

HCI Korea has newly unveiled the new slogan. The meaning of Change together is move with the market and customers expectations with great creativity. HCEIPL has humbly accepted this slogan and all the employees, dealers and business stake holders will positively respond to this change....

aura

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The internal newsletter of Hyundai Construction Equipment India Pvt. Ltd.



“Straight from the Gut”

People development is the key to success!!!

Hyundai has always believed in developing talent from within the organization, with this thought in mind many of the positions like; Area Sales and Service Manager, Branch and Regional Service Manager, Head Corporate Sales, Manager Dealer development and HOD, to name a few were promoted by giving an opportunity to the employees who are ready to relocate and move across the department. This in turn helped the organization to grow talents within the organization and also the job incumbent will get more exposure to the business and build the competencies other than their core areas. We not only believe in growing the key talent within Hyundai but at the same time this year a team of HODs have visited various B-Schools and Engineering Colleges to hire young talented MT's and GET's to develop dynamic bench strength for Hyundai. I know that these newly hired have a long way to go in the system to prove their mettle. The new batch of GET's and MT's are ready to step in the corporate world though your support in this quarter. This is in line with our MD's vision and mission to build Hyundai culture through above mentioned initiatives. Also slowly we are inching towards “culture of meritocracy” by promoting the employees who are ready to take challenging job and go extra mile to learn and contribute in new initiatives. One of such initiatives is to send the Hyundai employee to HHI Korea on periodical basis and the first person to complete his 6 month stint at HHI Korea is Mr. Raja Sharma from Marketing. We can read out his small insight in this bulletin as well. Very soon you will see many such initiatives under execution at various levels in the organization.

We are in a way building sustainable processes to support skill development initiative at Hyundai. We have YIT, NEEM, Apprentices, MPT skill building scheme running throughout the year. Our Training Centre is well equipped to start the certification course for Machine Operators, (PMKVY), Pradhan Mantri Kaushal Vikas Yojana. However we seek your active support in coaching and mentoring the new talent at all the levels in the organization. I strongly believe that knowledge and money cannot grow unless one spreads the same with an open arm. Therefore my humble request to all the Managers and Engineers to find out one employee and start investing in him in terms of building his/ her career by investing valuable time and efforts. At the same time Senior and experienced Managers and HOD's start identifying high potential employee from their team and develop a sense in them that they can grow inside the organization by walking the extra mile of productivity and responsibility.

Hyundai India operations have now successfully completed 9 years and hence the employee those who have started their journey with the Company are more matured and seasoned. We value their contribution as well as count their experience in the growing business needs of Hyundai. Therefore, I expect their suggestions and contribution in the development of people and support in creating and maintaining the HR systems that will help attract, select, deploy, develop, reward and retain the talent.



On the occasion of New Year “Gudhi Padwa” I wish all the readers, family and friends a very Happy and healthy and wealthy New Year!

Ajit Thakur
Head HR & EHS



DHOKRA - THE FOUR MAN BAND

Dhokra is non-ferrous metal casting using the lost-wax casting technique. This sort of metal casting has been used in India for over 4,000 years and is still used. One of the earliest known lost wax artefacts is the dancing girl of Mohenjodaro. The folk art of Dhokra is widely known as one of the most ancient art forms in human history. It is amazing that the same methodology is still used to create expressions of human creativity and its representation of humans, animals and other objects.

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MD's Message

J Y Kim

Dear Colleagues,

We as a team have continuously strived to achieve our goals and reach to the destination leaving positive marks for future. We have successfully risen above past headwinds that befall us. It is a matter of pride that all of us together have positively responded to the mass appeal of Ex-MD to make Hyundai India as a profitable business entity in the last year. We did not leave any stone unturned to achieve the breakeven in the FY 2014-15. However, the overall HHI global business scenario is not promising and HQ has incurred a loss of INR 7.3 Crores.

The global demand for construction equipment this year is estimated to see a 20% decline year-on-year, falling for four consecutive years since 2011. Moreover, since the start of the second half of this year, it has become increasingly difficult to find a profitable market.

However to reach the destiny, there are two ways; one is an easier way and another is difficult one.....! Let's opt for the difficult way which passes through an aggressive Cost Saving, Improvement in Product and Process Quality, on time Delivery and achieve the Profitable Market Share for Hyundai. Also, we are facing continuous challenge to get support from HHI- HQ for absorbing cost and the same trend will continue in future too. We will be fully committed to securing a stable stream of orders going forward. At the same time, Localization, investment in improving the environment of production facilities, quality, technology, safety and attracting talents will continue.

We value your long term association and appreciate your commitment to achieve more toughened tasks in the years to come! The effort that we had put in the last year has to be multifold this year. At the same time, we cautiously expect the industry to recover in 2016. Despite the aforesaid risks, we believe that with your commitment, we will be able to turn the crisis into an opportunity. As a global organization, HCEIPL Team has to go a long way to contribute in achieving a comprehensive profit in the next year.

So, let's do it together!

The effort that we had put in the last year has to be multifold this year. At the same time, we cautiously expect the industry to recover in 2016.

प्रिय सहकाऱ्यांनो,

आपली ध्येये गाठण्यासाठी, उज्ज्वल भविष्याच्या सकारात्मक पाऊलखुणा उमटवून निर्धारित स्थानी पोहोचण्यासाठी एक संघ म्हणून आपण सर्वजण सातत्याने प्रयत्नशील असतो. गतकाळात आपल्यासमोर उभ्या ठाकलेल्या विपरीत परिस्थितीचा सामना आपण यशस्वीपणे केला असून त्यातून तावून सुलाखून आपण बाहेर पडलो. गेल्या वर्षभरात ह्युंदाई - इंडियाला एक नफाक्षम उद्योग म्हणून नावारुपाला आणण्याच्या आपल्या माजी कार्यकारी संचालकांनी दिलेल्या आवाहनाला आपण सर्वांनी जो सकारात्मक प्रतिसाद दिला, तो खरोखरीच गौरवास्पद होता. २०१४-१५ या आर्थिक वर्षात निर्धारित उत्पादनकक्षेचा मापदंड गाठता यावा, म्हणून आपण अक्षरशः सर्वतोपरी प्रयत्न केले. असे असले तरी, जागतिक स्तरावरील एचएचआयची औद्योगिक परिस्थिती फारशी आश्वासक नाही, एच क्यू ला सुमारे ७.३ कोटी रुपयांचा तोटा झाला आहे. यावर्षी बांधकाम साधनांच्या जागतिक मागणीमध्ये वर्षागणिक २०% कपात होण्याचे संकेत असून वर्ष २०१५ पासून होत असलेल्या कपातीचे हे सलग चौथे वर्ष आहे. भरीस भर म्हणून या वर्षीचा उत्तरार्ध सुरू होत असताना नफा मिळवणारी बाजारपेठ शोधणे दिवसेंदिवस खरोखरीच कठीण होत आहे.

नशिबापर्यंत पोचण्याचे नेहमीच दोन मार्ग असतात, एक असतो सोपा आणि दुसरा असतो अवघड... आपण अवघड मार्ग चोखाळूया, जो अधिकाधिक खर्चबचत, उत्पादन आणि उत्पादक प्रक्रियांच्या गुणवत्तेत सुधारणा, निर्धारित वेळेत वितरण, आणि ह्युंदाईसाठी बाजारपेठेतील नफ्याचा वाटा प्राप्त करणे या टप्प्यांनी जातो. याखेरीज आपल्यासमोर एचएचआय - एचक्यूकडून खर्चाच्या वितरणासंदर्भात सहकार्य मिळवण्याचे आव्हान सातत्याने उभे असून भविष्यातही हीच परिस्थिती कायम राहण्याची शक्यता आहे.

मागण्यांचा स्थिर ओघ प्राप्त करण्याप्रीत आपण कायमच वचनबद्ध आहोत. त्याचवेळी स्थानिकीकरण, उत्पादनसुविधांमधील वातावरण सुधारण्यासाठी गुंतवणूक करणे, गुणवत्ता, तंत्रज्ञान, सुरक्षितता आणि नवनवीन कुशल मनुष्यबळाचा शोध चालूच राहिल. आपले दीर्घकालीन साहचर्य आमच्यासाठी मूल्यवान असून आगामी काळात अधिकाधिक अवघड आव्हाने साध्य करण्याप्रीत आपण प्रदर्शित केलेल्या वचनबद्धतेचे महत्त्व आम्ही जाणतो. निर्धारित ध्येय साध्य करण्यासाठी गेल्या वर्षी आपण जे प्रयत्न केले, त्यापेक्षा अधिक प्रयत्न आपल्याला यावर्षी करावे लागणार आहेत. त्याचवेळी, २०१६ मध्ये उद्योगविश्वाने सावरावे, अशी आपली अपेक्षा आहे. आपल्यासमोर अनेक धोके उभे असतानाही, केवळ तुमच्या वचनबद्धतेच्या जोरावर आपण समस्येला संधीमध्ये परिवर्तित करू शकू. पुढील वर्षी भरीव नफा प्राप्त करण्याकरिता योगदान देण्यासाठी एक जागतिक उद्योगसंस्था म्हणून एचसीइआयपीएल गटाला मोठा पल्ला गाठावयाचा आहे. तेव्हा चला, आपण एकत्रितपणे हे ध्येय गाठूया.

Hyundai Bags Award

Hyundai has won the OSH India Innovation Award 2015. Declared as the Bronze winner for Occupation Health and Safety. The award was given by the hands of Dr. Pingale (Ex. Medical VP Reliance & Ex. Health Director – IBM group) to Mr. Ajit Thakur (Head HR & EHS) & Mr. Keshav Aghav- Head Maintenance of Hyundai CE India.



ह्युंदाई ने पटकावले ओ एस एच अॅवॉर्ड

२०१५ सालचा ओ एस एच इंडिया इनोव्हेशन अॅवॉर्ड ह्युंदाई ने पटकावले आहे. हा ओक्युपेशन, सेफ्टी अॅन्ड हेल्थ – इनोव्हेशन अॅवॉर्ड. २६ नोव्हेंबर, २०१५ रोजी बॉम्बे एक्झिबिशन सेंटर येथे आयोजित कार्यक्रमात प्रदान करण्यात आला, ह्युंदाई ला कांस्यपदक देण्यात आले.

The Federation of Chakan Industries (FCI) Award was given by the hands of Hon.

Shri Baldev Singh (I.A.S.) – Chief Secretary of Industry, Energy and Labour, Govt of Maharashtra. to the Director Finance and HR Mr Myung Hwan Lee from Hyundai Construction Equipment India Pvt. Ltd.

मा. श्री. बलदेव सिंग, महाराष्ट्र शासनाचे चीफ सेक्रेटरी इंडस्ट्री, एनर्जी अॅन्ड लेबर यांच्या हस्ते डायरेक्टर फायनान्स अॅन्ड एचआर, श्री एम एच ली यांनी फेडरेशन ऑफ चाकण इंडस्ट्रीजचे पारितोषिक स्वीकारले.



CSR @ JALANA

The scarcity of water in the drought stricken areas of Maharashtra has led to increase in the number of farmer suicides, unable to cultivate crops. Alarmed by the suicide rate, Hyundai joined hands with NGO – NAAM Foundation for the development of water bodies in the affected areas. We dispatched R140LC-9 excavator to site on 25th Jan'16 followed by R110-7 on 2nd February, 16. Both the excavators were deployed to restore the 13 KM river which would in turn benefit 110 villages in the nearby vicinity. This is in line with the discussion between Mr. Ajit Thakur (HR & EHS) & Mr. Nana Patekar (Cinema Actor) and founder of NAAM.



CSR @ Khalumbre

(Donation of Rs. 8 lacs)

A cheque of Rs. 8 lacs was presented by the hands of Mr. Ajit Pawar, Mr. MH Lee, Director Finance & HR & Mr. Shoumya Hor – GM Finance & HR to the Sarpanch of Gram Panchayat, Ms. Shobha Gade.



Getting informal with Mahesh ...

“A wrong decision at a right time is less harmful than a right decision at a wrong time...!” asserts Mahesh Kulkarni, Head – Material Procurement, Control and Logistics, as he gets talking to representatives of Team Aura.

Mahesh has been at the helm of affairs of the Material Procurement, Control and Logistics (MPCL) department for the last four years. Sharing his conviction which he practises in his work, he declares “You have to be the best in whatever you do and while doing this, you have to be considerate.” He warms up to the topic, as he talks about his experiences that go a long way in molding his personal and professional values that he holds sacrosanct.

Mahesh leads a close knit team of thirty members and has been involved in a number of key decisions and their implementation. These decisions have been of strategic importance to the company.

Highlights of his career are procurement and sourcing, pricing and commercials, EXIM, logistics, project purchases, inventory management as well as team leadership. He has always worked for Original Equipment Manufacturers and multi-nationals which has given him a global exposure with local understanding and finesse with which he discharges his duties.

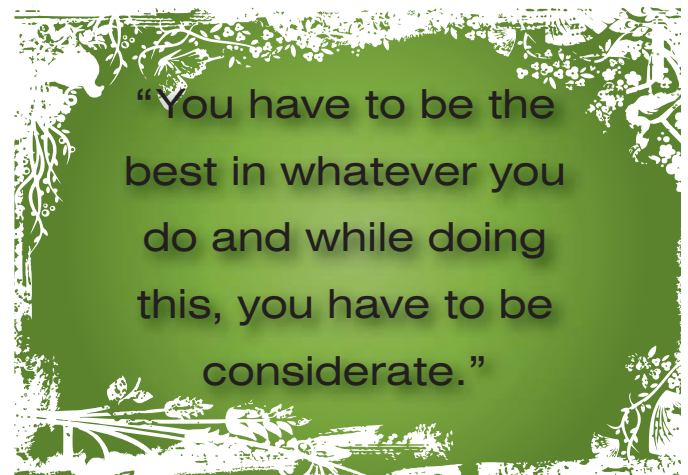
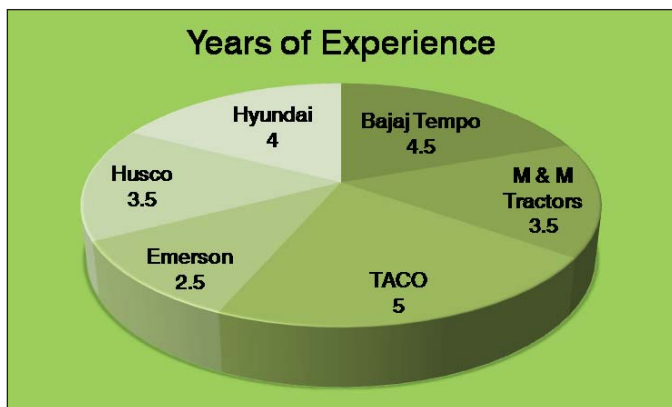
On the home-front

Mahesh hails from Sholapur and is armed with Bachelor’s degree (BE) in Production Engineering. He proudly mentions about consistently ranking amongst the top ten students in school and college.

His father was in the Indian Railways. He has two elder sisters. The family owns a farm and farming is one of his favorite hobbies. Apart from studies, his parents encouraged his participation in sports. He played Kho-kho and Table tennis. Swimming is one of his favorite sport which honed his 'never say die' spirit right from his formative years.

Mahesh credits his family for being a constant source of inspiration and courage. His face takes on a gleam as he talks about his family back home.

Professional Journey so far



At leisure

Mahesh loves to travel; and luckily his work feeds his globe trotting hobby. Till date, Mahesh has had the opportunity to visit China, the USA, Korea, and some European nations. He has even travelled in a quaint railway engine as well.

He is also involved in social work. A born foodie, Mahesh appreciates a variety of cuisines.

Knowing Mahesh

As a person, Mahesh believes in healthy competition at the work-place. "I have always tried to be a team-player while adopting a democratic approach. I feel the success of a leader lies in the participation of and decision-making autonomy of his team-players" he opines.

He would like to help the senior citizens and devote quality time to them. Not one to nurse grudges in his mind he strongly believes in 'Forgive and Forget' letting bygones be bygones. Also, he is meticulous in putting in his best in the task at hand – no compromise.

To His Credit

On the professional front, Mahesh has cordial relationships with rank and file and across departments. An achievement which he is proud of is the establishment of the Husco Hydraulics plant at Talegaon, Pune. He was one of the founder members of this plant and was involved in the purchase of various products including capital goods, regular items, and information technology products including gardening supplies.

Mahesh can be reached at mahesh.kulkarni@hyundaiindia.net



COMPANY UPDATE

National Safety Week Celebration 2016

Hyundai celebrated 45th National Safety Week from 4th–11th March, 2016 with various initiatives & competitions.



Safety Poster Competition winners:

1st Prize	Sagar Ranadive
2nd Prize	Satish Patil
3rd Prize	Amol Pawar

Safety Slogan Competition Winners:

1st Prize	Sandip Barkale
2nd Prize	Shaswat More
3rd Prize	Sayabbanna Govinde



Hyundai Forklift

First key handover of Hyundai Forklifts to Whirlpool by the hands of Managing Director Mr. Jong Yu Kim.

The newly appointed dealer network for our Forklift business:

- Delhi, • Ahmedabad, • Mumbai, • Pune, • Bangalore, • Chennai



Under the leadership of Mr. Praveen Desai – Head Safety, Hyundai employees participated in the safety rally organized by Directorate of Industrial Safety and Health – Govt. of Maharashtra.



Moments of 'Triumph'

• Badminton Championship – 2016

Winners of the Badminton championship – 2016... Niranjan Dhoble & Meethesh Kumar from MPL.

First Runner Up – Mangesh Karanje & Sachin Mandhare from Production.

This is the 4th consecutive sports event which started with carrom, then chess followed by cricket & now the upcoming event being Table Tennis Championship in Quarter-II.

Be a part of this event and feel sports!




Women's Day Celebration

Hyundai female employees celebrated this day by having small function at office which was then followed by a lunch together at hotel Sayaji and then a movie.



Employees Corner

Loyalty Awards



Name	Department
Shamal Mane	Accounts
Deepak Jindal	Sales & Marketing (North)
Ritesh Lal	After Service & Parts (East)
Asawari Tilak	Accounts
Vinod Deshmukh	Production
Nilesh Gosavi	MPL
Nilesh Kumbhar	MPL
S S Rao	Accounts - South
Shivaraj Shinde	Production
Abhijeet Girme	Production
Dinesh Dasalkar	Accounts
Mangesh Shirolkar	After Service & Parts

Proud PAPA's of Hyundai



Anil Pawar



Abhijeet Girme



Sumit Chauhan



Manoj Sarwade



Balendra Kumar



Suyog Gujarathi



Welcome Aboard!!

Mr. Anup Nair took charge at the leadership level of Hyundai India, we welcome Anup – GM Sales & Marketing on board. Before joining Hyundai Anup was associated with companies like – TELCON, JCB and Ashok Leyland John Deere.

Sr. No.	Name of the employee	Department	Designation
1	Govind Viswanathan	HR & Admin	Deputy Manager
2	Hemant Kadam	Quality Control	Manager
3	SK Sirajul Islam Mandal	After Service & Parts East	Deputy Manager
4	Saragadam Vasu	After Service & Parts-South	Executive
5	Girish Jawre	Production	DET
6	Amol Korde	Production	DET
7	Mangesh Munge	Production	DET
8	Malhari Bhogil	Production	DET
9	Sagar Raskar	Production	DET
10	Bhagawat Puri	Production	DET
11	Rajasekhar Dara	After Sales Service	Senior Engineer
12	Pritesh Samant	Quality Control	Engineer
13	Zeeshan Jinnedi	Sales & Marketing	Mgmt Trainee
14	Brajesh Kumar Pandey	Sales & Marketing	Mgmt Trainee
15	Rahul Dhepe	Finance & Accounts	Asst. Manager

Learning & Development @ Hyundai



I express my gratitude with "Thank You" to Hyundai Management, for assigning me the opportunity to work with HHI – Marketing and Planning department, Korea. It has been a rich learning experience. I am taking back with me high degree of motivation, culture of hard-work, discipline, time management, all that I could learn during my stay in Korea for the last four months.

हजेरी बक्षीस



प्रॉडक्शन विभागात कार्यरत
प्रदीप गावडे यांनी सलग
गेल्या दोन वर्षात एकदाही
रजा घेतलेली नाही.
त्याबद्दल त्यांचे हार्दिक
अभिनंदन!

Hyundai Construction Equipment India Pvt. Ltd.

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