embrace of April Fools' Day jokes by the media and major brands has ensured the unofficial holiday's long life.

Origins of April Fools' Day

Some historians speculate that April Fools' Day dates back to 1582, when France switched from the Julian calendar to the Gregorian calendar, as called for by the Council of Trent in 1563. In the Julian Calendar, as in the Hindu calendar, the new year began with the spring equinox around April 1.

People who were slow to get the news or failed to recognize that the start of the new year had moved

Pagan Origins of April Fools Day

Many Pagans associated the 1st day of Spring as their New year, as new life was blossoming and the world was coming back to life. In ancient Rome, Pagans celebrated the end-of-winter festival of Hilaria on March 25th. Hilaria was observed as a day of merriment and high jinx associated with the Goddess Cybele. There were parties and lots of celebrations. This was a week long holiday that ended on April 1st. The New year.

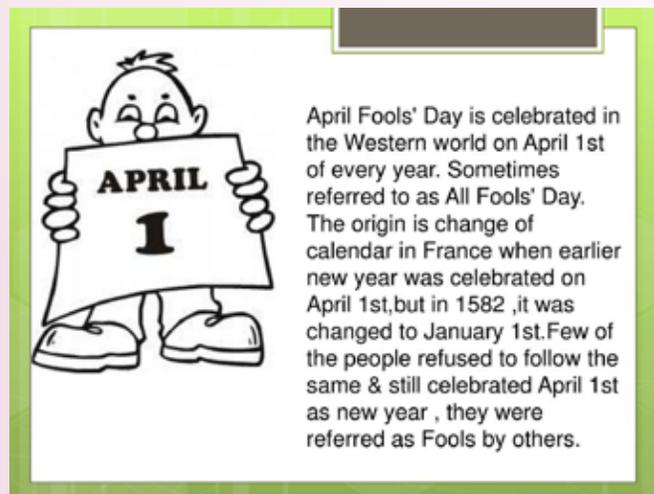
In 1582, Pope Gregory XIII ordered a new calendar (the Gregorian Calendar) to replace the old Julian Calendar. The new calendar called for New Year's Day to be celebrated Jan 1st. Those who still celebrated the New Year on April 1st were seen as fools and uncivilized. Court jesters would mock them and because the Pagan festival to welcome in New Year was of fun and frolicking made it easy for the Christians to mock them. They sent them gag gifts as well as invitations to parties that did not exist and other unkind things. Anyone who became a victim to one of the jokes was called an "April Fish." The reason for this was because the sun was just leaving Pisces, or, the zodiac sign of the fish.

In France April 1st is called Poisson d'Avril, or "April Fish." French children tape a picture of a fish on the back of their schoolmates, crying "Poisson d'Avril" when the prank is discovered.

to January 1 and continued to celebrate it during the last week of March through April 1 became the butt of jokes and hoaxes and were called “April fools.” These pranks included having paper fish placed on their backs and being referred to as “poisson d’avril” (April fish), said to symbolize a young, easily caught fish and a gullible person.

Hilaria

Historians have also linked April Fools' Day to festivals such as Hilaria (Latin for joyful), which was celebrated in ancient Rome at the end of March by followers of the cult of Cybele. It involved people dressing up in disguises and mocking fellow citizens and even magistrates and was said to be inspired by the Egyptian legend of Isis, Osiris and Seth.





Vernal Equinox and April Fools'

There's also speculation that April Fools' Day was tied to the vernal equinox, or first day of spring in the Northern Hemisphere, when Mother Nature fooled people with changing, unpredictable weather.

History of April Fools' Day

April Fools' Day spread throughout Britain during the 18th century. In Scotland, the tradition became a two-day event, starting with "hunting the gowk," in which people were sent on phony errands (gowk is a word for cuckoo bird, a symbol for fool) and

What is April Fools Day?

It is commonly believed that in medieval France, New Years was celebrated on April 1st. Then in 1562, Pope Gregory introduced a new calendar for the Christian world, changing New Years to January 1st. With no modern communications, news traveled slowly and new ideas were often questioned. Many people did not hear of the change, others chose to ignore it, while some merely forgot. These people were called fools. Invitations to non-existent 'New Year' parties were sent and other practical jokes were played. This jesting evolved over time into a tradition of playing pranks on 1 April.

followed by Tailie Day, which involved pranks played on people's derrieres, such as pinning fake tails or "kick me" signs on them.

April Fools' Day Pranks

In modern times, people have gone to great lengths to create elaborate April Fools' Day hoaxes. Newspapers, radio and TV stations and websites have participated in the April 1 tradition of reporting outrageous fictional claims that have fooled their audiences.

In 1957, the BBC reported that Swiss farmers were experiencing a record spaghetti crop and showed footage of people harvesting noodles from trees. In 1985, Sports Illustrated writer George Plimpton tricked many readers when he ran a made-up article about a rookie pitcher named Sidd Finch who could throw a fastball over 168 miles per hour.

In 1992, National Public Radio ran a spot with former President Richard Nixon saying he was running for president again... only it was an actor, not Nixon, and the segment was all an April Fools' Day prank that caught the country by surprise.

In 1996, Taco Bell, the fast-food restaurant chain, duped people when it announced it had agreed to purchase Philadelphia's Liberty Bell and intended to rename it the Taco Liberty Bell. In 1998, after Burger King advertised a "Left-Handed Whopper," scores of clueless customers requested the fake sandwich. Google notoriously hosts an annual April Fools' Day prank that has included everything from "telepathic search" to the ability to play Pac Man on Google Maps.

For the average trickster, there is always the classic April Fools' Day prank of covering the toilet with plastic wrap or switching out sugar and salt.

Source: <https://www.history.com>

Leader's Strategies to avoid Team Burnout

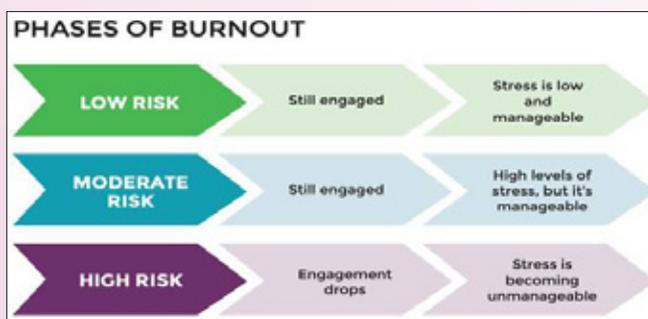
We know burnout is very real. It can be brought on by taking on too many responsibilities, grappling with financial concerns or even failing to meet expectations. Unrecognized and unresolved, burnout can lead to some very serious health concerns, including cardiovascular issues. The thing with burnout, however, is that it's often something entrepreneurs do to themselves: working 70-plus hours a week or taking on six different roles within their companies. But that stress can result in employees who also get stressed out enough to feel the burn.

Most of us aren't aware we've been contributing to our team's burnout until it's too late. Thankfully, there are plenty of signs your team may be experiencing burnout. One easy one to spot is declining productivity or work quality. Beyond hard productivity numbers, this can be seen through a person disconnecting from work or calling out sick constantly. Do your teammates seem especially sensitive lately? Do they flinch

when you begin to provide feedback? If you've been stopped by team members asking you to help them reprioritize their work or asked when things might slow down so they can get to Project X, you're probably dealing with a case of burnout being displayed through scheduling issues rather than a direct conversation. Other red flags include more conflicts or tension at work, as well as increased complaining. If one of your hardest workers is making snarky comments about the likelihood of a project succeeding, stop what you're doing and investigate further.

1. Convey expectations Loud and Clear.

When I was a freelancer, I was spending more time with one client than the account was worth because the client constantly changed his mind about what he wanted. Eventually, it just wasn't worth it. If you want to be an effective leader, you need to know exactly what you want of your team and clearly explain it. Your team members need to be able to tie your expectations to the bigger picture.



Listed below are the strategies for Leader to avoid Team Burnout.

The most important cause of poor performance of the employees is unstated, unclear directions and expectations (due to?? Poor communication).

-Irfan Mamoun MD

2. Ensure Your requirements are not impossible.

There are times when a job just isn't possible. Let's say you're in the drone manufacturing business. You just received a massive order and guarantee it will be filled within a week. There's no way your small team can deliver on this promise, even if each team member works overtime.

Not only are your team members exhausted and stressed, but they also feel they've failed you because they couldn't fulfill the order. Only promise what you can deliver. Know how far you and your team can realistically go.



3. Don't refuse to grant autonomy.

Want your teammates to thrive? Empower them by letting them take the ball and run with it. In other words, stop micromanaging and looking over your teammates' shoulders. As long as they get things done, it doesn't matter how they do their jobs. This doesn't mean you shouldn't set boundaries — it means giving your team more ownership. Did a team member just receive a certificate in social media management? Let her use their new skills by running your organization's social accounts.



4. You allow downtime.

“Crunch times” are inevitable for most businesses. For accountants, it's the first couple months of the year. A beach resort would be busiest during the summer. Retailers experience it during the holiday season.

Sometimes, this isn't bad; this intensity can help your team kick it into high gear. But you can't expect your employees to fire on all cylinders 24/7. They're human. They need time to relax, de-stress and recover.

You can help your team members achieve this by not bothering them when they're “off the clock,” encouraging breaks throughout the day, creating a generous time-off policy and providing ways to blow off steam. This could be anything from launching a wellness program to taking them to a concert.

5. Ensure team member is a good fit for the job.

In an ideal world, you would work with talented people who you also like. While that's part of building an awesome culture within your company, there has to be a balance. If you only hire people you like but who are not the most talented, they eventually will be unable to be able to handle everything you ask of them. Eventually, they'll crash and burn. Hire people you enjoy working

with — you're going to spend a lot of time with them. But make sure they have the skills to properly do their jobs. If not, you need to hire someone more talented — even if you like the other candidate more.

6. Recognize Team Member's hard work.

We all love being recognized for our hard work and dedication. When you see a team member going above and beyond, let them know through public praise, awards or bonuses. A handwritten thank-you note goes a long way toward keeping burnout at bay.

7. Don't punish mistakes with severe consequences.

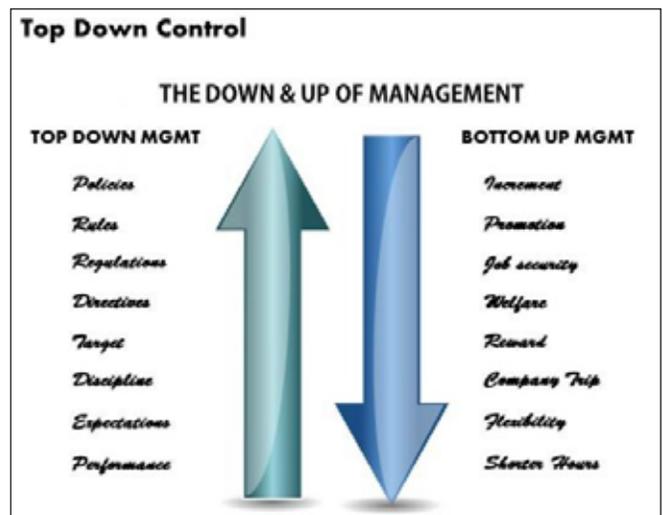
Mistakes happen. Instead of belittling a team member in front of everyone else or threatening to fire him, pull him aside and bring it to his attention. It could have been a minor oversight or explained by a detail you weren't aware of.

If he didn't understand what he did wrong, it's your responsibility to show him how to do it correctly. You don't want this to be a recurring problem, but you have to cut your team slack when an innocent mistake is made.

8. Ensure team members collaborate effectively.

Unproductive meetings that drag on and on, forcing people who don't get along to collaborate together: These are just a couple examples of ineffective collaboration.

To prevent this from happening, only schedule necessary meetings; keep them short and to the point. Also, listen to your team members. If they're telling you they don't get along with someone else, find ways to improve the relationship prior to expecting tremendous output on their collaborative efforts.



Bosses who make work more stressful than it has to be aren't doing anybody, including their company, any good.rat.

9. Don't push failed top-down policies.

Ditch the failed top-down policies. If you implement a policy asking team members to refrain from sending work-related emails on the weekends, but you continue to bombard your team, you need to scratch that policy or set a better example

Finally, a high employee turnover rate is a big sign your team is suffering. Employees who would rather work for someone else than deal with your constant demands are trying to tell you something, albeit in a very indirect way. Losing your best employees to your business competitor is a worst-case scenario, and it's exactly why Leaders want to practice above strategies and avoid fueling burnout.

Syed Fazlullah Khan

Certified Project Manager (IPMA C) and MRICS with over 3 decades of qualitative experience in the Construction Industry. Formerly he was working with ETA Properties & Investments Pvt.Ltd., Chennai as Head – Projects. Presently, he is a Project Management Consultant for many Projects.



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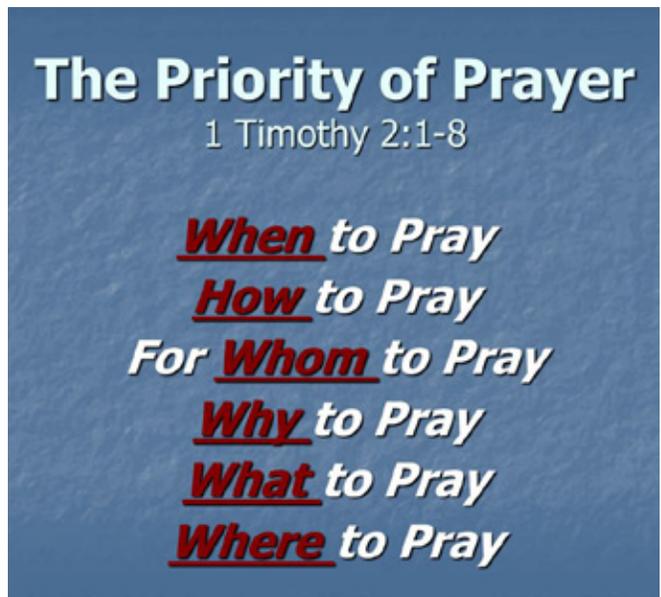
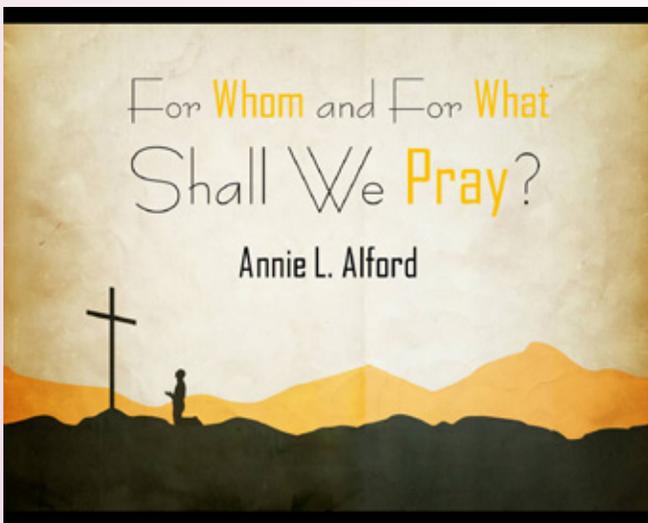
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Prayer for what and Whom?

More things are wrought by prayer than what the world dreams of nicely said!
First of March - first Friday of March-World Day of prayer held!
Informed Prayer. Prayerful Action. Christians from hundred and seventy
Countries come together in spirit, uniting on a common day to pray
For relevant issues affecting women and children. This is a reality:
The movement active for nearly hundred years. Each year, a different
Country writes the service materials. This year, the writing country
Is Slovenia: "Come – Everything is Ready". Let us all join and pray efficient!
We in India believe in prayer and resort to action sans fear or favor
"Action is Thy duty, fruit is not thy concern" Lord Krishna's words
All religions have their own respective system of prayer



May the world enjoy peace and prosperity sans violence and vendetta!

A BLOGGER'S PRAYER

Oh! My Lord, Omniscient-Omnipotent God!
In Thy million creations "blog" gets Thy nod!
Let me be a blogger and sure not a blaggard
Pen is mightier than sword not to go wayward!
Freedom of expression never to be misused
Blogger's honest followers not to be mislead
I write what I want and know- none to edit sure
No censor; my blogging must be noble and pure!
Matters in millions; subjects are aplenty
Great knowledge and nice language are in my kitty
To be used with sense of responsibility
Goddess of knowledge! Bless me with ability!
Bless me with that control, – thoughts not to run riots

Thoughts meant to make noble, inspire and elevate
The society of which I am part and parcel
May my Blog bring peace, joy, food for thought a morsel!

A HOUSE WIFE'S PRAYER

Oh! Divine Mother of all creations
Blessed am I a tool for procreation
Enjoying life as housewife with high education
Which I use to teach my children
Who shall be responsible citizens
And serve the society with all devotion!
Bless me serve my neighbor well
Whose wards look upto me to tell
All they need to stand with strength
And sharpen their mind and spirit in length
Grant me wisdom, love and patience
Make my sweet home abode of Providence!



Prayer depends on the one who prays. It doesn't matter to whom you pray. You are more than enough for a prayer to happen

MY PRAYER AS A WRITER

Oh! Goddess of knowledge and wisdom
Blessed I am to be gifted with the art of writing
Thousands of lines of prose and verse giving
Message of peace and love, unity and compassion
Millions I know read me with veneration
Whom I should not misguide and drive
To wrong ways of life but to noble path to strive!
I know I am not a teacher or preacher
But I have a duty to my readers
Help me think with vision and mission
Present to the society in language of cushion!
Let me serve through my mighty pen
And join the band of noble men
Sure pen is mightier than the sword
Guide me take this world high above board!

DEEPAVALI PRAYER

With a very heavy heart, I make this prayer to the Lord Almighty:
Oh, My Lord the Almighty-Omnipotent, Omniscient and Omnipresent
Can you KINDLY make Society ENLIGHTENED by next DEEPAVALI at least?
Taking sweets and snacks and distributing to kith and kin,
Friends known and unknown, old age homes and orphanages right!

THE PRAYER HAND

PETITION

Asking God for my needs

1 SAMUEL 1:27

INTERCESSION

Praying for others

EPHESIANS 6:18-19

CONFESSION

Agreeing with God
about my sin

1 JOHN 1:9

THANKSGIVING

Thanking God for what
He has done for me

EPHESIANS 5:20

PRAISE

Voicing my wonder
about who God is

PSALM 146:1-2



Wearing new cloths -non ostentatious and simple great!
What an amount of WASTE OF MONEY, ENERGY and AIR POLLUTION?
In silence lies the spirituality and nobility!
Sivakasi has to be taken care of and the thousands of the workers
Have to be protected!
Fire work may be comfortable and pleasant! By no means ATOM BOMBS,
Thousandwalas, Five Thousandwalas, and Ten Thousandwalas!
Costing not in HUNDREDS but in Thousands!
Absolute nuisance for the old and the sick and our animal beings!
For the pleasure of a few seconds of NUISANCE NOISES huge amounts!
If donated to orphanages, children there can get food and apparels!

Kindly remove the MADNESS OF CRACKERS from the minds of the mad!
And make them to take to GREEN FIRE WORK!

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 Aksharamananmalai. He was formerly the Deputy zonal Manager, LIC of India.



“I am in the Last Wagon”

The fear of the Corona Virus has returned. There appears to be a spike in the number of cases in a few States like the Maharashtra, Chattisgarh, Kerala, Assam and Mizoram. A few more provinces are in the borderline of crossing the earlier figures like Karnataka, Tamilnadu and Telengana. Maharashtra has already announced Night Lock Down from 11 pm to 6 am in some districts. There is an apprehension that total Lock Down may be again announced in Maharashtra if the situation does not improve within a fortnight. The Chief Minister has clearly asked the people to select mask or no mask to decide about the Lock Down. The conditions are no better elsewhere too like in Karnataka where the Municipal Commissioner of Bengaluru talks of Lock Down whereas luckily the Health Minister of the State thinks otherwise!



The Future

What is in store for us in the future?

What about the vaccine to be administered?

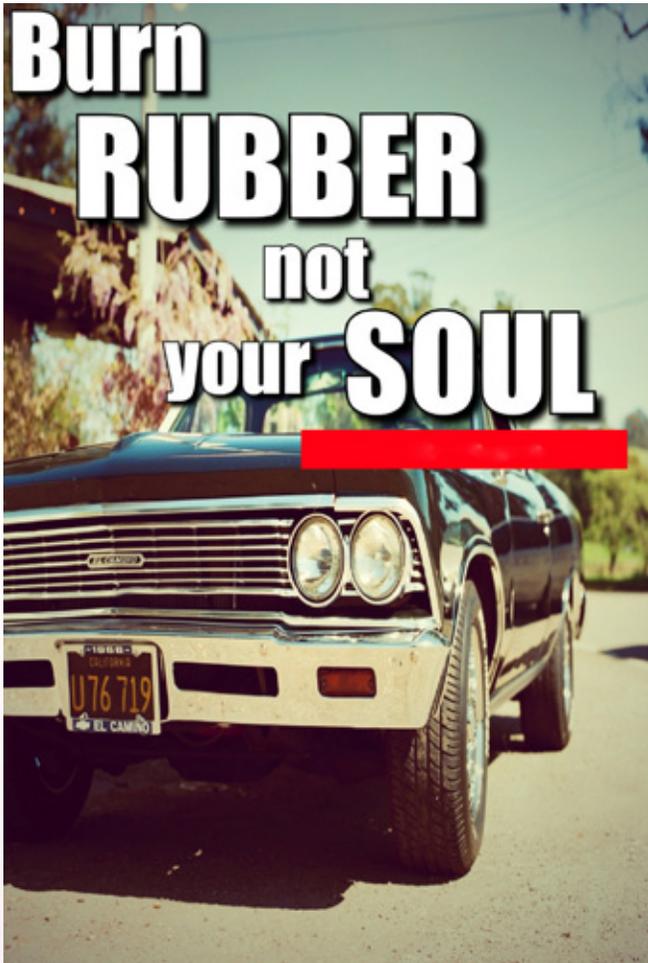
Although the inoculation drive appears to be progressing well and over a crore health workers have been administered the first dose, the pace is not fast enough, as the target is to complete the Frontline staff- three crores people- by March first week and begin the vaccination for the Senior citizens including the persons above age 50 and this target is rather difficult to achieve in the present circumstances.

Anyways the Union Health Minister has given an assurance that the Nation will progress towards its Senior Citizens during March, although the exact date could not be given. Let us hope for the best.

The Mutant Varieties of Covid

More disturbing news is that the new South African variety of the Virus and the Brazil mutant





have entered India. The UK Strain is already there among a few States.

There is an opinion that these mutants are more deadly, more pervasive, more fast spreading and more resistant to vaccines, leading to further scare among the population.

Are the present vaccines being used in India Covishield and Covaxin competent enough to challenge these varieties of the Virus?

The conflicting reports about the efficacy of the vaccines are adding to the confusion.

Are the people already effected once by Covid strong enough to have developed antibodies to show resistance to Virus again and what is their position with regard to the new strains of the pandemic?

When will India develop the herd immunity?

Has opening of Malls and cinema theatres led to this second wave of the corona?

Have we become lax in observing the social distancing protocols like wearing the masks and maintaining distance under the false impression that the worst is over?

Have we started all our social activities once again like attending weddings and other functions, leading to the sealing a few apartment complexes in places like Bengaluru due to a cluster of Covid cases where there were a few community activities?

I think the questions and doubts are endless.

If this is the mindset of a common citizen like me, what is in the minds of the Doctors, Nurses and other Health care staff, who are facing corona affected patients day in and day out?

How many of these Frontline people who have already lost their lives in this losing battle and have become the Silent Warriors? The number has crossed 500 long back in India.

Although the death figures due to the pandemic are quite small compared to our country's population and the number of cases detected – 1 crore and ten lacs- and when compared to the less populated USA- the casualty number has already crossed 5 lacs there- but still the uncertainty and the gloomy atmosphere are staring at our faces.

Sometimes our lives have to be completely shaken up, changed, & rearranged to relocate us to the place we're meant to be.

The Solution

Again it looks that we have to only pray for the Divine Interventions like resorting to Individual Family Prayers- not Mass Gatherings- and remaining at home, washing our hands and wearing masks while going out for essential purposes.

People have to improve their self immunity by observing discipline in food habits and by proper Yoga and physical exercises.

These are the only ways by which we can contain this Virus and fight the monster, although its size is so small and minute.

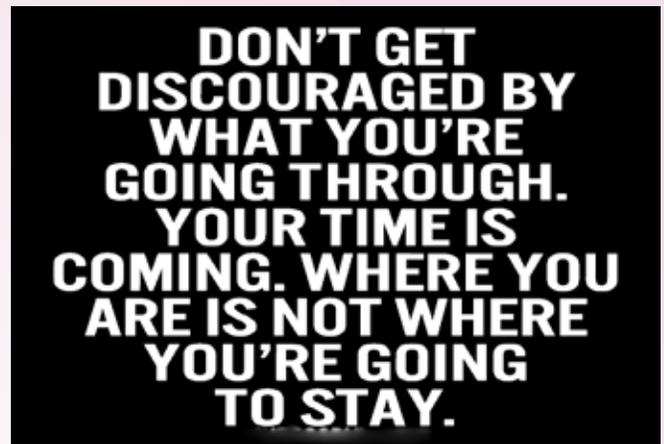
Some times human efforts too fail and the Divine Help is the only answer.

“I am in the last wagon”

I recall a story I read before a few days:

One young boy was taken by his parents to his grand parents’ house by train during every vacation. This time the boy felt that he had become big enough to go alone to his grand parents’ place. He told his father “ Anyways, you are putting me in the train. After an hour when I reach the destination, Grandpa is standing there to receive me. Then what is the problem? I am not afraid to travel alone just for an hour. After all, there are so many people around me! So both of you don’t accompany me this time.”

The parents also felt convinced by this argument. So accordingly, Father put the son in a crowded compartment and wished him “ Bye, Bye.” While leaving, the Daddy gave him a small slip of paper and told the son “ in case you feel strange or uncomfortable at any time, please take this slip and see it” and then put the slip in his shirt pocket and then left. The son did not give much importance to this and felt quite happy and began enjoying the journey looking through the window. Very soon the compartment suddenly became almost empty due



to a large wedding party getting down. Now a mad cap entered the compartment and sat by the side of this young boy and started making strange gestures.

The boy became panicky. He looked here and there, there was just another old passenger in a corner and he was dozing. The son did not know what to do. “ What if this fellow becomes violent and attacks me?”, he began wondering. Then he recalled that his Dad had put a slip of paper in his pocket and told him to look at it, if needed. He took the piece of paper and opened it and saw what was written on it.

“I am in the last wagon of this train. You can get down in the next Station and reach me.”

Immediately the train also halted at the next station and the boy rushed out of the compartment and ran to the last wagon!

What a message!

Yes, Corona can not defeat us, as long as God is with us.

R. Venugopal

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



Demystifying Industry 4.0

Industry 4.0 is the new beginning of the technological era. It is characterized by factories augmented with wireless connectivity and sensors. Cyber-Physical Systems (CPS), Internet of Things (IoT), Industrial Internet of Things (IIoT), Cloud Computing, Cognitive Computing, Artificial Intelligence (AI) are the backbone technologies of Industry 4.0. Their combined capabilities are giving life to the concept of smart manufacturing, smart factory and lights out manufacturing or dark factories. This entire industrial revolution is in the ability of systems to communicate and cooperate with each other and with humans in real-time internally and across the entire product lifecycle. Most of the business owners are mystified by the complexity of industry 4.0 and think that only big enterprises can harness its benefits. But on the flip side, it is less complicated. Because the cost of IoT technology is reducing drastically over a period of time. With 60% decrease in sensors cost over the last decade, the adoption of IoT considerably increased. But before harnessing any kind of technological advancements, it is a necessity to know its background.

Types of Industrial Revolution

Industry 1.0

It is commonly termed as the first industrial revolution. It started when there was a transition from hand production to machine production. It was a result of the use of steam power and water power. But implementation of technologies took a long time between 1760 and 1820 or 1840 in Europe and the US. It contributed significant consequences



to the textile industry who were the early adopters of this revolution. It also made a positive impact on the British manufacturing industry.

Industry 2.0

Between 1870 and 1914, industries stepped into the next industrial revolution called the Second industrial revolution and technological revolution. It was made possible with the implementation of extensive railroad networks and telegraph. This enabled faster transfer of people and ideas. Factory electrification played a major role in modernizing the production line. This is hailed as a period of great economic growth. There was a vast increase



in productivity. But it surged unemployment all over the world since many workers were replaced by machines in factories.

Industry 3.0

The third industrial revolution happened in the late 20th century after the end of two big wars. It is called a digital revolution. It was the beginning of more advanced digital developments. It laid the next significant progress in the development of communication technologies with supercomputers. There was extensive use of computer and communication technologies in the production process.

Industry 4.0 – The term

The term Industry 4.0 or I4.0 or I4 was originated in 2011 by a project in the high-tech strategy of the German government which promoted computerization of the manufacturing sector. It was publicly introduced in the same year at Hannover Fair. In October 2012, a working group on industry 4.0 presented a set of industry 4.0 implementation



to the German federal government. So, industry 4.0 workgroup members and partners were recognized as the founding fathers and driving force behind industry 4.0.

Goals of Industry 4.0

Connectedness

- The connectedness of Machines, devices, sensors, and people
- Establishment of holistic device communication via the Internet of things and the Internet of People

Readers are requested to send their management related questions.

IMPACT will get replies from management experts.

Send your questions to:

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Data-driven

- Appropriate decision-making capability with a vast amount of useful data from different sources across the manufacturing process

Assistance Systems

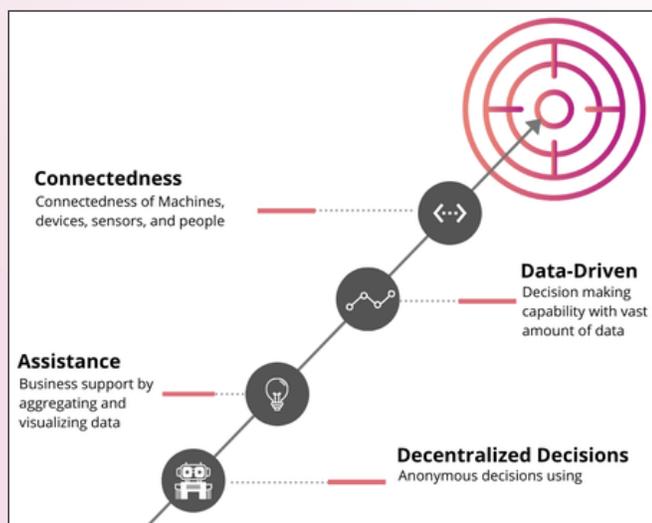
- Business support by aggregating and visualizing data
- Critical decision-making capabilities to solve urgent problems on short notice

Decentralized decisions

- Ability to make autonomous decisions using Cyber-Physical systems

Components of Industry 4.0

The contributing digital technologies for many of the components of industry 4.0 are mobile devices, Internet of Things, location detection technologies, advanced human-machine interfaces, authentication, and fraud detection, 3D printing, smart sensors, big data analytics and advanced algorithms, multilevel customer interaction, and customer profiling, Augmented Reality, Fog, Edge and Computing, Data visualization and triggered real-time training. These technologies are summarized into the below 4 components



- Cyber-Physical Systems (CPS)
- Internet of Things (IoT)
- Cloud Computing
- Cognitive Computing

Impact of Industry 4.0

Industry 4.0 is aimed to replace inefficient traditional automation with automatically coordinated automation using the Internet of Things together with Artificial Intelligence. IoT is expected to impact many areas in the manufacturing and administration sector. Most notably, Services and business models, reliability and continuous productivity, IT Security, Machine Safety, Product lifecycles, Industry value chain, workers' education, and skills, Socio-economic factors on the supply chain of many industries are going to harness its benefits. Industry 4.0 creates an entirely new way of serving existing needs. There are major shifts on the demand side, since growing transparency, consumer engagement and new patterns of consumer behaviour force companies to adapt the way they design, market and deliver the products and services.

Challenges of Industry 4.0

- The lack of unified leadership across the unit coordination is a major setback for a company to harness the benefits of Industry 4.0. Any kind of technological advancement in the

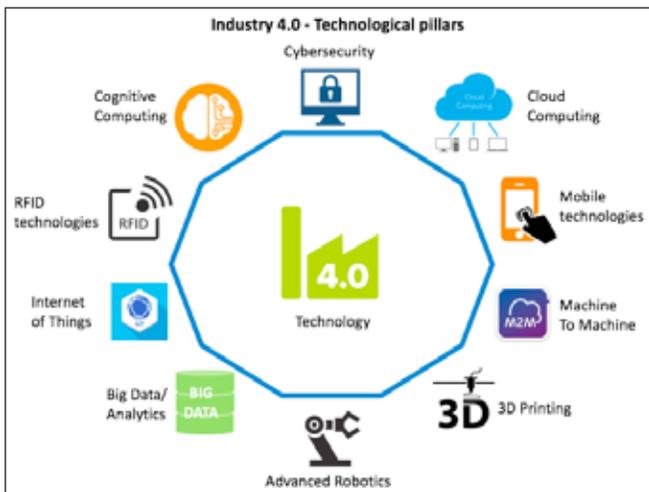
A Broader View of Industry 4.0



production unit needs a unified approval from C level executives.

- When people choose a third-party vendor, the hosting of a vast amount of data generated by the IoT sensors raises data ownership concerns.
- Most companies lack courage to launch a radical digitalization plan.

- Lack of in-house talent to support the digital development hinders the deployment of industry 4.0 initiatives.
- Production facilities are chaotic in nature. It is not necessary to have compatibility with every device and machine on the supply chain. This incompatibility impedes data integration.
- Cyber-attacks are the biggest threat for IoT devices. It is accelerating at an unprecedented rate.



Source: <https://www.inspirisys.com>

Interesting Facts about India

- India never invaded any country in her last 100000 years of history.
- When many cultures were only nomadic forest dwellers over 5000 years ago, Indians established Harappan culture in Sindhu Valley (Indus Valley Civilization)
- The name 'India' is derived from the River Indus, the valleys around which were the home of the early settlers. The Aryan worshippers referred to the river Indus as the Sindhu.
- The Persian invaders converted it into Hindu. The name 'Hindustan' combines Sindhu and Hindu and thus refers to the land of the Hindus.
- Chess was invented in India.
- Algebra, Trigonometry and Calculus are studies, which originated in India.
- The 'Place Value System' and the 'Decimal System' were developed in India in 100 B.C.



India is doing yoga
since 5,000 years

**THE WORLD'S FIRST UNIVERSITY
WAS ESTABLISHED IN TAKSHILA
IN 700 BC**



**MORE THAN 10,500 STUDENTS FROM
ALL OVER THE WORLD STUDIED
MORE THAN 60 SUBJECTS
THIS IS WHY INDIA WAS CALLED
VISHWA GURU**

- The World's First Granite Temple is the Brihadeswara Temple at Tanjavur, Tamil Nadu. The shikhara of the temple is made from a single 80-tonne piece of granite. This magnificent temple was built in just five years, (between 1004 AD and 1009 AD) during the reign of Rajaraja Chola.
- India is the largest democracy in the world, the 7th largest Country in the world, and one of the most ancient civilizations.
- The game of Snakes & Ladders was created by the 13th century poet saint Gyandev. It was originally called 'Mokshapat'. The

World's Highest Cricket Ground



Dharamsala - the name of world's highest cricket ground is located in Chail, Himachal Pradesh. It is situated at a level of 2,144 m high above the sea level (somewhere 7000 feet above from the sea level).

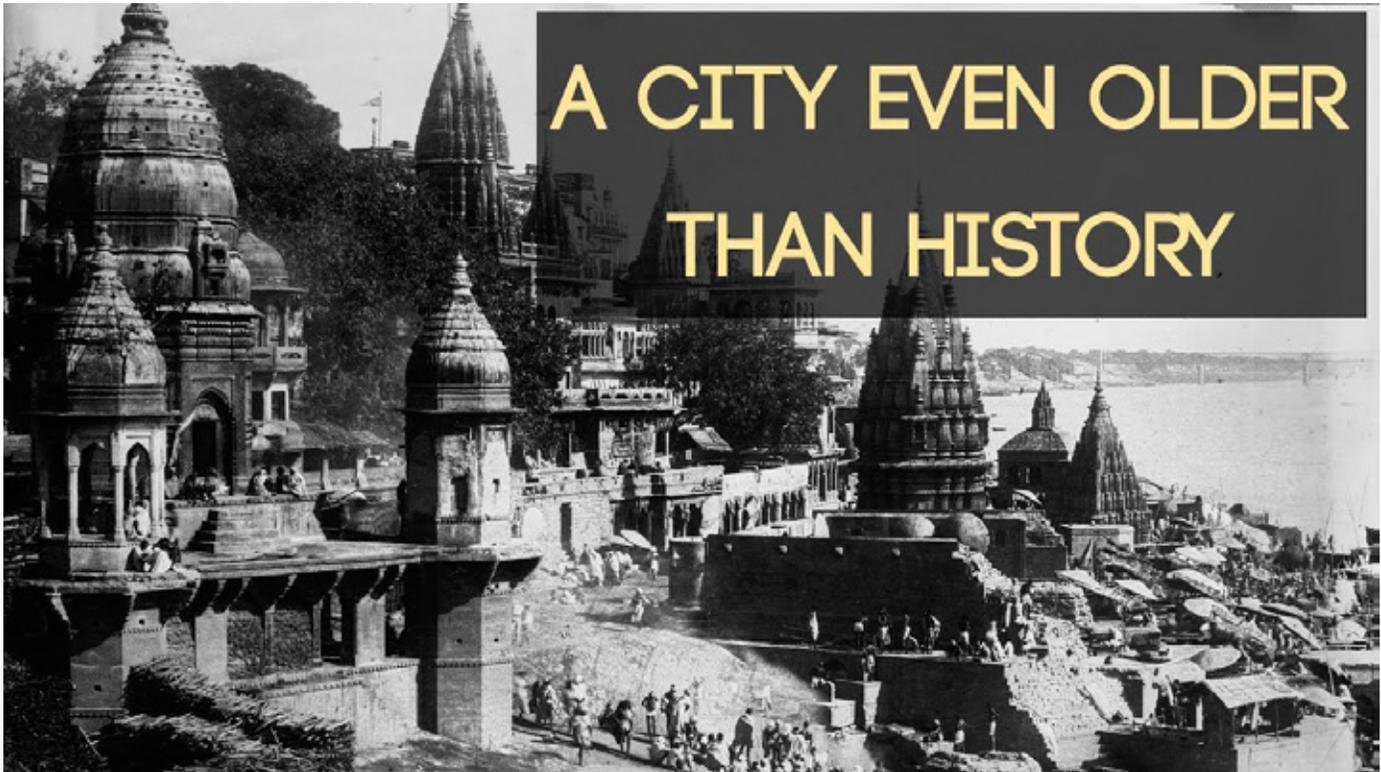
ladders in the game represented virtues and the snakes indicated vices. The game was played with cowrie shells and dices. In time, the game underwent several modifications, but its meaning remained the same, i.e. good deeds take people to heaven and evil to a cycle of re-births.

- The world's highest cricket ground is in Chail, Himachal Pradesh. Built in 1893 after leveling a hilltop, this cricket pitch is 2444 meters above sea level.
- India has the largest number of Post Offices in the world.
- The largest employer in India is the Indian Railways, employing over a million people.
- The world's first university was established in Takshila in 700 BC. More than 10,500 students from all over the world studied

more than 60 subjects. The University of Nalanda built in the 4th century was one of the greatest achievements of ancient India in the field of education.

- Ayurveda is the earliest school of medicine known to mankind. The Father of Medicine, Charaka, consolidated Ayurveda 2500 years ago.

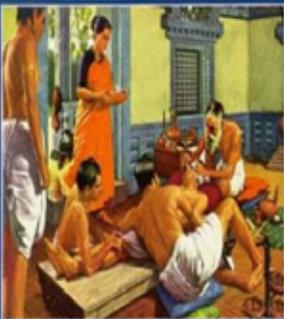




A CITY EVEN OLDER THAN HISTORY

- India was one of the richest countries till the time of British rule in the early 17th Century. Christopher Columbus, attracted by India's wealth, had come looking for a sea route to India when he discovered America by mistake.
- The Art of Navigation & Navigating was born in the river Sindh over 6000 years ago. The very word Navigation is derived from the Sanskrit word 'NAVGATI'. The word navy is also derived from the Sanskrit word 'Nou'.
- Bhaskaracharya rightly calculated the time taken by the earth to orbit the Sun hundreds of years before the astronomer Smart. According to his calculation, the time taken by the Earth to orbit the Sun was 365.258756484 days.
- The value of "pi" was first calculated by the Indian Mathematician Budhayana, and he explained the concept of what is known as the Pythagorean Theorem. He discovered this in the 6th century, long before the European mathematicians.

Sushruta



- Born to sage Vishwamitra, Sushruta is the father of surgery.
- 2600 years ago, he and health scientists of his time conducted complicated surgeries like cesareans, cataract, artificial limbs, Rhinoplasty (restoration of a damaged nose), 12 types of fractures, 6 types of dislocations, urinary stones and even plastic surgery and brain surgery.
- Usage of anesthesia was well known in ancient India.
- He is the author of the book "Sushruta Samhita", in which he describes over 300 surgical procedures and 125 surgical instruments.



DID YOU KNOW?

Ayurveda is the earliest school of medicine known to mankind. The Father of Medicine, **Charaka**, consolidated Ayurveda **2500 years** ago.

The Dalai Lama 60 years in exile



- 1935**
Born July 6 in Taksar, Tibet, as Lhamo Dhondrub
- 1938**
Proclaimed as the 14th incarnation of the Dalai Lama
- 1940**
Officially chosen as **Dalai Lama**, the supreme leader of Tibetan Buddhists
- 1950**
Designated Tibetan head of state. Chinese troops enter Tibet
- 1954**
Meets with China's Mao Zedong
- 1956**
Meets Indian prime minister Nehru
- 1959**
Flees Tibet after a failed uprising. Sets up government in exile in Dharamsala, India
- 1988**
Proposes **Tibet autonomy** to China
- 1989**
Wins the **Nobel Peace Prize**
- 2008**
Calls for dialogue with China after violent clashes in Tibet
- 2011**
Retires as head of Tibet's government in exile, says he may be the last in the lineage to pre-empt any attempt by Beijing to name his reincarnated successor
- 2016**
Meets US President Barack Obama in Washington, DC, his last meeting with a world leader

- Algebra, Trigonometry and Calculus also originated in India. Quadratic Equations were used by Sridharacharya in the 11th century. The largest numbers the Greeks and the Romans used were 10^6 whereas Hindus used numbers as big as 10^{53} (i.e. 10 to the power of 53) with specific names as

- India has the largest number of Post Offices in the world
- India was one of the richest countries till the time of British rule in the early 17th century
- Yoga has its origins in India
- India has never invaded any country in last 10 000 years of history

early as 5000 B.C. during the Vedic period. Even today, the largest used number is Terra: 10^{12} (10 to the power of 12).

- Until 1896, India was the only source of diamonds in the world (Source: Gemological Institute of America).
- The Baily Bridge is the highest bridge in the world. It is located in the Ladakh valley between the Dras and Suru rivers in the Himalayan mountains. It was built by the Indian Army in August 1982.
- Sushruta is regarded as the Father of Surgery. Over 2600 years ago Sushruta & his team conducted complicated surgeries like cataract, artificial limbs, cesareans, fractures, urinary stones, plastic surgery and brain surgeries.

Contribution of India towards Mathematics

“ 0 ”

- ✓ India invented the Number System.
- ✓ Zero was invented by **Aryabhatta**. The place value system, the decimal system was developed in India in 100 BC.
- ✓ **Aryabhatta** was the first to explain spherical shape, size, diameter, rotation and correct speed of Earth in 499 AD.
- ✓ Algebra, Trigonometry and Calculus came from India.
- ✓ Quadratic equations were propounded by **Sridharacharya** in the 11th century.

- Usage of anaesthesia was well known in ancient Indian medicine. Detailed knowledge of anatomy, embryology, digestion, metabolism, physiology, etiology, genetics and immunity is also found in many ancient Indian texts.
- The four religions born in India - Hinduism, Buddhism, Jainism, and Sikhism, are followed by 25% of the world's population.
- Jainism and Buddhism were founded in India in 600 B.C. and 500 B.C. respectively.
- Islam is India's and the world's second largest religion.

ART OF NAVIGATION WAS BORN IN INDIA

The Art of Navigation & Navigating was born in the river Sindh over 6000 years ago. The very word Navigation is derived from the Sanskrit word '**NAVGATI**'. The word navy is also derived from the Sanskrit word '**NOU**'.

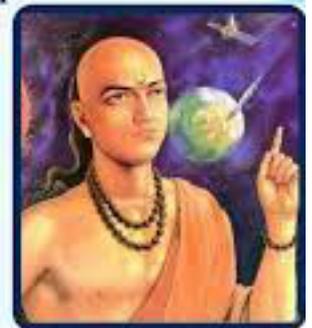
- The oldest European church and synagogue in India are in the city of Cochin. They were built in 1503 and 1568 respectively.
- Jews and Christians have lived continuously in India since 200 B.C. and 52 A.D. respectively.
- The largest religious building in the world is Angkor Wat, a Hindu Temple in Cambodia built at the end of the 11th century.
- Sikhism originated in the Holy city of Amritsar in Punjab. Famous for housing the Golden Temple, the city was founded in 1577.

The game of Snakes & Ladders was created by the 13th century poet saint Gyandev. It was originally called 'Mokshapat'. The ladders in the game represented virtues and the snakes indicated vices. The game was played with cowrie shells and dices. In time, the game underwent several modifications, but its meaning remained the same, i.e. good deeds take people to heaven and evil to a cycle of re-births.



Bhaskaracharya rightly calculated the time taken by the earth to orbit the Sun hundreds of years before the astronomers. According to his calculation, the time taken by the Earth to orbit the Sun was **365.258756484 days**.

Mera Bharat Mahan



- Varanasi, also known as Benaras, was called "the Ancient City" when Lord Buddha visited it in 500 B.C., and is the oldest, continuously inhabited city in the world today.
- His Holiness, the Dalai Lama, the exiled spiritual leader of Tibetan Buddhists, runs his government in exile from Dharmashala in northern India.
- Martial Arts were first created in India, and later spread to Asia by Buddhist missionaries.
- Yoga has its origins in India and has existed for over 5,000 years.

Source: <https://knowindia.gov.in>



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Vedic Maths

What does mathematics have to do with Hinduism? Well, just as the basic principles of Hinduism lie in the Vedas, so do the roots of mathematics. The Vedas, written around

1500-900 BCE, are ancient Indian texts containing a record of human experience and knowledge. Thousands of years ago, Vedic mathematicians authored various theses and dissertations on

mathematics. It is now commonly believed and widely accepted that these treatises laid down the foundations of algebra, algorithm, square roots, cube roots, various methods of calculation, and the concept of zero.

Vedic Math essentially rests on the 16 Sutras, or mathematical formulas, as referred to in the Vedas. Sri Sathya Sai Veda Pratishtan has compiled these 16 Sutras.

Vedic Maths

Quick,
Accurate,
Interesting

↓

Base Multiplication

**SPEED
MATHS**

Base 10 - Above base	Multiplication by 9	Division by 9
$ \begin{array}{cc} +5 & +9 \\ \text{1st} & \text{2nd} \\ \text{15} & \times \text{19} \\ 24 & \ 45 \\ \hline \text{Ans : 285} \end{array} $ <p style="font-size: small; margin-top: 5px;">(15+9 / 5+19) (9x5)</p>	$ \begin{array}{l} 59 \times 99 \\ 58 \mid 41 \\ \hline \text{Ans : 5841} \end{array} $ <p style="font-size: small; margin-top: 5px;">(59-1) (9-5 / 9-8)</p>	$ \begin{array}{r} 2513 \div 9 \\ \underline{5 \ 1 \ 3} \\ + \ 2 \ 7 \ 8 \\ \hline 278/11 \\ \text{Ans : 279 Remainder 2} \end{array} $

The 16 Sutras of Vedic Math

1. Ekadhikina Purvena
(Corollary: Anurupyena)
Meaning: By one more than the previous one
2. Nikhilam Navatashcaramam Dashatah
(Corollary: Sisyate Sesasamjnah)
Meaning: All from 9 and the last from 10
3. Urdhva-Tiryagbyham
(Corollary: Adyamadyenantyamantyena)
Meaning: Vertically and crosswise
4. Paraavartya Yojayet
(Corollary: Kevalaih Saptakam Gunyat)
Meaning: Transpose and adjust
5. Shunyam Saamyasamuccaye
(Corollary: Vestanam)
Meaning: When the sum is the same that sum is zero
6. (Anurupye) Shunyamanyat
(Corollary: Yavadunam Tavadunam)
Meaning: If one is in ratio, the other is zero
7. Sankalana-vyavakalanabhyam
(Corollary: Yavadunam Tavadunikritya Varga Yojayet)
Meaning: By addition and by subtraction
8. Puranapurabyham
(Corollary: Antyayordashake'pi)
Meaning: By the completion or non-completion
9. Chalana-Kalanabyham
(Corollary: Antyayoreva)
Meaning: Differences and Similarities
10. Yaavadunam
(Corollary: Samuccayagunitah)
Meaning: Whatever the extent of its deficiency
11. Vyashtisamanstih
(Corollary: Lopanasthapanabhyam)
Meaning: Part and Whole
12. Shesanyankena Charamena
(Corollary: Vilokanam)
Meaning: The remainders by the last digit

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- * Willing to Learn and Grow

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13. Sopaantyadvayamantyam
(Corollary: Gunitasamuccayah
Samuccayagunitah)
Meaning: The ultimate and twice the penultimate
14. Ekanyunena Purvena
(Corollary: Dhvajanka)
Meaning: By one less than the previous one
15. Gunitasamuchyah
(Corollary: Dwandwa Yoga)
Meaning: The product of the sum is equal to the sum of the product
16. Gunakasamuchyah
(Corollary: Adyam Antyam Madhyam)
Meaning: The factors of the sum is equal to the sum of the factors

Vedic Mathematics consists of Sutras: Natural Formulae:

Why Sutras?

Dr L M Singhvi, the former High Commissioner of India in the UK, who is an avid endorser of the system says: "A single sutra would generally encompass a varied and wide range of particular

applications and may be likened to a programmed chip of our computer age". Another Vedic maths enthusiast, Clive Middleton of vedicmaths.org feels, "These formulas describe the way the mind naturally works, and are therefore a great help in directing the student to the appropriate method of solution."

A Simple & Easy System Try These Out!

- If you want to find the square of 45, you can employ the Ekadhikena Purvena sutra ("By one more than the one before"). The rule says since the first digit is 4 and the second one is 5, you will first have to multiply 4 (4 +1), that is 4 X 5, which is equal to 20 and then multiply 5 with 5, which is 25. Viola! The answer is 2025. Now, you can employ this method to multiply all numbers ending with 5.
- If you want to subtract 4679 from 10000, you can easily apply the Nikhilam Navatashcaramam Dashatah sutra ("All from 9 and the last from 10"). Each figure in 4679 is subtracted from 9 and the last figure is subtracted from 10, yielding 5321. Similarly, other sutras lay down such simple rules of calculation.

Source: <https://www.learnreligions.com>

Author: **Subhamoy Das**

Mr. Subhamoy Das is the co-author of "Applied Hinduism: Ancient Wisdom for Today's World." He has written several books about Hinduism for children and young adults.

SOLVE IN SECONDS

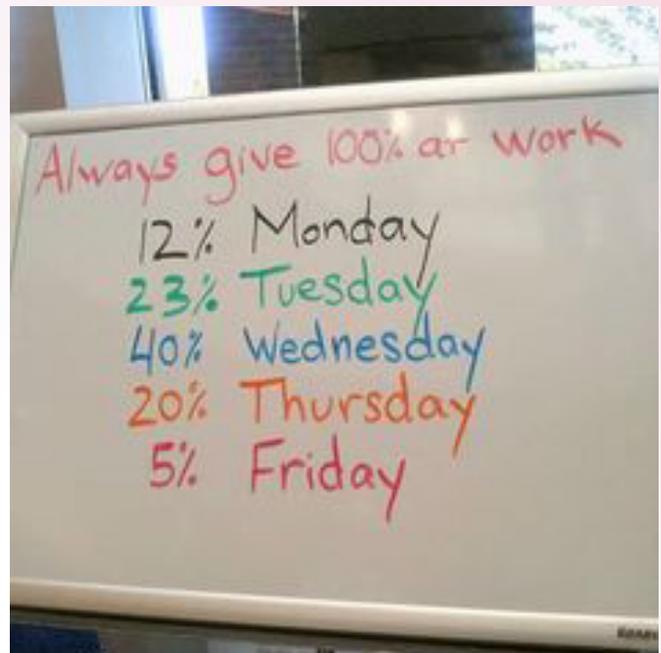
$$\begin{array}{r}
 993 \quad - \quad 7 \\
 \times 996 \quad - \quad 4 \\
 \hline
 989028
 \end{array}$$

1. Both the numbers are closer to base 1000
 2. 993 is 7 less than 1000 & 996 is 4 less than 1000
 3. (-7) X (-4) = 28. Since base is 1000, we use 028
 4. 993-4 OR 996-7 i.e. 989
 5. So the answer is 989028.

VEDIC MATHS

Humour

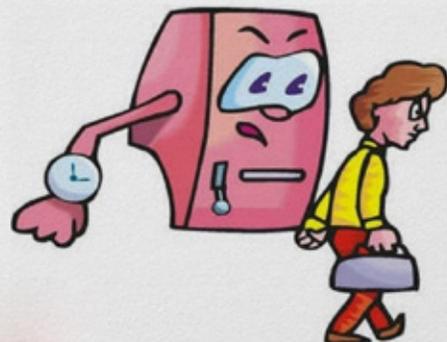
Why is Monday
so far from
Friday, and
Friday so close
to Monday?



My week is basically:

- Monday
- Monday #2
- Monday #3
- Monday #4
- Friday
- Saturday
- Pre-Monday

I'VE INSTALLED A NEW
TIME CLOCK.
IF YOU PUNCH IN LATE
IT PUNCHES YOU BACK



When you wake up at 6 in the morning, you close your eyes for 5 minutes and it's already 6:45. When you're at work and it's 2:30, you close your eyes for 5 minutes and it's 2:31.

It's a little disheartening when your co-workers get paid more than you and you still have to show them how to send an e-mail.



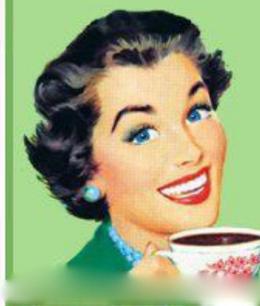
"Anyone can do any amount of work, provided it isn't the work he's supposed to be doing at that moment."

ROBERT BENCHLEY



Everyone Brings Joy to this office
Some when they enter
Others when they leave

Here's to another day of outward smiles and inward screams.



Woman'sDay

Appraisal month
Work is worship.

Rest of the months
Work is a warship.



One Page Calendar 2021

Dates					Feb	Jun	Sep	Apr	Jan	May	Aug
					Mar		Dec	Jul	Oct		
					Nov						
1	8	15	22	29	Mon	Tue	Wed	Thu	Fri	Sat	Sun
2	9	16	23	30	Tue	Wed	Thu	Fri	Sat	Sun	Mon
3	10	17	24	31	Wed	Thu	Fri	Sat	Sun	Mon	Tue
4	11	18	25		Thu	Fri	Sat	Sun	Mon	Tue	Wed
5	12	19	26		Fri	Sat	Sun	Mon	Tue	Wed	Thu
6	13	20	27		Sat	Sun	Mon	Tue	Wed	Thu	Fri
7	14	21	28		Sun	Mon	Tue	Wed	Thu	Fri	Sat

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