

# VOLTECH **VISTA**

QUARTERLY MAGAZINE OF VOLTECH GROUP

JANUARY - MARCH 2018

WOMEN'S DAY EDITION





**Best**  
Women Employees  
of the year 2017-2018



**STAY  
POSITIVE!!**



## What's In...

Voltech Engineers Pvt. Ltd.	12
Voltech Manufacturing Co. Ltd.	29
Voltech O And M Services Pvt. Ltd.	32
Voltech HR Services Pvt. Ltd.	40
Asia Power Electrical LLP.	42
Events & Celebrations	43
Women's Day Special II	53
Corporate Social Responsibility	60
Interview	62
Employees Corner	76
Wedding Moments	79

### DESIGN & LAYOUT

Mr.Mohammed Hafeez.V.H  
Sr.Graphic Designer

### EDITOR

Mr.Kishore Thomas John  
Sr.Executive - HR

# MD's Desk



The January-March interphase would go down in our company books as our most enterprising quarter in history. Across every major division and company, orders poured in, reinforcing our grip and hold over the market, and contributing enormously to our brand equity. IC-M1 received a mega purchase order worth over Rs. 20 crores from L&T. IC-M1 continues to present strong financials fiscal-on-fiscal with a steady stream of orders and business solicitations. Noteworthy among them are major multimillion rupee contracts received from Hyderabad and Bangalore. IC-M2 and IC-M3 also received substantial purchase orders. Small steps pave the way for giant leaps. IC-M4 made its presence felt in the market with a major order exceeding 1 crore for its battery chargers. IC-M5 cut its teeth into the market with nascent orders for its flameproof equipment coming in from the Pharma sector. IC-D3 had bagged a major contract order with NPCL.

Voltech's presence is now ubiquitous across 20 industries and over 7 major business sectors both at India and overseas. The brand has come to resonate a pristine and marquee standard of quality and commitment that has endeared us to our clientele. With its business focus entering into new areas of industry every day, the Voltech brand, in its quest to become a truly global conglomerate has found the need to strategize and plan for the years ahead.

The commencement of 2018 has brought strategic planning into our boardroom and our divisions. With the 2025 action plan in its operational phase, it was crucial to review strategic procedures and evaluate our present capabilities within the market to plan for what lay ahead. The process took entire weeks, as personnel from each and every company presented self-appraisals at review meetings. This allowed me to obtain a holistic picture about the performance of the group. Some of our divisions have become pillars which sustain revenue and maintain liquidity in the market. Other divisions face challenges, and often consume resources from the productive

divisions. Plotting the profitability and operational flows across the company helped us to understand cost-centres and profit-centres and re-allocate resources in accordance to the call of necessity.

The reviews and planning were conducted in a bottom-up approach. Each division used a Balanced Scorecard method for constructing its strategic map for measuring alignment while personnel employed within our divisions worked on the Key Performance Attribute (KPA), writing out job descriptions, mapping out in exact details how they contribute. That way, Management could accurately assess the value and expendability of resources and align these requirements to the corporate's long term mission and vision.

Strategy plans bring with it the tough decisions that need to go alongside. I've learned from my many years in the industry that one needs to be ruthless in order to survive in a highly competitive market. The reviews allowed us to identify key performers, movers and shakers, while also having to sit down and talk to those who needed to rise to the challenge. Redistribution and pruning had to follow in some cases to streamline the resources most efficiently. Voltech as a brand now presents a formidable front in a market dogged by competition. A natural consequence of this phenomenon would be the industry shakeout and consolidation which will follow in due course. Perhaps the finest testament to our prowess is the increased interest our company has attracted from blue-chip billion dollar players across the world. In this quest, I ask every one of our dear shareholders to hold fast to our vision and guiding principles and pave the way for the future which we endeavour to co-create in consociation.

Last but certainly not the least, this issue has been dedicated to the women of Voltech who have proved their worth in gold over the last 22 years. I owe much to these mothers, sisters and daughters who have been a pillar of strength for the Voltech group for the last 2 decades. I hope to see their renewed and energetic participation in the years to come.

*Strategy is about making choices, trade-offs;  
it's about deliberately choosing to be different.*

—Michael Porter

Mr. M. Umapathi  


# Vistorial

There is a sublime ineffability of the inevitability of time. Times change. People change. And the identities of many organizations—perhaps not all of them—change right along with them. Evolution is a powerful ally in the grand construct of creation. When a brand or organization needs revitalization and a boost of energy, however, it is not just the logo that needs to change. The change needs to be reflected within the core-critical systems that constitute the building blocks of these businesses. And this implies careful introspection and redesign of the organization's evolutionary DNA.

Talking about evolution, within the human species, it is women who understand and respond to change better than their male counterparts. Contemporary times are a witness to this. For a brand or a corporate organization to evolve and strategy to be inclusive, women form an indescribable but inalienable part. Their contribution to making the world a better place has been so reticent, that history would have to reflect as to whether they have truly received their due. Contemporary society's sexist point-of-view has chosen to disparage rather than celebrate those characteristics women bring into the corporate world. This has created considerable hardships and setbacks for the fairer sex, which has become the focal point of this current issue.

Scientists in general have come to a consensus that women are superior to men by design. Therefore, from a purely evolutionary perspective, their presence and inclusion within the corporate sphere is an imperative. It is the staunch adjudication of our AGM HR, that many of the organizational policies of the corporate world need a major overhaul, to be more supportive and accommodative of women. These especially revolve around concepts of flexi-work, work from home options, maternity, security, etc. It is a rarity of sorts to find organizations in India that have well-established, strong and robust support systems catering to women. For now, it has only been a system of paying casual lip-service. Support networks are crucial for overcoming the obstacles and constraints women face at the workplace, and it is tantamount for corporate organizations to focus on building these capabilities, especially

for women. Within this context, the Editorial team of Vista lauds the efforts of the AGM HR in systemically bringing about such practices and changes within the organization's cultural vernacular and imbibing these practices within its core DNA.

A critical piece of this contemporary civilizational puzzle is also enabling the construction of infrastructure outside of work to enable care for children, elders, etc. taking into account prevalent social norms and practices which have primarily made them a woman's responsibility. Industry organizations and MNCs should also see how these can be strengthened to enable greater number of women to join the workforce and stay in it. Voltech's efforts in this sphere are truly praiseworthy, as the systems and processes it has instituted has ensured that more than 50% of the workforce in key corporate offices and establishments are populated and administered by women. It is not only the foresight of the founder directors but also their vision of a grand strategy for an organization that has its eyes affixed firmly on the future, to foster a culture that evolves with the times, and if necessary to lead it in the direction that others must follow. Voltech in this sphere, strives to set the standards for others to emulate, and forge a communication setting that has diversity as its core value.

The present issue of Vista is but a small tribute to the giant leaps that this company has made since its humble beginnings 22 years ago, which would have been impossible, if not for the women who have toiled and borne a disproportionate share of the burden to bring it to the firm ground in which it proudly stands today. These women are pioneers, visionaries, pathfinders, leaders among men and the very doyens of excellence that the world has come to admire us for. Voltech pays homage to these luminaries, and gazes wondrously at their genius, as these titans steer the great ship of business, holding the keys to the future, ushering in a new era for the company's legacy. Today, these women have changed the face of the energy industry by ensuring freedom and protecting India and her interests around the globe.



**"Women have always been the strong ones of the world"**



## Designer's Note



It's just cold hard opinion: The aura of design is best expressed simply. Some of the finest works of art and design have encapsulated the idea of simplistic lines and curves, inflating, floating, twisting and glittering them to create magical masterpieces, dazzling shows of magic, and seductive works of art in a truly sublime experience. As a designer, I realize that the smartest way to gain exposure to the attention of a genteel and sophisticated audience, who have a discerning taste and refined aesthetic, is to share my vision while artfully addressing the challenges faced by my person, the connoisseur, the casual observer, the design world and the planet at large. My philosophy is in creating art that means something to people.

Humans have to tools to judge and pass judgment. With the concept of resilient design and resiliency becoming an integral part of professional practice, I as a builder and creator am compelled to create thoughtfully, and without waste. This brings to the forefront, the issue of sustainable design. While definitions are still emerging within the field, I surmise the simplest description as one that reduces its footprint and impact on the environment. And I should know better. In the past, tenders for the magazine have caused huge chunks of waste, with discarded materials and issues where the print quality caused them to be disposed. I comprehend and understand the environmental implications of such incidents, and have worked hard over the past months to reduce them for the sake of the world in which I live in.

"In this great big world where everything is disposable, how do I actually to create things that matter? Things that mean something to people?" This question has made me introspect, that instead of asking what was the influence of modern computer aided design on the art world, I needed to fundamentally invert the question: "What is the influence of artists such as I in controlling design, and so how much is the designer in control of his environment?"

I humanize digital reality within a sustainable ideal. I understand the possibilities and limitations of the tools I use, while seeking to enhance interactivity, where pages can stimulate viewers to respond positively. Perhaps this is the progression of the positivist ideal that began more than a century ago, where the anthropocentric philosophy defined a human sphere of control over the built and unbuilt environment. It is even better that computers today emulate, control and imitate natural phenomena evolving into an all-encompassing macrocosm of art.

Ironically however, my work goes only as far as my reach as a human being. The complex algorithms that I use and device are ultimately limited by my skills and abilities, and only attain the expectation of the limits of my imagination. I often wish that the processing power of artificial intelligence and the digital environment would help me explore the far side of the universe of art and design. It would be like an explorer going into the unknown, the abyss, the void, the chasm- discovering the crevasse and the depth of the uncharted creative...

*Your friend in creation,*

**Mohammed Hafeez.V.H**  
Sr.Graphic Designer



Follow us @





**IC - D1**

Independent Company  
Domestic 1

## New Orders

### Northern Region

- Testing & Commissioning and site management services of Solar Projects at 9 substations through GET & India Limited - Value of **13MINR**
- Testing and Commissioning for TR-508 at Jabalpur package through Kalpataru Power Transmission Limited- Value of **2.35MINR**
- Testing & Commissioning of Electrical equipment at Ghaziabad through M/s. Larsen & Toubro Limited Construction - Value of **1.7MINR**
- Testing & Commissioning of 765/400 KV GIS Substation at Khandwa & Dhule Project through M/s. Siemens Limited - Value of **1.29MINR**
- Providing Assistance / Maintenance-work, replacement/ servicing of ACB's / VCB's / UPS / Battery / Battery Chargers and providing skilled breaker personnel (off-shore) through M/s. Nison Consultants Pvt. Ltd- Value of **726,000INR**.
- Testing & Commissioning of 220/132KV GIS Substation at Barashat through M/s. Siemens Limited- Value of **586,000INR**.

### Western Region

- Testing & Commissioning of 400/220KV GIS Substation of Morena through ABB Private Limited- Value of **1.6MINR**
- Testing & Commissioning of GIS Substations at Morena through ABB Private Limited - Value of **572,000INR**
- Testing & Commissioning of 400KV GIS S/S for KPLT Darbhanga extension through TBEA Energy (India) Pvt. Ltd- Value of **580,000INR**.
- Testing & Commissioning of electrical equipment for Saurashtra Chemicals through M/s. Siemens Limited - Value of **396,000INR**.

- Testing & Commissioning of GIS Substations through ABB Private Limited - Value of **196,000INR**.
- Testing & Commissioning of Transformer/HT Panel at RIL CFDV projects, Patalganga, Rasayani, Maharashtra through Forays Services & Construction Private Limited- Value of **138,000INR**.

### Southern Region

- Testing & Commissioning of Electrical, Instrumentation and Automation at NMDC Nagarnar Project Amendment-II through Tata Projects - Value of **3.13MINR**
- Testing & Commissioning of Electrical Equipment at URM Bhilai Amendment-VI through ABB India Limited - Value of **1.6MINR**
- Testing & Commissioning 230KV AIS Bays & 110KV Bays at Neyveli through BGR - Value of **1.6MINR**
- Testing and Commissioning of Electrical Equipment Services at ITC Ltd, Bhadrachalam, Talangana through Sterling and Wilson Private Limited- Value of **1.4MINR**
- Testing & Commissioning of Electrical Equipment at our Kolhapur Project site through M/s. KGN Electicals - Value of **1.17MINR**
- Testing & Commissioning of Electrical Equipment 400KV Substation at PGCIL through KSA Power Infra Pvt Ltd- Value of **800,000INR**
- Testing & Commissioning of 220/33KV Pooling Substation & 220KV Terminal Bays at Gadag through KSA Power Infra Pvt. Ltd. Value of **723,000INR**.
- Testing & commissioning of electrical equipment at CMRL, Chennai through M/s. Siemens Limited- Value of **660,000INR**.



## New Orders

### Eastern Region

- Testing & Commissioning of 765/400KV GIS Substation at Jharsuguda through Techno Electric & Engineering Co. Ltd - Value of **598,000INR**.
- Testing & Commissioning of 132KV Switchyard Equipment at Vedanta Limited Site, Lanjigarh, Odisha through KBS EL-CONS & Consultants Pvt. Ltd-Value of **345,000 INR**.
- Testing & Commissioning of Operational Support at Chitra Amendment through The Electric House - Value of **936,000INR**.
- Testing & Commissioning of 132/33KV Substation at Basna, Berla & Bhakra Substation, Chhattisgarh through GET&D India Limited- Value of **1.1MINR**
- Testing & Commissioning of 132KV GIS Substation at Khuntuni through ABB India Limited - Value of **590,000INR**.
- Testing & Commissioning work at Hamirpur Substation through EMC Limited - Value of **885,000INR**.
- Testing & Commissioning of 132KV Substation at various site through GE T&D India Limited - Value of **1.28MINR**
- Testing & Commissioning of 400KV at Sīchar through Sterling & Wilson Pvt. Ltd- Value of **535,000INR**.

### Solar & Water

- Testing & Pre-Commissioning of Electrical Equipment solar Projects at Sira through Larsen and Toubro Limited - Value of **722,000 INR**
- Testing & Commissioning of 22MWp/20MW HFE SPV Plant at Chittapura through Larsen and Toubro Limited - Value of **519,000INR**.

- Testing & Commissioning of 22MWp/20MW HFE SPV Plant at Chikkanayakanahalli through Larsen and Toubro Limited - Value of **445,000INR**.
- Testing & Commissioning of 22MWp/20MW HFE SPV Plant at Gangavathi through Larsen and Toubro Limited - Value of **580,000INR**.
- Testing & Commissioning of Solar Plant at Mulbagal and Shirahalli Sites through Schneider Electric India Pvt. Ltd- Value of **540,000INR**.
- Testing & Commissioning of 12MW Bial at Yaragatti Project Site through Bosch Limited - Value of **360,000 INR**.
- Testing & Commissioning of Solar Plant at K.M Pali, Aravapally, Raibag site through Mytrah Energy (India) Private Limited - Value of **1.16MINR**

### ONG

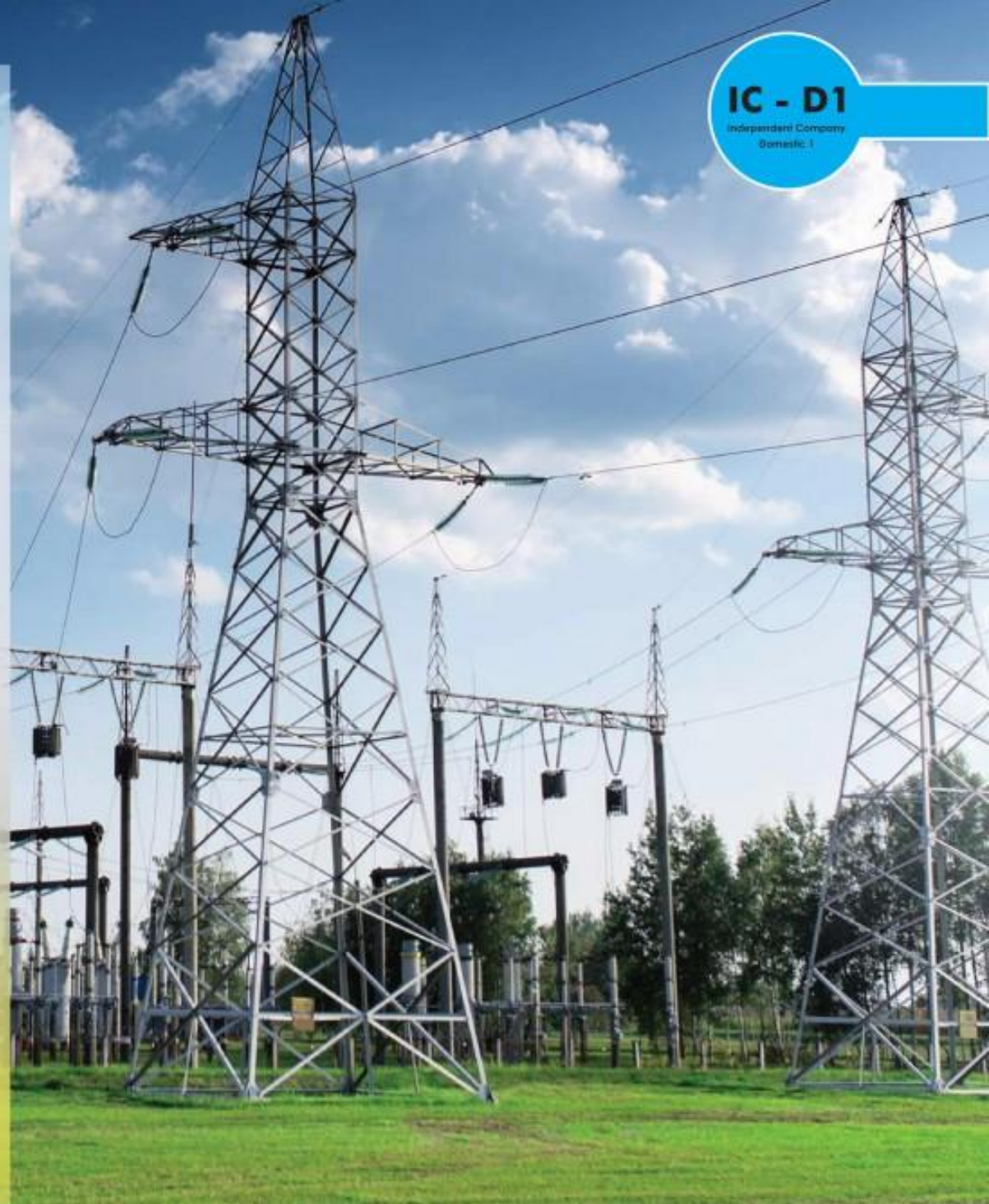
- Testing & Commissioning of 6.6KV Motor onsite at Paradeep through Praxair India Private Limited - Value of **500,000 INR**.

### HVDC

- Service for HVDC Operation & Maintenance Engineers at M/s. PGCIL + 800KV HVDC Champa Amend through M/s. GE T&D India Pvt. Ltd - Value of **7.1MINR**
- Service for HVDC Operation & Maintenance Engineers at M/s. PGCIL + 800KV HVDC Champa through M/s. GE T&D India Pvt. Ltd - Value of **10.08MINR**
- Service for HVDC Operation & Maintenance Engineers at M/s. PGCIL + 800KV HVDC Kurukshetra Amend through M/s. GE T&D India Pvt. Ltd - Value of **11.2MINR**

IC - D1

Independent Company  
Domestic 1





## MOU with PSNA College of Engineering & Technology



Our CMD Shri. M. Umapathi, addressing about our Voltech Group & Voltech Centre of excellence

As part of Voltech's unwavering commitment to its community, the company has signed a Memorandum of Understanding (MoU) with PSNA College, Dindigul, Tamilnadu which outlines a framework for the two institutions to provide students with crucial insight into the industrial environment.

On the signing, the Managing director, Mr. M. Umapathi said; "It is a great privilege to be able to support young minds and enterprising students from PSNA College of Engineering and technology, as they carry out their studies and prepare to embark on their careers."

"At Voltech we believe in nurturing great talent and recognize that experience in an international organization not only provides students with insight into their chosen field and how business done, but can also give them a competitive edge when applying for jobs."

The MOU outlines a number of areas for mutual collaboration aside from developing students' holistically through internships and guest lectures.



Accord inked between our CMD Shri. M. Umapathi & Pro Chairman Shri R. S. K. Raghuram of PSNACET



Our CMD Shri. M. Umapathi addressing the press meet.



Exchange of Accord



Our team @ PSNA College of Engineering & Technology.

## IC - D3

Independent Company  
Domestic 3

### New Orders

- We bid the tender with M/s, Nuclear Power Corporation of India Limited – KKNPP for "Maintenance and operational support for communication network, PA and CCTV systems at KK site & Township for two years (2017-19)" and successfully received an Order worth **11.3MINR**
- We have received repeat orders from M/s, BGR energy Systems Limited, North Chennai Project for the supply & service of CCTV System. Project valued at **3.1MINR**
- We have received another order from M/s, BGR energy Systems Limited, North Chennai Project (Labour Colony) for the supply & service of CCTV System, Project valued at **702,816 INR**
- We have received an order from M/s, BorgWarner Morse Systems India Private Limited for Thiruvallur City Surveillance System project, for the supply of cables and accessories valued at **103,200 INR**
- We have successfully commissioned & completed Dr. Narla Tata Rao Thermal Power Station Stage-V (1x800 MW), CCTV System Project site through M/s, BGR energy Systems Limited, Vijayawada.
- We have successfully commissioned & completed North Chennai Thermal Power Plant Stage- III (1x800 MW), CCTV System Project site through M/s, BGR energy Systems Limited, Ennore & Puzuthivakkam

### Achievements



Our Engineer Mr. M. Raja has received Best Safety award from M/s. Larsen & Toubro for the Hyderabad City Surveillance project.

## IC - D5

Independent Company  
Domestic 5

### Development

- Electrical- We have providing Testing & commissioning for TBEA Energy India pvt Ltd- karalkudi site with project value of **2.6 MINR**
- Instrumentation- we are executing order for RELIANCE INDUSTRIES LIMITED with project Value of **7.0MINR**
- We have successfully completed Deployment of Testing Team For C & I work at HCL- Kaldio Project.

### New Project

- We have received an order for Erection & Commissioning from M/s, Thermax Instrumentation Limited, Godavari Andra Pradesh worth **2.1MINR**.
- We have received an order for Instrumentation scope of work, preventive Maintenance under Turnaround-2018 at Salalah Methanol Company – Omen worth **8.5 MINR**.

## IC - ENGINEERING

Independent Company - Engineering

### New Order

- Engineering Consultancy for 220kV GIS substation & EBOP CCCC, at Bhola, Bangladesh, Valued at **4.2MINR**



# PRODUCTS

## Major Orders

### Order Execution

- Volttech IC Solar Successfully Supplied from L&T Construction 100nos of 1kW for IPDS Bihar Projects - Total Value Worth around - **11MINR**
- Volttech IC Solar Successfully Supplied from TATA Projects Limited 191nos of 1kW for IPDS Project-Total Value Worth around - **26.5MINR**
- Volttech IC Solar Successfully Supplied from Bajaj Electricals 87nos of 1kW for IPDS Projects - Total Value Worth around - **8.8MINR**

### Order Received

- We Volttech IC Solar received Purchase Order from KRYFS 102nos of 1kW for IPDS Projects -Total Value Worth around - **13.2MINR**

**IC - SOLAR**  
Independent Company  
Solar



Purchase Order received from TATA Projects Ltd.



Purchase Order received from L&T Construction



**IC - IN1**

Independent Company  
International - 1

## International Business

## Services

### QATAR

- Successfully commissioned Phase 11 Learige substation through M/s. Siemens LLC.
- Successfully commissioned Phase 12 Qatar Cool substation through M/s. Siemens LLC.
- Successfully commissioned Phase 12 Al Wukair 11 through M/S Siemens and Elsewedy Electric.
- Successfully commissioned Phase 11 DIB through M/s. Siemens LLC.
- Successfully commissioned Phase 11 AL Wukair-1 through M/s. Siemens WLL
- Successfully commissioned Phase 12 Al Sakhama through M/s. Siemens WLL.
- Successfully commissioned Phase 11 Al Bhaaya through M/s. Siemens WLL.
- Successfully commissioned Phase 12 Lusial metro through M/s. Siemens LLC.
- Successfully commissioned Phase 11 Al Markiyah through M/s. Siemens LLC.



Phase 11 Learige Substation



Phase 12 Qatar Cool substation



Phase 12 Al Wukair 11



Phase 11 DIB



Phase 11 Al Wukair-1



Phase 12 Al Sakhama



Phase 11 Al Bhaaya



Phase 12 Lusail metro



MD visits our new store



Voltech Qatar Pongal celebrations.

## U.A.E

- Successfully commissioned 132/11kV Sustainability- DEWA Substation through M/s.EEE



132/11kV Sustainability- DEWA Substation

## International Business

### OMAN

- Our Engineers, Mr. Arun Kumar and Mr. Balasubramanian have cleared stage-2 of DCRP approval.

### BAHRAIN

- Order received from M/s. Siemens for 400kV EWA, ALBA Substation.
- Order received from M/s. Efacec - Portugal for EWA Project

#### • Our New Office Address

Falcon Towers, Building No: 60, Road 1701, Area 317, P.O. Box 1714, Diplomatic Area – Manama, Kingdom of Bahrain

### UGANDA

- Successfully completed the 11kV feeders-18 nos. modification suitable for DCS operation to M/s. Kakira Sugar Ltd.
- Successfully completed the schematic modifications in 33kV GIS at Fortportal substation for M/s. Siemens Ltd.
- Successfully commissioned the 132/33kV Uetcl Fortportal substation for M/s. Siemens Ltd.
- Successfully executed the Installation, Testing & Commissioning of 1.6MVA transformer to M/s. Kakira Sugar Ltd.

### TANZANIA

- Order received from M/s. Sangas for transformers and breakers as well as shut down maintenance jobs at Dar-es-Salaam

### SRI LANKA

- Successfully recruited and deployed 49 nos. of transmission line erectors slot 3 to M/s. CEYLEX Engineering for their various project sites in Sri Lanka.
- Order received from M/s. Hyosung, Korea for T&C of greater Colombo substation projects.

IC - IN1  
Independent Company  
International - 1

### NIGERIA

- Successfully executed the testing & commissioning of 11KV Switchgears for M/s. Petrosa Global at Olam Crown Flour Mill – Apapa.



T&C of 11KV Switchgear for M/s. Petrosa Global

- Successfully executed the shutdown maintenance of LT Breakers for M/s. PZ Wilmar.



Shutdown Maintenance of LT Breakers for M/s. PZ Wilmar

### NIGER

- Order received from M/s. NCN Cements Niger for Commissioning of 132 KW switchyard projects in Malbaza – Niger.

### ZIMBABWE

- Order received from M/s. Sterling and Wilson India for commissioning of two numbers of solar power plant projects (65MW Layyouna and 55 MW Ouazazate) in Morocco

**MOZAMBIQUE**

- Order received from M/s. IHI Japan for mechanical and E&I Commissioning of 110MW Maputo gas-fired power plant.
- Successfully executed the Commissioning of our first GT gas-fired unit for M/s. IHI Japan.

**Products**

**TANZANIA**

- Successfully executed the order received from M/s, Maisha Bottlers & Beverages Ltd for the supply of 3000 BPH Line Main PDB and PDB for chiller, preparation and cooling.

**NIGERIA**

- Successfully executed the order received from M/s, Sapele Power LLC, Nigeria for the supply of **Electronic Governing System** and upgradation of governing system at 120MW power plant.
- Order received from M/s, SiWa Technical & Allied Services for the supply of Instrumentation Materials.

**RWANDA**

- Successfully supplied the 500 drums of Transformer Oil to M/s. Energy Utility Corporation Ltd

**MD's Trip to Japan**



Our MD with M/s. TPSC Team



Our MD and Voltech's Japan representative, Mr. Mitsuhiro Michael Kashimoto with M/s. MELCO Team

**MOROCCO**

- Order received from M/s. Sterling and Wilson India for commissioning of two numbers of solar power plant projects (65MW Layyounne and 55 MW Ouarzazate) in Morocco

**MOZAMBIQUE**

- Successfully executed the order received from M/s. RG Industries, SA for the supply of 750KVAR AFPC Panel.
- Successfully executed the order received from M/s. GS Tobacco, SA for the supply of B00A ACB Panel.

**OMAN**

- Successfully supplied the transformer consumable materials to M/s. Shaheer United Trad & Cont. Co.

**MALAWI**

- Successfully executed the orders received from M/s. Apollo International Ltd for the supply of battery charger and batteries for their Malawi Project.
- Successfully executed the order received from M/s. Apollo International Ltd for the supply of testing equipment for their Malawi Project.



Thailand

**New Orders**

**SINGAPORE**

- Order received from PT. ABB PTE LTD, Singapore for Installation Supervision, Testing and Commissioning Supervision of 150 KV GIS Substation in APR.Kinchi Project at Indonesia - Value of Order **USD 30,000/-**

**CAMBODIA**

- Order received from M/s. Cambodian Energy Limited, Cambodia for As Built Drawing Preparation for 230KV Switchyard and MV System at Cambodia - Value of Order **USD 8000/-**
- Order received from M/s. RMS Quality Pte Ltd ,Singapore for Boiler Manager Service of 150MW Sihanoukville CEL2 Coal Fired Power Plant at Cambodia-Value of Order **USD35,000/-**
- Order received from M/s. RMS Quality Pte Ltd ,Singapore for Boiler Manager Service of 150MW Sihanoukville CEL2 Coal Fired Power Plant at Cambodia-Value of Order **USD 50,000/-**

**THAILAND**

- Order received from M/s Grid Solution (Thailand) Limited, Thailand Ltd for Testing and Commissioning Supervision of 5 Wind Farm T3 Substationat Thailand - Value of Order **USD 30,000/-**
- Order received from M/s ABB Limited, Thailand Ltd for Testing of 7.2 MV Switchgear at Myingyan CAPP Project at Myanmar - Value of Order **USD 8,500/-**
- Order received from M/s Grid Solution (Thailand) Limited, Thailand Ltd for Testing and Commissioning of 5 Wind Farm Substationat Thailand andTesting and Commissioning of 230/500KV Nabong Project at Laos- Value of Order **USD 172,500/-**



Cambodia

**IC - IN2**  
Independent Company  
International - 2

## LAOS

- Order Received from M/s Grid Solution (Thailand) Limited, Thailand for SAs Coordination of 230/500KV Nabong Project at Laos-Value of **USD 24,000/-**
- Order Received from M/s Tage Engineering Co Ltd, Thailand for Testing and Commissioning of 230/500KV Nabong Project at Laos-Value of **USD 65,000/-**
- Order Received from M/s Tage Engineering Co Ltd, Thailand for Technician services for 230/500KV Nabong Project at Laos-Value of **USD 17,800/-**

## Products

- Order received from M/s, Shelorve Engineering & Trading, Malaysia for the supply of various relays-Value of order **USD 24,680/-**
- Order received from M/s, Mano Electrical, Malaysia for the supply of 3.3kV Indoor-type vacuum contactor panel- Value of order **USD 17,370/-**

## MALAYSIA

- Successfully completed the testing of electrical equipment at Bintulu Project at East Malaysia through M/s, Linde India Limited, India

## INDONESIA

- Order received from PT. Euroasiatic Jaya, Indonesia for the Erection, testing and Commissioning of 2\*7.5 MW Cogeneration Power Plant at Kalimantan, Indonesia - Value of Order **USD 400,000/-**
- Successfully Completed the Testing and Commissioning of 150 KV Substation in GI Tanjung Bunga, GI Suggunmiasa, GI Panakukkang, GI Bontotala in Sulawesi at Indonesia through PT. CG Power System, Indonesia
- Successfully Completed the Testing and Commissioning of 150 KV Substation in GI Poncol Baru, Jakarta and GI Batulicin, Kalimantan Project Site - I Projects at Indonesia through PT. CG Power System, Indonesia



Successfully charging completed in 150KV Substation in Sulawesi at Indonesia

**IC - M1**  
Independent Company  
Manufacturing - 1

## Supply

### DOMESTIC

- Orders received (FY 2017-2018) worth a total of **1.73BINR**, which is 4.5 times more than last year (FY 2016-2017)
- Invoicing has seen growth of 21%
- Number of new customers on board: 24
- 14 various ratings of Type-Test have been completed successfully.
- We have made our footprint in Punjab and Rajasthan through L&T (MOGA & PHED Project)
- We have expanded our businesses to new EPCs- M/s. MEL, M/s. TATA & M/s. Vaith Hydro
- We have received our biggest order from TNEB through E-Tender for 100KVA-2700 nos. & 250KVA- 82 nos. worth **760MINR**
- We have received major order from L&T- for VIZAG Project (World Bank funded) 500KVA -145 nos. & 315KVA-117 nos. worth **200MINR**
- Successfully executed 6.3MVA Transformer 6 nos. worth of **30MINR** from M/s. Bajaj Electricals
- We have secured a high value order from contractor segment (SBOA-Chennai) worth of **20MINR**



Successfully completed inspection for 250KVA & 1250KVA Transformers Moga WSS Project- Punjab from M/s L&T - Chennai

## Transformers Division

## Service

- Second order received from M/s. Bharat Aluminium Company Limited (BALCO) for oil draining, filtration, refilling and internal inspection of regulating/rectifier transformers - 10 nos. worth **5MINR**
- First order received from M/s. Southern Railway, Thiruvananthapuram for periodic overhauling of 2 nos. of 21.6 MVA traction power transformers worth **1.6MINR**
- Order received from M/s. Aggreko Energy Rental India Pvt Ltd for servicing of 3.5MVA Transformer worth **538,000INR**
- First order received from M/s. GHCL Ltd for servicing of 1MVA transformer & rental charges of 500KVA transformer worth **385,000INR**
- First order received from M/s. Classic Auto Tubes Ltd for overhauling of 2.5MVA transformer worth of **210,000INR**
- Order received from M/s. Pritech Projects for servicing of 2MVA worth of **200,000INR**
- Orders received from various customers for servicing of transformers and rental charges of transformers worth **1.3MINR**



Successfully completed inspection for MLIP Odisha Project from M/s L&T - Chennai



## IC - M2

Independent Company  
Manufacturing 3



## Major Happenings

- We are pleased to announce that order booking have doubled the mark for first time. This has been a huge step forward for the division within the market.
- Yearly sales have grown by a whopping **114%**.
- We have successfully type-tested the 33kV panel along with **MU series Vacuum circuit breaker**. The products are now ready for the market
- We have secured a major export order of **LT PMCC panels** to Indonesia.
- We have received approvals from **NBPDC, SBPDCL and TSGENCO**.
- We have supplied HT & LT panels to several **Nuclear Projects** in India such as Kudankulam, Hissar and Kota this year.



VCB 6.6kV MLIP Cluster projects



MEGA Lift Irrigation project inspection held at Volttech Technopark by L&T & SGS

## IC - M3

Independent Company  
Manufacturing 3

## Control & Relay Panels

CRP division has bagged following orders during January - March 2018

## Major Order Bagged

We have received a Major Order from TANTRANSCO, Transmission-II, Chennai for the supply of 110V DC Control and Relay panel for LV Breakers, GC Breakers and Twin Feeder for a value of **67MINR**

Customer/Client	Description of Supply	P.O. Value in INR	PO Qty.
PES Engineers Private Limited, Hyderabad	110kV Line, Transformer CRP	₹ 30,75,080	3
TANTRANSCO, GCC, Salem	AC Panel for 33KV SS for DDUGJY Schemes	₹ 9,72,556	13
TANTRANSCO, GCC, Salem	110V DC TWIN FEEDER BREAKERS	₹ 9,93,855	15
TANGEDCO, Madurai	110V DC Annunciation Panel Type- A	₹ 4,67,280	4
TANTRANSCO, GCC, Madurai	AC PANEL FOR 33 KV SS	₹ 3,99,135	5
TANTRANSCO, GCC, Trichy	110V DC LV Breaker	₹ 9,95,566	11
TANTRANSCO, GCC, Madurai	110 V DC Annunciation panel Type B	₹ 9,15,359	12
TANGEDCO, Madurai	110V DC CONTROL AND RELAY PANEL FOR LV BREAKERS	₹ 9,22,760	10
TANGEDCO, Madurai	110V DC Control & Relay Panel for TWIN FEEDER Breaker	₹ 7,98,624	12
TANTRANSCO, GCC, Trichy	ACP for 33kV SS	₹ 9,72,556	13
TANTRANSCO, GCC, Madurai	110V DC Annunciation panel type B	₹ 4,57,680	6

## Relays

Customer/Client	Description of Supply	P.O. Value in INR	PO Qty.
Stelmec Limited, Thane	Tripping Relay (1E)	₹ 82,128	58
Stelmec Limited, Thane	DC Supervision Relay (1E)	₹ 41,064	29
Stelmec Limited, Thane	Tripping Relay (1E)	₹ 53,808	38
Stelmec Limited, Thane	DC Supervision Relay (1E)	₹ 11,328	8
TANGEDCO - Villupuram	Single Phase Variac	₹ 46,964	1
TANGEDCO - Villupuram	5KV insulation and Continuity Tester	₹ 76,936	1
Larsen & Toubro Limited, Construction	Restricted Earth Fault Relay	₹ 65,490	15

## IC - M4

Independent Company  
Manufacturing 4

## Electronics Division - New Orders

- IC4 has received it first high value order from TANTRANSCO, Guindy for the supply of 90 nos. of 110V, 24A battery charger & 56 nos. of 110V 60A battery charger worth **10.4MINR**
- IC4 has received first orders from Andhra Pradesh Power Generation Corporation Ltd (APGENCO), Vijayawada (Via E-Tender) for the supply of 4 nos. of 220V battery charger worth **1.9MINR**



## IC - M5

Independent Company  
Manufacturing 3

## Flameproof Equipment Division

### New Orders

- First Highest Prestigious Order Received from M/s. Aurabindo Pharma Limited, Hyderabad for Flameproof Well Glass Fitting, Plug & Socket worth of **2.2MINR**
- Order Received from M/s. Thirumalai Chemicals Ltd for Flameproof Junction Box, Plug & Socket and Push Button Station with Ammeter, FLP Lighting Distribution Board, FLP Exhaust Fan and Flameproof/Weatherproof Light Fittings worth of **370,000 INR**
- Order Received from M/s. Precla Molen India Pvt Ltd for Flameproof Junction Box, Push Button Station and Cable Gland worth of **294,000 INR**
- Orders Received from Various Customers for Supply of Flameproof Electrical Equipment worth of **2.1MINR**

## VOMS

Volttech O And M  
Services Pvt. Ltd.

### Achievements

- Mr. Dhanraj has passed ITC (Infrared Training Centre) Level I Examinations.
- Five Personnel from VOMS are qualified in Internal Auditor Course - ISO 9001:2015 and ISO 14001:2015 ie. Environmental Management System and Quality Management System.
  - Mr. A. Ravindran
  - Mr. M. Dhanraj
  - Mr. G. Vasanth Kumar
  - Mr. V. Lokesh
  - Mrs. K. Yogeswari

## VOMS

Volttech O And M  
Services Pvt. Ltd.



### Major Orders

- VOMSPL bagged a Major Order from M/s. Adani- Mundra Solar PV Limited for value of **23.4MINR** for a period of One Year. Scope of work: Operation & Maintenance of Electrical Systems of their Facility, which is 1.2 GW Solar PV Cell Module Manufacturing line, namely "Mundra Solar PV Ltd", Mundra, Kutch, Gujarat, India".
- Contract Order is received from M/s. Sterlite Power Transmission Limited, Value of the order is **22.4MINR** for a period of Three Years. The order is for "Deployment of shift Operators and Shift technicians" at NRSS-XXIX 400/220KV GIS, Amargath, JK".
- Contract Order awarded by M/s. Hero Solar Energy Pvt Ltd for value of **5.9MINR** for a period of One Year for "Operation & Maintenance of 22 MW Solar Power Plant at Tumkur, Kotegal, Karnataka".
- Contract Order awarded by M/s. Hero Solar Energy Pvt Ltd for value of **8.9MINR** for a period of One Year for "Operation & Maintenance of 33 MW Solar Power Plant at Gulbarga, PD Kote, Karnataka".
- Contract Order awarded by M/s. Amplus Energy Solutions Pvt Ltd for value of **19.8MINR** for a period of 3 Years for "O&M services of 220/33kV Pooling Substation with 2nos. 80/100MVA Power Transformer. The substation is the facility for "170MW PV Solar Power Plant" & 220kV line (7km) "at Gadag, Karnataka".

**Safety Training program**

Training Sessions on Road Safety Awareness and Electrical Hazard Safety Training Program were conducted at the following sites:

- Gamesa( Yattakal, Taggupatri & Lingsugur)
- Taqa Neyveli ( Virudhachalam )
- Lanco ( Tanjore )
- Hero Future (Guruvappalll & Rathalam)
- BHEL (Trichy)
- NTECL (UPL-Vallur )
- Tata Steel (Kalinga Nagar)
- KKNPP (NPCIL-Kudankulam)
- Val-Plant-2 (Jharsuguda)

**47<sup>th</sup> National Safety Day Celebration at the Following Sites**

**1. Site: Gamesa– (Lingsugur- Karnataka)**

**Date:- 04/03/2018**



Safety Pledge & Signature campaign

**2.Site :- Gamesa (Taggupatri & Yatakal- Andra Pradesh)**

**Date:- 04/03/2018**



Electrical Safety awareness Program and Safety Drawing Compellion

**3.Site:- KKNPP (Kudankulam)**

**Date:- 05/03/2018**



**4.Site:- BHEL (Trichy)**

**Date:14/03/2018**



Electrical Safety awareness Program and Safety Drawing Compellion

**5.Site:- Lanco (Tanjore)**

**Date :-22/02/2018**



Safety Pledge & Slogan and Drawing Compellion

6. Site: - Taqa Neyveli (Virudhachalam)

Date: - 23/02/2018



Fire and First Aid and Safety Slogan Competition

7.Site:-Hero Future (Guruvappali-A.P & Ratlam -M.P) Date:-06/03/2018 & 10/03/2018



8.Site:- KMPCL(Akallara)

Date:-04/03/2017



Best Project Demo Award

9.Site:- SASAN(Singruali- M.P)

Date:- 04/3/2018



10.Site:-Val Plant -2(Jharsuguda)

Date:- 05/03/2018



Safety Pledge and Safety Speech

11. Site:- TSL (Kalinga Nagar)

Date:05/03/2018



Safety Pledge and Safety Quiz Competition

*Electrical Safety Awareness Training & Benefit of ESIC Program-UPL Vallur : 28/03/2018*



*Safety Contractor Award of the year 2017-2018*



Site:- Taqa Neyveli(Virudhachalam)



Site:-Balco(Korba-Chhattishgarh)



Site:-TSL(KaingaNagar)

*33 MW Solar Power plant-PD Kote Site Starting Pooja*



*Amplus Solar Site Starting pooja*



*22 MW Kolegal Site Starting pooja*



## Interviews Conducted

**Mechanical Engineering & Contracting Company, Kuwait** - has conducted interview in Chennai and Nepal for the positions like Driver and Operator more than 100 candidates are selected.

**Kuwait Resource House, Kuwait** - has conducted interview in Chennai for the positions like Automobile Technician and Telecommunication and more than 50 candidates placed with them.

**Abdullah Abdulghani, Qatar** - has conducted interview in Bangalore for the positions Automobile technicians, Foreman, Painters and Denter, more than 50 candidates are selected with them.

**Gosco, Kuwait** - has conducted interview in Nawada and Delhi for the positions like Electrician and more than 40 candidates are selected with them.

**Bahwan Engineering Oman** - has conducted interview in Chennai for the positions like Generator Technician, Electrician, AC Technician and more than 15 candidates are placed with them.

**Condor, Qatar** - Has conducted interview in Kolkata, Delhi, Bhubaneshwar, Virudhachalam for positions like Project Manager, Safety Officer, Mechanical Engineer, Steel Fixer, Carpenter, Electrician, Plumber, Mason.

**Core Team Trading** - These are the newly empaneled companies selected around 20-25 people for their new project. Candidates were selected for the position of Technician & Accountant positions.

**Al Qaryan group** - We conducted interview in Mumbai, Bilai, Cochin & Delhi selected around 40 people for the position of Accountant, Sales & marketing Head, Purchase Executive, Manager & Operator and we received the 1st batch visa's for mobilization.

**Electrical Industries, Saudi** - We Conducted interview in Mumbai, Baroda & Chennai and shortlisted 28 candidates for their project.

**Joy Thomas Engineering** - Selected around 20 people for the position of HVAC Technician, Filter, Office Boy for UAE Company and they are under mobilization.

**Al Mariah, UAE** - We conducted drive at Chennai & Cochi, Around 120 people were selected for the position of Heavy Equipment Mechanic, Senior Advisor, Receptionist, Assistant store keeper.

**Dala Water, Saudi** - 20 candidates were selected for Manager, Technician & Operator positions and under processing stage.



## Major Events Organized

- Hyundai Steel
- Swamy Industries
- Henkel
- Roop Automotives Ltd



## Current Requirements

S#	Customer	Country	Requirement
1	Kuwait Resource House	Kuwait	Heavy Automobile Technician, Generator Technician, Light Drivers, Heavy Drivers
2	Eclub Restaurant	Kuwait	Waiter, Buser, Commie, Chef De Partie, Steward
3	Abdullah Abdulghani & Bros. Co. W.L.L	Qatar	Senior Automobile technician
4	Bahwan Engineering	Oman	Turbine Technician, Turbine Supervisor, Valve technician
5	Emco	Qatar	Light Driver - Qatar License
6	Oasis Elevators	Qatar	Erector, Junior Erector and maintenance technician
7	Jupiter Engineering	UAE	Cable Jainter, Electrician, helper
8	Hexa Oil	UAE	Manager, Filter
9	Flexlink Technical services	UAE	Engineer, Manager
10	SEGI	KSA	Site Construction Supervisor, Senior Site Engineer- Civil, Electrical, Mechanical, INC, Commissioning Engineer
11	Abrasive technology	KSA	Engineer for Abrasive Industries
12	Zamil O&M	KSA	Plumber, Technician, Electrician
13	Al Zamil metal works	KSA	QC Inspector - Welding, Automobile technician, Welding machine Technician
14	Timreya	KSA	Commi, Chef Driver
15	Arabian Pipes	KSA	Inspector, Technician, Engineer, Operator
16	Al Reyami	UAE	Foreman, Manager
17	PLQ	UAE	Technician, Operator, Surveyor
18	Amphenol Omniconnect India Pvt Ltd	India	Junior Design Engineer
19	Lapizdigital	India	Sr. Software Developer, Business Development (US Market)
21	NVH India Auto parts Pvt Ltd	India	Assistant Manager-HR, Assistant Manager- Finance
22	Regal Packs Boxes Pvt Ltd	India	Diploma/ITI (Fresher)
23	Nippon Steel & Sumikin Materials India	India	Deputy Manager- Finance, Assistant officer- Finance
24	Star Boxes India Pvt Ltd	India	Asst. Manger- HR, Sr. Executive- Finance, Finance Executive, Diploma (Fresher), QC inspector
26	Western Thomson	India	Production Engineer, Tool Maintenance
27	Sree Vishnu Magnetics Pvt Ltd	India	Marketing Executive
28	Kirloskar Oil Engines	India	Junior sales Executive



## New Orders

- We have received order from Voltech Manufacturing Co. Ltd. for Rewinding of 3MVA Transformer with a value of **283,200 INR**
- We have received work order from TNEB-Thiruppalai SS Make:" Andrew Yule" for Repairing of 16MVA,110/33-11KV with a value of **2.9MINR**
- We have received order from Voltech Manufacturing Co. Ltd. for Core Dismantling and Assembling with a value of **152,456 INR**
- We have received work order from IMAGES for 2500 KVA OLTC TRANSFORMER Crompton Greaves Make-2011 along with RTCC with a value of **1.06MINR**
- We have received work order from Voltech Engineers Pvt. Ltd. for Repair & Servicing of 500MVA, 400kV/220/33 KV, 3-phase Auto Transformer oil filtration with a value of **354,000 INR**
- We have received work order from Voltech Manufacturing Co. Ltd for Servicing of 3.5MVA Transformer with a value of **431,040 INR**
- We have received order from Voltech Manufacturing Co. Ltd. for 1MVA Transformer Rewinding and Overhauling charges with a value of **252,449 INR**
- We have received order from BALCO - Voltech Manufacturing Co. Ltd. for Servicing of 144 MVA OIL FILTRATION with a value of **4.7MINR**



## Pongal Celebrations

The annual harvest festival of the Dravidian Culture Pongal, constitutes the most important week of the Tamil Calendar, marking festivities and celebrations extending an entire week and beyond. Pongal in Tamil means "boiling over or spill over." The boiling over of milk in the clay pot symbolizes material abundance for the household.

Thai Pongal falls on Makara Sankranti celebrated throughout India as the winter harvest. Thai Pongal, celebrated at harvest time, is traditionally intended to thank the Sun God and farmstead livestock that helped create the material abundance. The saying "Thai Pirandhal Vazhi Pirakkum" (தை பிரந்தால் வழி பிரக்கும்) meaning "the commencement of Thai paves the way for new opportunities" is often quoted regarding the Pongal festival.

Voltech participated wholeheartedly in this 1000 year old festival during the second week of January. Pongal celebrations at Voltech were made colourful by the many traditional garments adorned by the lady staff members, as well as the Kalam (Rangoli) competition, that showcased some of the most innovative designs by the participants. The afternoon was enjoyed over a sumptuous 3-course feast of Tamil delicacies to celebrate the harvest and partake in the joy of the festivities.

Kalam is a regular feature of Tamil households, a chore performed during the early hours of each morning with religious regularity, using powdered rice, mixed with colours, on the threshold of their homes and auspices, symbolic of welcoming guests, a value based system that goes back thousands of years, as echoed in India's culture "Athlthi Devo Bhavah".



Female Employees in prayer during the ceremony



Employees offering prayers for Pongal



Mrs.Kalaivani Umapathi, leading the group in prayer



## Republic Day Celebrations

The 68th Republic day was a day for all Indians to celebrate and honour India and her sovereignty. The enormous efforts and sacrifices of millions of freedom fighters whose blood and sweat gave birth to the Republic was remembered and cherished. Republic day above all symbolized India's republican values.

VOLTECH HQ marked this momentous day with a solemn flag-hoisting ceremony by the MD in the presence of all senior heads, employees and staffs. 2018 was a year of many successes, as Voltech progressed from strength to strength, renewed in its patriotic fervour and zeal as it strived for the pinnacle of India's manufacturing prowess.



Gathering near flag pole



MD hoisted the National Flag



## Inauguration of VOMS New Wing @ Voltech ECO Tower

VOMS received prime placement at Eco-Tower Iyyapanthangal, with a fully equipped and furnished office on the 5th floor of the headquarters of Voltech. The newly established office would act as a liaison and customer reception centre for VOMS, whose administrative wing is presently located in the Annexe of the Eco-Tower facility. The Managing Director, performed ceremonial prayers for the inauguration of the office and was attended by the Vice-President, Executive Director of VOMS, Mr. Manikandan and staff. With this new office, all of Voltech's companies and divisions are now located within the Eco-Tower building, allowing customers to enjoy the luxury of a single-point interface during their visits and business solicitations.



Inauguration pooja



The aisles & office space of the newly inaugurated VOMS Office



# HR Caucus '18

"Elucidating the facets of HR"

Evolution of  
**BIG DATA**  
**ANALYTICS**  
Challenges and impact in HR Functions

## INTRODUCTION

Going by its strictest definition, caucuses are groups of people within an organization who get together to discuss important matters and reach decisions. Expanding this definition to the business world would exemplify caucuses as places for mediation. In such settings, differing groups would work together to come up with solutions that all parties are happy with. And when a unanimous agreement is reached, or a middle ground is successfully negotiated, the way forward toward the road of progress is paved with deliberation.

It is precisely with this intention in mind that VHRS conceptualized the HR Caucus back in 2011. The progenitors of this mega-event that is the highlight of every corporate calendar in India, wanted to devise a corporate HR Forum comprising of HR professionals, academicians and students who could Assess, Brainstorm, Conceptualize, Discuss or Debate to Elucidate the Facets under the Gamut of Human resource development (HRD) and Industrial Relation (IR).

Conceptualized, administered and organized entirely by VHRS, and held annually both at India and overseas, the Caucus solicits participation across a diverse range of professionals encompassing different spheres to expand their knowledge. It creates a learning space for human resources professionals to grow, develop, and connect. At its celebrated annual events, esteemed HR leaders from every major industry in the world have graced the stage to share their insights, challenges, and best practices through engaging and inspiring conversations. VHRS also sponsors a scholarship program where it invests in the future of the profession and celebrates the merit of bright, young minds who will take the sphere to greater heights.

Advancing the growth and development of the Human Resource profession for the last decade, and successfully into its 7th magnificent year, the HR Caucus has set out to create a "DRIVE" (Discussion, Reviews, Implementation, Validation and Endorsement) for sharing knowledge through a learning methodology wherein the enlightened minds of HR fraternity will share and nurture the habit of optimistic process of talent management. The mission of the HR Caucus is to support the growth and development of the India's Human Resources profession through education, networking, scholarships, and recognizing excellence, all by way of an annual one-day mega event. Over the years, this trendsetting initiative has become an earmarked event to bring together business experts, leaders, and human resources professionals to discuss issues and trends affecting HR across all industries.

The vision and objective of the HR Caucus has been perceived by the quest to illuminate three major areas in HR which are Recruitment, Selection & Training. The Caucus aims to build a universally acceptable organizational system which adopts the best practices and cultures from across the industries to create an environment which gives the highest valuation to its workforce and a platform for excellence and exceptional yield.



The MD (Centre) seated alongside the keynote speakers

## HIGHLIGHTS OF HR CAUCUS 2018

The Seventh Edition of the HR Caucus was held at Hotel Hilton, Chennai and was well attended by more than 250 HR professionals from leading MNCs and industries both from India and abroad. An exclusive guest list chosen from the finest of society across various dimensions participated and embraced the event towards its grand invocation. With the theme revolving around "Evolution of Big Data Analytics, Challenges and Impact in HR Function", the event was thought provoking, and highly illustrative, bringing the cusp of technology to the attentions of industry leaders, while creating a unique set of opportunities to learn and delve further into this new realm.

The caucus enlightened that HR has a long way to go to alter the perceptions of lack of engagement and aptitude for analytics among its practitioners. It brought out the significant barriers which exist within HR's ability to both explore and exploit talent analytics and big data for value-adding people insight. With talent analytics and big data becoming must-have capabilities in the HR function in recent years, the discussion became all the more important for many of its participants.

The chief guest of the event was Mr. Mangal Ram Sharma, an IAS officer belonging to the 1992 Batch of the Haryana cadre. In his keynote address, he deftly addressed the theme by looking at the emerging state of practice in the industry and beyond. In one of his significant quotes from the speech he said, "I recognise that the challenge is to get value from analytics...there is still a significant gap in our ability as HR professionals to be data driven and evidence-based in our decisions."

The discussions throughout the evening surfaced the promise of talent analytics and big data which are perceptibly deduced to move HR forward in terms of analysis and insight in the coming years. The discussions suggested that developing suitable structures which increase the chance of collaboration and knowledge-sharing is the way to make progress.

The caucus concluded by resonating a caveat that HR professionals need to fully embrace the challenge of talent analytics and meet the impending challenge of big data. Principally, the caucus pivoted around the concept that big data is already a key part of the business conversation and, as with any conversations, it makes little business sense to awkwardly lurk around the edges.



The MD delivering the presidential address



The Director of VHRS, Mr. Dinesh K Babu during the opening ceremony

## Lifetime Achievement Award - GD Sharma

The event witnessed a momentous few minutes as the Lifetime Achievement Award was presented to Mr. G. D. Sharma - A multi-faceted HR Professional who is a veteran with over 38 years of experience, and who over the years has worn several hats: as HR Advisor, Consultant, Trainer, Facilitator, Mentor and Teacher. Mr. G. D. Sharma was a role model who nurtured excellence and professionalism and is known to be a thought leader who has contributed immensely to the field and inspired countless fellow-professionals.



MD felicitating Mr.G.D.Sharma with the Lifetime Achievement Award



## 47<sup>th</sup> National Safety Day Celebrations 2018 @ Voltech ECO Tower

The National Safety Day/Safety Week Campaign is spearheaded by the National Safety Council for nearly three decades to mark its Foundation Day (4th March). It is a national movement carried out annually to prevent and lessen the loss of life including various human problems and their associated financial costs through safety, health and environment related support services.

National Safety Day is celebrated with great enthusiasm to generate awareness on how to prevent industrial accidents through widespread safety awareness programs in public spheres which have not been covered by any safety legislation. During the entire Safety Week, a variety of safety related activities are demonstrated to people.

The National Safety drive has significantly contributed to reduction in the rate of industrial accidents and created widespread safety awareness across sectors. The campaign is comprehensive, general and flexible with an appeal to the participating organisations to develop specific activities as per their safety requirements.

VOLTECH held the 47th national safety day on March 5th, to continually educate and train its employees in safety practices both at work and at home. The Managing Director led the event in reciting the safety pledge, emphasizing on the importance of safety afterward in a speech, while commending the improved safety record of the company in the previous year, witnessed by minimized instances of casualties and fatalities in the field.

The safety week events also included games and quizzes on the evening of the 3rd of March, at both the individual and group levels, employing various innovative ideas such as rebus to hone in the message underlying preventive and precautionary measures. The winners in each of the events were felicitated with prizes and certificates by the MD in the presence of all Heads, Staff and Employees in a solemn ceremony following the pledge.

While drills and training events are a regular feature in the Voltech Calendar, the safety day provided additional measures and inputs on emergency reaction and evacuation. VOLTECH is proud of its exemplary safety record, reporting zero casualties and fatalities in the field, and reduced incidents of near-miss instances reported over the previous year.



The MD reciting the safety day speech & pledge



Employees gathering



Safety Day Competition winners awarded



Employees gathering for Safety Pledge

## 47<sup>th</sup> National Safety Day Celebrations 2018 @ Factories



Safety day gathering at Voltech Technopark III, Pillaipakkam

## Safety Man awards bestowed



## 47<sup>th</sup> National Safety Day Celebrations 2018

@ Various Sites



## Women's Day Celebrations 2018

International Women's Day is celebrated on March 8th, as a reflection of millennia of struggle to receive their rightful roles in society and communities, and to enjoy a better life as the fruits of the women's liberation movement.

Voltech pays obeisance to every woman who has impacted upon our life and society, and upholds them for their sacrifice. Women have played pivotal roles in the shaping of Ancient India's history and are pivotal characters in Indian Mythology. Draupadi and Kunti, who were indispensably a part of the Mahabharatha were two women who shaped the course and history of ancient India, having guided the greatest warriors the ancient world has known. During the Colonial era and since, women in India were denied their due. The Colonial Era was a dark period in India's history where women were subjugated, abused, castigated, beaten and reduced to lesser human beings by various laws and socio-cultural discrimination. Aside from the abhorrent practice of Sati, women were denied right to education, ownership of property, equal status and suffrage. Despite these terrible blots in our history, a few women still stood out for their courage, leadership and sacrifice. Rani Lakshmi Bai was one of them, having fought valiantly against British Hegemony and the East India Company, bringing the company down to its knees during the revolt of 1857. Mumtaz Mahal was the poetic muse who inspired one of the most magnificent monuments that have ever graced the world. There are so many more who have faded into the annals of history, but whose spirit shines bright even today in the eyes of India's women. This is a tribute to such women, who have made their mark known in the world, and have served as a shining example for others to emulate.

Women played an important role in the freedom movement across India's villages and the Sathyagraha movement. Mahatma Gandhi Ji, rightly acknowledged that the enormity of the support and sacrifice that gave India her freedom, came from the sacrifices of countless women across the length and breadth of the country, especially the Villages. They pioneered the Khadi movement. Their role and significance were by no means ignored or brushed aside by India's pioneering philosophers, leaders, teachers, reformers and religious icons. The 'nightingale' of India, Sarojini Naidu, and Vijayalakshmi Pandit, the first Ambassador of Free India to the USSR were strong and exceptional women of iron will and unshakeable resolve who gave Independent India its forte and resilience. We reminisce on a few of these inspiring icons of our modern India.

## Women's Day Celebrations 2018



The MD emphasizing the need for inclusion in the workplace



Mrs.U.Kalaivani sharing her experiences with the staffs



Social Activist Mrs.Geetha Mohan from 'Penn Nalam Trust' presided the occasion



## Best Women Employees of the year 2017-2018

The award for the best women employees of the year was an exhaustively drawn-out and detailed process that involved evaluating individual performances across every division of Volttech over the course of the lapsed financial year. The Managing director and his team performed the final review of the 15 best performers from across the various divisions and bestowed them with this great honour. The selected women were Mrs. B. Shameena (DGM-VEPL), Mrs. R. Indira (Manager-Admin), Mrs. G. Usha, Mrs. M. Lakshmi Priya (Finance & Accounts), Mrs. E. Tamil Selvi (IC-D3), Mrs. S. Sangeetha (Admin), Ms. Nirasha (IC-M1), Mrs. Hemageetha (IC-M2), Ms. Sowmiya (IC-M4), Ms. Renuka (VHR5), Mrs. Divya (IC-IN2), Ms. Indumathi (IC-IN2), Mrs. Sasikala, Mrs. Sandhya (VMCL-HR). The best-performers were given a certificate of commendation for their exceptional service, as well as a present, and were personally felicitated by the Managing Director and his Core Team for their commitment and dedication.

## HERALDING AN ERA OF GLORIOUS FEMININITY

It is a fitting tribute to avow the monumental contributions of those women who have helped build Voltech into the powerhouse which it is today. These women, who have nurtured and protected this organization since its humble beginnings, are undoubtedly her mothers. Weathering the toughest challenges, and waging a great battle in the corporate battlefields of India, they have through their grit, sweat and blood, built up a great institution which proudly employs over 5000 while serving millions all over the world.

The Voltech family owes much to these eminent commanders who have led from the front, crafting a grand strategy for the organization from its humble days as a small business establishment functioning out of a makeshift car shed. Their perseverance, dedication and commitment, which have remained steadfast over the years, along with their unshakeable faith, uncompromising ethics, unwavering attitude and unyielding resolve has been an inspiration for legions of young women who fight enlivened for their rightful place in the corporate boardrooms of today. These women are mentors, guides, advisors, teachers and counsellors who have earned their esteemed place in society and the corporate world. The Voltech family recognizes with respect, their enormous contributions to the company and society, and pays homage to their greatness.

The cover page features the Director Mrs. U. Kalaivani (Seated on the couch), the Chief Financial Officer, Ms. A. Annapoorni (Seated on the left arm) and the DGM of Engineering Personnel, Mrs. B. Shameena (Standing). Each one of them has been with the company right from its start, and have left lasting impressions in their workplace, and among their compatriots and subordinates. They have put in so much of their sweat and blood into this company for it to almost be their relative. Every aspect of Voltech's functioning is known to them. Mrs. U. Kalaivani oversees the functioning of the entire conglomerate and manages a dozen companies every day. Ms. A. Annapoorni perspicaciously accounts for every rupee that enters and flows out of the system while being responsible for its finance and accounting functions. Every graduate engineering trainee or intern who joins the group has to withstand the most thorough, piercing scrutiny and interviews of Mrs. B. Shameena. They

have not only established their strength and brilliance within the Voltech family, but much beyond. Today, their opinions and advice is sought by a great many from near and afar, and their words are weighed for their value in gold. The Voltech group continues to pray and ask for their support and leadership in the days to come.

The inset of the cover page also features a group of brilliant women who have made their mark at Voltech over the last year. Fifteen of these women, each representing a company or division of the Voltech group has been handpicked and carefully chosen after a most thorough evaluation of their performance and capabilities. They are the best in their respective fields, and have been adjudged best performers by their respective division heads. The Voltech group not only felicitated their achievement through a formal ceremony whereby they were awarded certificates and cash prizes, but also went beyond to truly feature them as those who are the leaders of tomorrow. Perhaps it is the most gratifying accolade that the company can bestow upon these exceptional women by featuring the leaders of today alongside the leaders of tomorrow.

The Editorial team, on a more sober note, expresses its disquiet over rising incidents of violence targeted at women across the country. Each day is filled with horrifying stories of violence and anger directed at women, with narratives of dread and sadness numbing our senses with despair and despondency. These stories echo over television, the internet and the plethora of media that we are exposed to in our daily lives. A society that is truly progressive can never allow or tolerate a culture that encourages or hoodwinks crimes against women. While expressing the strongest condemnation against these atrocities, the Editorial team beseeches the authorities of our country to step up and punish those responsible, while making our society, cities and neighbourhoods safe and secure for the future of our world.

Women are the future. There is no future without them. And no civilized society can exist, which allows such heinous wrongs to go unpunished and unnoticed.





## Inauguration of New Branch Office @ Hyderabad

Voltech inaugurated its New Branch Office & Guest House at Hyderabad on 7th February 2018. The public relations wing of Voltech released the following statement. "The fully furnished and opulently equipped guest house will provide lavish in-house hospitality and exceptional service for the group's employees and visitors. The guest house is intended both for work as well as leisure. The additional facilities in the guest house would include separate resting rooms for drivers and a fully equipped garage". The building, spread generously across four storeys and constructed over an area exceeding 10,000 square feet will have spacious lounges, a mini-conference room and a large pantry. The PR team clarified that the new guest house would be functioning as an augmented facility to meet the rapidly expanding requirements of Voltech's employees and executives in major metros. The Hyderabad Guest house is the newest addition to the existing fully functioning guest houses at Chennai and Bangalore.

As per the design plan, the guest house has Deluxe 4BHK apartments spread across 4 floors. The rooms are fully equipped with the latest in technology and connectivity and are richly decorated with expensive furnishings. The Managing Director, Shri. M. Umapathi offered prayers along with Mr.P.K.Senthil Kumar (Director - VGTP) & Mrs. Devi Umapathi (Director - VGTP) during the inaugural ceremony.

Speaking on the occasion, The Managing Director said that the Guest house would cater to the accommodation needs of the employees and their families during their visit to Hyderabad. He complimented the efforts of all involved in the project, and toured the entire facility examining its workmanship. Emphasizing the need for proper maintenance and upkeep, he called upon all employees and visitors to maintain the guest house in pristine order.



Outer view of our Branch Office & Guest House @ Hyderabad



## Visit of US Consulate Representatives

Representatives from the US Consulate in Chennai, Mr. James Fluker (Commercial Consul-Designate) and Mrs. Lakshmi Davey (Commercial Specialist) visited the "Eco Tower" Corporate Headquarters of Voltech as part of a familiarization drive on 16-04-2018. The visit was followed through by a detailed interaction and discussion with the heads and representatives of the various companies, divisions and units of Voltech. Under the judicious stewardship of Mr. S. Sivakumar (Executive Vice-President, IC-IN3), the corporate's goals, vision, mission as well as its business practices and future plans were discussed, and questions were fielded by the representatives of the company from the visiting dignitaries.

The visit assumes much significance considering Voltech's foray into the American Continent, and its rapidly expanding presence in South America. With the US Market firmly in its sights, the company's present strategies focus on a period of deliberate expansion into the American market. The visit was a grand success, as the dignitaries were reverentially extended the full extent of the warmth of Voltech's hospitality and patronage.



Mr. James Fluker honoured



Mrs. Lakshmi Davey honoured



## Corporate Social Responsibility

### Amenities @ Govt. Higher Secondary School, Ayyapanthangal

The Government Higher Secondary school at Iyapanthangal, which has been languishing for long due to neglect and lack of funds, received a contribution of Rs. 2 lakhs from the Voltech Group, which directly went to the upgrade of its infrastructure within the classrooms and exam halls. Tube lights, fans, electrical equipment and fixtures were installed on premises by Voltech's own technicians over the course of two days during March.

With the summer heat mercilessly beating down on Chennai and expected to worsen in the coming months, the provision of fans and fixtures would also greatly benefit the students and teachers, making the classrooms cooler and more comfortable. The addition of these infrastructural amenities will also enable to School to become an authorized and approved Exam Centre for public exams, as it now meets all the criteria and requirements to receive certification and official sanction. The Director, Mrs. U. Kalaivani also used this opportunity to encourage the students of the School, and awarded cash prizes to best performing students with her blessing and wise counsel.



Govt. Higher Secondary School, Ayyapanthangal - Front View



Govt. Higher Secondary School, Ayyapanthangal - Inner View



Electrical fixtures installed



Classrooms with lights & fans provided by Voltech

### Donation to Temple Trust of Ponniamman Kovil @ Cheyyar

In due deference to the rich culture and varied customs which have endured for millennia, the Voltech group made a charitable contribution of Rs. 1 lakh to the temple fund of Ponniamman Temple, Cheyyar. The proceeds of the contribution are intended for the restoration of the sanctum sanctorum, renovation of the premises, as well as for the development of amenities and conveniences within the holy site for devotees and visitors.

The Managing Director handed over the cheque to the temple trustee, while the treasurer and temple authorities looked on. Thereafter, the MD offered his prayers to the Goddess and solicited her blessings and guidance for the coming years.



MD handing over the cheque to the Temple Trustee



# CEO's Day Out...

## T. Hariraj

CEO - Voltech Manufacturing Co. Ltd.



"75% of the orders needed to achieve Invoicing Budget for this financial year are already at hand."

He fills the shoes of one of the most iconic and identifiable roles in Voltech, but in his personal life he remains an enigma, somehow exuding a sense of reserved equanimity that has made him a sort of legend among the fraternity of the corporate elite. In this extraordinary interview, the man who is never in a hurry but always on time explains why he's not tantalized by the lure of fame, spins the wheel of fortune like a true sportsman, and fills Vista in on his coming projects and his obsession with perfection, and confesses going to extreme lengths to become the ultimate CEO of VMCL.

T. Hariraj, gritty as steel and as tough as nails, puts his hands behind his head and rocks backwards on his chair, his head turned towards the window, his eyes gazing on the view of building tops as the sun radiates its slanting rays in the hot afternoon. His face reflects the smile of a man who is about to take the trophy and claim his prize, to be the leader of the pack.

He's a CEO of course, heading half-a-dozen divisions and units and having several hundred employees under his command, overseeing one of the most delicate transitions of Voltech into a manufacturing powerhouse, with facilities at Chennai and Bangalore, but he's much more too. Beneath his genial gaze, practiced precision and dextrous deliberation, there is a wild-card of an individual who is a sporting talent, who has a keen eye on art and literature, and a connoisseur of the very best the world has to offer.

The recent expansion of the manufacturing units, alongside the establishment of a new factory marks the culmination of his latest round of big-budget strategic moves to position Voltech atop the perch. Between office and home, he is the jet-setting corporate powerhouse, avid cricket enthusiast and music aficionado, always in the know of things and leading from the front. How does he do it? How does he hit the bulls-eye? How does he stay on top? How does this 58 year old, super-fit, hypercompetitive professional juggle so many myriad roles in the same 24 hours where others hardly find time to get on with their mundane lives.

"The genuine truth", he begins to explain, skilfully weaving images with his hands to describe the concept "is that I was one of the most competitive people in my class back in college. To be the best in your field takes a fine mix of skill, practice, application and..." he looks me straight in the eye "...dedication. The important thing is that when our customers do business with us, they should endorse us to other customers". Uncomplicated management advice coming undiluted from nothing less than a guru. Hariraj was peerless during his study at IIM-Ahmedabad, one of the world's topmost business schools. Inspired by the stories of leadership right from his early days, he found catharsis in solving problems. "I think about it a lot, and I am probably one of the most competitive people out there in the field. I played a lot of sports as a kid and in college, and always found release in achievement and the thrill of victory. I look back at my life, and I don't feel even a shred of bitterness over what I could have achieved. My life worked out exactly as I planned". He pauses and looks intently at me, as the silence of the room is interrupted by my own breathing, to ruminate on the essence of his dialogue. "there are always challenges out there to weather, and I can't find satisfaction without overcoming it". And overcome it he has. His three-and-a-half years at Voltech has seen the products division wake from a sullen stupor of unexciting inactivity, to the centrepiece of action, whirling around an insipid workforce and underutilized factories about their middle, gearing the machinery for some big action and mega contracts. He explains "The last financial year was phenomenal. We grew at over three times the figure of the previous year, and got an invoicing growth of 31%. For the first time, our EBITDA has seen a massive turnaround, with a swing of 625 lakhs. Our financials look positive, and VMCL has done well in totality."

He goes on to elaborate "2017-18 was a watershed year

for VMCL, but the next year will be a whopper!" He pulls out a few files of charts and figures "75% of the orders needed to achieve invoicing budget for this financial year are already at hand. Our factories are working in full steam. We've set an ambitious, in fact audacious target this year, because we have a healthy order backlog to sustain us in the coming quarters"

It's not just in financials that VMCL has done well. Its statutory performance was adjudged the best in the company by none other than the MD. "Our compliance record was exceptional." He smiles with his unassuming affability, looking very content. We pause for a moment to savour the fine tea which was served to us.

It is his charismatic charm that would put you instantly at ease, drawing around you a comfortable blanket of familiarity that endears you to his magnetic persona. Hariraj can be relaxed and laid-back when he chooses to, serious and humorous as the situation demands, and polite yet steely in his firmness. He can switch jobs so easily, transitioning from CEO and Corporate leader during the day to family man and ardent socializer in the evenings. He's a thorough gentleman, and about as polished as they come. He will enquire about your well-being. He will make you feel comfortable. He will hard-sell himself to you in the most elegant and refined soft-sell. After all, the man made his career in sales and marketing.

"The industry growth rate is averaging at about 7-8%. Our growth rate indicates that we've been successfully gaining market share". A dozen phone calls and hurried meetings wait to interrupt us. But the man is completely at ease. One moment, he is barking orders for a deadline to a subordinate, and the next, he is chatting me up with stories and vivid recollections, moving effortlessly between the paces, like a skilled ballet dancer. "I think to myself "This is a whole new level of self-monitoring behaviour". I'm amazed and dumbstruck, and trying not to gasp as I keep forgetting my questions.

The CEO continues, "If you notice, I have worked in various industries and I've enjoyed the success that came with most of them. The challenges are different in each company, and similarly, there are challenges and opportunities at Voltech as well. In the last 3 years at Voltech, I've been thoroughly enjoying my work. People are my strength at VMCL and I strongly believe that collective intelligence is greater than individual brilliance."

He pauses to keep the suspense, as I scribble off the words in my letter pad. "I've been also mentoring many of the people and grooming them to become world-class leaders". Despite having more corporate connections than what one could achieve during a lifetime, Hariraj keeps his own counsel. "At the end of the day, it's a career, and one doesn't have to be cynical about it." His office reflects the elegance and style of very European tastes, with a large painting adorning the wall across his desk, which is completely spotless and clean, unlike those you encounter in typical Indian settings.

His walk has a briskness and energy which reflects on his lean and athletic frame. Two things would strike you within the first few minutes of seeing him and interacting with him- the lack of a belly, and the complete lack of an accent. Whatever else might support the evidence of a friendly and social person; he is a stickler to protocol and a follower of rules, a practice that became habit over his many years in sales at Honeywell, Hitachi among others. Another distinct impression is his attention to dressing. The man is incredibly well dressed and immaculately groomed. His ties and shirts are carefully matched, and he wears his scent with discretion.

A multi-faceted and talented individual turned CEO, leader, mentor and multi-tasker, Hariraj has catapulted into our collective consciousness through his several achievements at Volttech. His life as CEO reads like a plot from a corporate blockbuster. Relaxing over a cup of hot tea, he opened up on his early life, his professional ambitions, and sparring in office with his old batch-mate and friend.

"As a father, I've been unique." He twists his chair to the side and looks at his computer monitor, and then turns back his attention towards me "I've two lovely daughters, and I've never missed a single parent-teacher meeting. My work has often had to keep me away at distant places, but I've always found time for my family". Punctuality is something the CEO doesn't take for granted. "I've never even kept my own family waiting! If I was going to be late, I'd inform them first."

I found myself in growing respect and adoration of this man, as he began telling the story of his life. To add a little sting into my interview, I asked him how he manages people at work.

"I treat everyone by their role, and give them the respect and consideration their job needs. I don't look at junior-senior statuses, and keep these out of my mind. Even at my home, there is nothing which exists as if I am superior and others are inferior. Each person gets the respect of his or her role"

"You know, back in the old days, when I was at Honeywell, people used to stand before me in reverence and respect. I was the Director-Sales & Marketing, and my subordinates wouldn't sit before me. It took me some effort, but I changed that. I ask them to sit to anyone who comes to my office, I've never had any qualms about going to a subordinate's office to discuss business or have a casual chat. I've always promoted a culture that encourages people to communicate openly and feel comfortable with me."

Out of sheer curiosity, I ask about his family. "I came from a middle-class family. My father was a Bank employee and I had to shuffle around Tamilnadu during his transfers. I've changed several schools, and lived with my cousins for a while to pursue my schooling. During my eleventh standard, I fell ill with Jaundice. I was told to avoid writing the exam, but I went and wrote it anyways." Such was his commitment to his education.

Judging by his qualifications alone, one would understand his marquee status. Aside from an

immaculate Engineering degree from CEG, Guindy, he also has an MBA. "I joined the MBA Department at CEG, Guindy immediately after my graduation. The programme was an exclusive back then. Only for engineers, and following a quarter system. This was way back in 1982! I relished my studies during my MBA, and it had changed me a great deal. I got my life's focus during my MBA".

It goes without saying that Hariraj was the top performer for his batch during his MBA. But that was not all. He was also the team captain for the Cricket team from his hostel block. "Krishnamochari Srikanth was my senior at CEG" he grins. "We played some good cricket back then. These days, I don't find much time for sports. I walk regularly and exercise early in the mornings. But I only get to watch sports and not play them", he laments.

Hariraj the CEO is the quintessential all-rounder. I ask him about his studies at IIM-A. "I was in a team of top corporate officials exclusively selected for the 4 week programme...", he begins. "We had people from 8EL, Ingersoll Rand, Grindwell Norton and Bushbooke Allen." He pauses to take an urgent phone call, and gives his appointment for a board meeting. "The pressure and stress of the programme made it a 24/7 learning activity over those 4 weeks. But I enjoyed it thoroughly. We were a group of 60 professionals, and I was the group head for our final presentation showdown." I prod on interested. "We were divided into 2 groups of 30 each and asked to evaluate a case study. Guess what, my team won!" No surprises here. I was getting used to the pattern.

How do you manage your fame and good fortune I ask "I believe that everyone is playing a role. When you look at life like that, fame doesn't hit you. You're just another guy walking on the street, and there is no big deal about it". A very Shakespearean view, indeed!

Asking about his personal ethics, he replies "I believe in honesty, integrity and passion for my work. You know, I've never said a bad word about a former employer, or ever went to work for their competitor. I changed industries every time I changed jobs, I was always driven by the philosophy of not joining the competition. If I did, I would have inadvertently said a bad word about my former employer".

What about his commitment to the customers, I ask on. "I imagine that the customer is sitting in the middle of the room and listening to our discussion whenever I call a meeting. How would they react if they heard us talking? This is the advice I give my employees".

"In my line of work, I constantly need to ask myself, 'What is the customer's expectation? How would I behave if I were in the customer's shoes? How do I ensure that the customer is satisfied with the interaction? These become watchwords which will guide us in pursuing our goals.' "I also believe in maintaining a high standard of professionalism. I'm a scorpion sometime, I make my point clear." He clarifies, "I'm not one who would go for bickering or back-biting. I keep myself occupied and busy. I make an effort not to do anything unproductive".

On a lighter vein, I ask him how he felt about working for his

former batch mate from college. "To be frank, I had met him for the first time after college and that too only on the 30th anniversary of our reunion in 2012. We met in the subsequent year, as he was organizing the Guindans' EEE 82 batch meeting. We had a few discussions thereafter, and then I came on board."

On his decision to work at Volttech, he replies "I think this is one of the wonderful decisions I have taken in my life, and I am so happy. I enjoy working here. I would like to take this opportunity to thank Umopathi for his unflinching support he has given me during this period"

Now for a question or two about his family: He replies "I have two lovely daughters who are both engineers. My understanding wife is also an engineer. We are a family of engineers! My first daughter is married and has a 3 year old daughter. My second daughter is working. She graduated in 2016. I make the effort to find time to spend with them whenever I can."

So what's the CEO's favourite food? "I love Chinese food. I'm also partial to spicy biryani. I'm also an auto enthusiast. I love cars".

As we wind up the interview, Hariraj prepares for his next meeting. It's only a quarter to one, and his day has got a dozen meetings ahead. I ask him as a parting question, about his vision for the company. "I want VMCL to grow profitably and much faster than the market to capture a significant market share in the coming years".

I leave his office, and am escorted out by his pleasant secretary. As I look back into the CEO's office through his door, I see him already hard at work on his day's activity-list, fervently working the phones and preparing for a client meeting over lunch.



# Occupational Health & Safety Training

## @ Domestic Sites

"Our objective, purpose and endeavour is to ensure the highest levels of safety for each person and machine." These views were expressed by K. Dhavamani, Chief Safety Officer of VEPL at the conclusion of the safety training schedule for the January-March quarter across various sites and factory locations of the Voltech Group.

Seminars and a wide range of interactive training sessions were held during the first quarter of the calendar year 2018, using innovative delivery mechanisms, highly engaging content and participative methodologies to hone in critical points for aiding recall and ensuring habituated practice of safety procedures. The programme, aside from being highly interactive, provided hands-on experience for trainees, with modules covering simulated exercises and incident response action-plans. The training programme which was designed and developed entirely in-house by Voltech's safety team, included modules and content that were derived from industry leading safety experts and innovative approaches to teaching used around the world. A system of continuous evaluation and peer-review also ensured that the learning objectives of the course were met at an individual and aggregate level.

With the National Safety week falling within this calendar period, the safety officers had a busy schedule, organizing high-contact training programmes and participative training activities for fresh recruits as well as veterans. The conclusion and review of the 2017-18 financial year for safety standards was presided over by the Managing Director in the presence of the AGM-HR and the safety officers during the safety week award ceremony. Aside from awarding the prizes and certificates for safety performance, the MD continued to stress on the importance of safety at work. The Chief Safety officer concurs, "Safety in fact is a subject in itself, which can never be ignored."

"Many organizations view training as a stand-alone intervention. That is never the case. All training should be reinforced periodically" explains Dhavamani. "Our programme has components that are used for reinforcing crucial points to ensure that they remain on the top of the mind of workmen during site-activities."

The annual safety review, which was held under the aegis of the year-end performance appraisal, as part of the grand strategy for 2025, was mandated to co-ordinate with various agencies, suppliers, partners and clients to improve the "safety-risk matrix" in training and operations. Brainstorming sessions by experts from the industry to improve the safety processes and techniques in the training and operational domains of Voltech's companies were also held on the occasion. The concept of microlearning was explored during this period as a suitable reinforcement technique for future safety programmes.

"The lectures were well-focused on specific issues of the modules and it was great to have feedback from the lecturers and team from their extensive experience, said Krishna Kumar, a participant for the safety programme. "The exercises provided good practice on all aspects of Voltech's missions, such as client-group interactions and dealing with host country counterparts for overseas operations".



ABB-Durg (ER)



Toolbox Talk



Toolbox Talk



Siemens GAMESA - Ramnagar



GE-HVDC-Khushheha



GE-HVDC-Khushheha



Siemens GAMESA - Kayalar



Siemens GAMESA - Kayalar

# Occupational Health & Safety Training

@ Domestic Sites



Siemens GAMESA - Kayatar



Siemens GAMESA - Kayatar



Siemens GAMESA - Kayatar



MOCK Drill - Picture 1



MOCK Drill - Picture 2



MOCK Drill - Picture 3



MOCK Drill - Picture 4



MOCK Drill - Picture 5



MOCK Drill - Picture 6



MOCK Drill - Picture 7



MOCK Drill - Picture 8



MOCK Drill - Picture 9

# Occupational Health & Safety Training

@ Factories



Toolbox talk @ Electronics Factory



Safety induction Training @ FLP Factory



Safety Induction @ Relay Factory



Toolbox talk @ Switchgear Factory



Safety Induction @ Switchgear Factory



Safety Induction @ Transformers Factory

# Fire Drill

@ Voltech Techno Park



Fire Safety briefing



Our Safety Engineer demonstrating the Fire Safety



Employees learning Fire Safety procedures



Employees learning Fire Safety procedures



Employees learning Fire Safety procedures



Employees learning Fire Safety procedures

## Occupational Health & Safety Training

@ Malawi Site



Toolbox talk



Safety Induction Training



Toolbox Talk



Safety Induction @ Malawi

## Occupational Health & Safety Training

@ International Site



132/11kV Bu Gam Substation



220/132/33kV Doha West Metro Super Substation



66/11kV Khalaf-2 Substation



400/220/132/11kV Doha south super Substation



66/11kV Umm Al Seneem Substation



132/11kV Birkat Al Awamer-5 Substation



## HR Induction Training



Mr.E.Kumaresan (AGM - HR) giving induction to the Engineers

## HR Induction Training

### @ Headoffice

VEPL's HR Department has announced that 60 candidates have successfully completed the weeklong intensive in-house training programme during the January-March period at Voltech's staff training facilities at Ecolower, Porur and Kovur.

The "Know Voltech" programme introduced participants to the world of Energy and power, in addition to the exposing them to the underlying technologies and their application in the energy services industry. This was subsequently followed through with several rigorous and intensive sessions covering various facets of the company as well as its business and operations.

The course, which was delivered by leading learning and development specialists, is closely aligned with the company's strategy to transform its operations in order to align with the "Strategy 2025" plan.

"The course is in line with our mission to equip our staff with the knowledge and skills they need to effectively support our transformation strategy," AGM of Human Resources, E. Kumaresan said: "This training underscores Voltech's ongoing dedication to providing professional training and development courses that empower candidates to reach their full career potential whilst driving the company's strategic success."

The meticulously structured programme allowed candidates to receive a consistent, world-class integration experience into the Company's multi-disciplinary and multi-functional network whilst keeping them abreast of current industry trends and practices. The training programme was designed to augment specialized skills into a placid workforce and to create a seamless and harmonious ingress into its corporate fold.

The programme also covered components and elements in the areas of career development, leadership development, internal job rotation, and mentoring to help the participants advance in their careers and achieve their full potential. The trainees were systematically monitored, guided and evaluated by the in-house experts before being counselled to take up roles best suited to their aptitude and attitude. The training programme was officially concluded with the awarding of certificates by Executive Directors in the presence of the AGM-HR, Mr. E. Kumaresan.



Group photo of Trained engineers with Mr.M.Babu (Exe. Director-VEPL) & Mr.E.Kumaresan (AGM-HR)



Group photo of Trained engineers with Mr.T.Premnath (EVP-VEPL) & Mr.E.Kumaresan (AGM-HR)

# ORGANIZATIONAL CITIZENSHIP BEHAVIOUR

- E.Kumaresan (AGM - HR)

The present day working environment emphasizes tremendously on productivity, quality, innovation and organizational effectiveness. The HR domain in recent years has sought to foster an empowered environment that enables employees to contribute their very best to the organization. Such behaviours demonstrated at work covers a wide gamut: from individual, competitive, to altruistic acts, where individuals do more than they are required to and are ready to go the extra mile, not only for their own sake, but also in support of others.

Almost 30 years ago, Dennis Organ and his fellow researchers first introduced the term, **Organizational Citizenship Behaviour (OCB)** into the HR parlance. Over the past three decades, interest in these behaviours has increased substantially. Research has linked organizational behaviour to overall organizational effectiveness, showing that these types of employee behaviours have important consequences in the workplace. Today, that word is firmly embedded into organizational performance. This is evidenced by the increasing number of articles and research regarding OCB, which suggests high levels of interest within the field.

Organizational citizenship behaviour is a technical psychological term for what can be simply defined as the compilation of individual behaviours in a group setting. In its primordial definition OCB was defined as "individual behaviour that is discretionary, not directly or explicitly recognized by the formal reward system, and that in the aggregate promotes the effective functioning of the organization." In industrial and organizational psychology, organizational citizenship behaviour (OCB) is a person's voluntary commitment within an organization or company that is not part of his or her contractual tasks. This has important ramifications for an organization.

The original concept of OCB was encapsulated into 5 common behaviours. Research suggested that when these common behaviours were exhibited in a group setting, it will lead to effectiveness. Translating this into a business context would imply that the five most common organizational citizenship behaviours will lead to more productivity and effectiveness in the workplace. While accumulated research within the area over the last three decades have identified and recognized dozens of other common behaviours, the five defined originally are still considered to be the most significant. The five most common behaviours are: altruism, courtesy, sportsmanship, conscientiousness, and civic virtue. Each of these concepts are briefly explained below.

**Altruism:** Altruism is defined as the desire to help or otherwise assist another individual, while not expecting a reward in compensation for that assistance. Altruism in the workplace leads to productivity and effectiveness because it encourages good inter-employee relations; it can also reduce the stress load on other employees, such as those who are overwhelmed without a little bit of help, which will in turn increase productivity.

**Courtesy:** Courtesy is defined as behaviour which is polite and considerate towards other people. Courtesy not only encourages positive social interactions between employees, which improve the work environment, but they can reduce any potential stress that might occur from employees who do not have the courtesy to inform their co-workers about issues such as upcoming absences from work—and so on.

**Sportsmanship:** Sportsmanship is defined as exhibiting no negative behaviour when something does not go as planned—or when something is being perceived as annoying, difficult, frustrating or otherwise negative. In the context of business, good sportsmanship is usually related to potential complaints about work or workloads in addition to negativity surrounding work-related surprises.

**Conscientiousness:** Conscientiousness is defined as behaviour that suggests a reasonable level of self-control and discipline, which extends beyond the minimum requirements expected in that situation. Conscientiousness is observed



when an employee not only meets their employer's requirements, but exceeds them.

**Civic Virtue:** Civic virtue is defined as behaviour which exhibits how well a person represents an organization with which they are associated, and how well that person supports their organization outside of an official capacity. Civic virtue encourages a sense of community within a business setting, which has been shown to be linked to job performance and job satisfaction in employees.

Thus, within the business world, organizational citizenship behaviour has been linked to work productivity, employee effectiveness, and other factors which can impact a business in the short or long term. Effects of Organizational Citizenship Behaviour identified at work go beyond internal environment of an organization as they can influence how an organization is perceived externally.

OCB's effects and outcomes can be broadly classified into two tiers – the impact felt at individual level and at the organizational level, with direct implications on internal processes and external orientation.

OCB has noticeable effects on individual-level outcomes such as performance evaluations, decisions regarding rewards allocation, absenteeism, fluctuation, employee withdrawal, relationship with direct superiors or learning and developments.

At the organizational level, OCB enhances the measures of effectiveness such as teamwork and cooperation, innovation, idea generation, cost reduction and increased client satisfaction. The cumulative effect is that employees are more informed about products or services offered by their company, and are more willing to solve problems in due time while maintaining and adhering to the highest levels of courtesy and politeness at all times.

In conclusion, the implications of OCB for the organization are clear, and managers and HR professionals must always take them into consideration while measuring the bottom line effectiveness or executing people-related actions such as training, promotions, and dismissals.







Art by  
Mrs. S. Hemageetha  
Sr. Estimation Engineer - VMCL

## மகளிர் தின வாழ்த்துக்கள்!!!

"நாம் அனைவரும் ஒரே தாயின் வயிற்றில் பிறக்க முடியாது என்கின்ற காரணத்தினால் தனித்தனித் தாயின் வயிற்றில் பிறந்து அன்னன், தம்பிகள் ஆனோம்". - அறிவுர் அண்ணா.

**மகளிர் தின ஆரம்பம்:** மார்ச் 8ம் நாள் உலக மகளிர் நாள். என்கே ஆந்தக் கருத்து உருவாயிற்று? உலகம் பல புரட்சிகளைச் சந்தித்து இருக்கிறது. அகிலம் திடுக்கிட வைக்கிற பல நிகழ்ச்சிகளைச் சந்தித்து இருக்கிறது. பிரெஞ்சு நாட்டில் எழுந்த புரட்சி சுதந்திரம், சமத்துவம், சகோதரத்துவம் என்ற குரல் எழுந்த புரட்சி, மண் குடிசைகள் மாளிகைகளைப் பார்த்து மிரட்டிய புரட்சி. அடிமைகளின் கரங்களில் வீர வான் ஜொலித்த புரட்சி. அங்கே வெட்டுக் கத்திகளுக்கு முன்னாள் மன்னர்களின் தலைகள், மகாரானிகளின் தலைகள் வெட்டப்பட்ட நிகழ்ச்சி ஐரோப்பியா கண்டத்தையே அச்சுறுத்திய புரட்சி 1759ம் ஆண்டு நடந்தது. அந்த புரட்சி நடந்த போது, தாயி மண்ணை மாளிகையைச் சுற்றி ஈட்டு ஆயிரம் பெண்கள் ஆயுதங்களைக் கருங்கார்கள். அந்தப் புரட்சியில் பெண்களும் பங்கு ஏற்றார்கள். அதன் விளைவாகவே 79 ஆண்டுகளுக்குப் பிறகு சம உரிமை எங்களுக்கு வேண்டும், வேலை செய்யும் இடத்தில் உரிமை, தொழிற்சங்கத்தில் உரிமை என்ற குரல் எழுப்பப்பட்டு அதற்கும் மூன்று ஆண்டுகளுக்குப் பிறகு, இங்கிலாந்து, பிரான்ஸ், ஜெர்மன் பெண்களுக்கு வேலை நிறுத்த உரிமைக்கு உத்திரவாதம் வளங்கப்பட்ட காலத்தில்தான், சரியாகப் பிரெஞ்சுப் புரட்சி நடந்து, 130 ஆண்டுகளுக்குப் பிறகு, 1889ம் ஆண்டு கிளாரா ஷைக்கின் என்கிற வீரங்களை அனைத்துலகத் தொழிலாளர் சங்கத்தில் பெண்களுக்கும் சம உரிமை வேண்டும் என்று குரல் கொடுத்தார். அந்தக் குரல் எழுந்தது, இருபதாம் நூற்றாண்டு பிறந்தது. 1907ம் ஆண்டு பாரிஸ் நகரத்தில் நடைபெற்ற உலக சோஷலியிச மாநாட்டில்,

உலக மகளிர் அமைப்பின் செயலாளராக கிளாரா ஷைக்கின் தேர்ந்து எடுக்கப்பட்டார். அதனைத் தொடர்ந்து நியூயார்க் நகரத்தில் ஆயிரக்கணக்கான பெண்கள் அணிவகுத்து வந்தார்கள் "எங்களுக்கு தொழிற்சங்க உரிமை வேண்டும்; எங்களுக்கு வேலையில் நியாயமான நீத கிடைக்க வேண்டும்" என்று. திரண்டு எழுந்த அவர்கள் குரல் கொடுத்து வெற்றி பெற்றதை வாழ்த்திப் பாராட்டி மூன்று ஆண்டுகள் கழித்து அதே கிளாரா ஜெட்கின் சொன்னார், "கனிமேல் ஆந்த நாள்தான் உலக மகளிர்நாள்" என்று.

- ஒன்பது ஆண்டுகள் கழித்து அதே மார்ச் 8ம் நாள் சோவியத் யூனியன் பெட்ரோகிராட் நகரில் இருந்து பல்வாயிரக்கணக்கான பெண்கள் உரிமை வேண்டும், ஒடுக்கு முறையை எதிர்ப்போம் என்று அணிவகுத்து வந்தார்கள். இந்த ஒரு அணிவகுப்பு சோவியத் புரட்சிக்கு துழைவாயில் ஆயிற்று.
- 1936ம் ஆண்டு அதே தினம் ஸ்பெயின் நாட்டின் சர்வாதிகாரியாக ஆட்சி புரிந்து கொண்டு இருந்த பிராங்கோவை எதிர்த்து 80,000 பெண்கள் மேட்சிட் நகரில் ஊர்வலம் வந்தார்கள்.
- 1950ம் ஆண்டு அதே தினம் "இனிமேல் அணு ஆயுதம் உலகத்தின் உயிர்களைக் குடிக்கக்கூடாத, ஹிரோஷிமா, நாகாசாகி நகரங்களில் வீசப்பட்ட அணுக்குண்டுகள் மனித குலத்தை அழித்துவிடக்கூடாது, இந்த ஆயுதங்களை அழிக்க வேண்டும்" என்று மூன்று இலட்சம் பெண்கள் ஐரோப்பா கண்டத்தில் அஞ்சல் அட்டை அறப்போர் நடத்திய நாள்.

இந்த அடக்கு முறையில் பலர் பணியாக இருக்கிறார்கள். துப்பாக்கி முனைகளுக்குத் தங்கள் உயிர்களைத் தந்து இருக்கிறார்கள். உலக மகளிர் நாளில், அவர்களுக்கு வீரவணக்கம் செலுத்துகிறோம்.

- Mr.V.Barathiselvan  
GM - HR, Safety & IR (VMCL)

## Wedding Bells



Groom: Mr. R.Vinoth  
Site Incharge - Gamesa TGP-1 & 2  
Bride: Mrs. V. Vinitha  
Marriage Date: 04th February 2018



Groom : Mr. A. Gurusabhar (Manager - ICINI)  
Bride : Mrs. Murulhula Gurusabhar  
Marriage date: 24th November 2017



### **Corporate Office**

Voltech Eco Tower, No.2/429, Mount Poonamallee Road,  
Ayyapanthangal, Chennai - 600 056

Ph : +91-44-43978000 | Fax : +91-44-42867746

Email : [voltech@voltechgroup.com](mailto:voltech@voltechgroup.com) | Web : [www.voltechgroup.com](http://www.voltechgroup.com)

Follow us on

