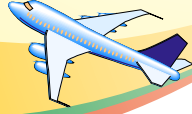




Nitco Times

A Monthly Newsletter

Nitco
Always on the move...



“
End is not the end, infact E.N.D is "Effort Never Dies" and If u get NO in answer, remember, N.O. is "Next Opportunity".. So be positive in life.”

VOL XI NO 7

JULY 2011

Message from Managing Director



Co's incentive policy is linked with performance of the workforce which is a two fold concept. First fold emphasises on more money for the workforce. But then, this is not workable without making sufficient income to the company. The second and more relevant fold of this concept is earning more, so that the generation of more income for the company is made possible. The concept of individual productivity must be kept in mind so that the sum total of a stations' productivity increases to the desired level. This will ultimately result in overall enhancement of income level of the company. Only then, the benefit will pour down to the individual level. So, be focused on company growth and your growth will automatically follow thereafter.

Furthermore monsoon season has

almost started. We are required to take certain measures to safegaurd ourselves from the damage due to seepage of water. So check the floor and top of the vehicle and make sure that it is fully covered and is safe against the seepage of water. Company is facing heavy losses and is paying huge claims due to careless handling of goods at stations at the time of loading/unloading and during storage. Numerous campaigns were initiated from time to time for spreading awareness.

Additionally, programmes like ORP, SDP and MIP were conducted at HO and recently GOP is going on. Despite of all such programmes, the desired improvement in working standards is still awaited. Short/Excess is still continuing due to careless attitude at the time of loading. Awareness campaigns covering bottom to top level of the Co Officials have already been conducted but it seems as the senior officials at branches are not playing their role positively. Now, come forward, take on to your responsibilities at all levels and get your contribution felt in the overall growth of the company.

कम्पनी की इन्सेनटिव पालिसी कार्यवाहनी के प्रदर्शन से जुड़ी हुई है, जोकि दोमुखी धारणा है। पहले तो:- यह कार्यवाहनी के लिये ज्यादा पैसे का प्रावधान बनाती है। इस का दूसरा हिस्सा कम्पनी के लिये ज्यादा आमदनी अर्जित करने के लिये है।

दोनों ही भाग एक दूसरे के पूरक हैं और एक दूसरे के बिना नहीं चल सकते हैं। निजी उत्पादकता हमेशा दिमाग में रखनी चाहिये, ताकि स्टेशनों की कुल उत्पादकता में इच्छित वृद्धि आए, तभी इस पूरे तौर पर कम्पनी की आमदनी के स्तर को बढ़ाएगा और तभी इस का लाभ निजी स्तर तक पहुंचेगा। अतः आप कम्पनी की उन्नति पर अपना ध्यान केंद्रित रखें और आप की उन्नति उसके साथ इन्सेनटिव पालिसी के रूप में आती जाएंगी।

मानसून का समय शुरू हो चुका है और हमें इसके लिए अपने सामान को पानी से होने वाले नुकसान से बचाना है। अतः आप गाड़ी को उस के फर्श से लेकर ऊपर तक अच्छी तरह से देख लें और यह निश्चित बना लें कि यह पानी के रिसाव से सुरक्षित है। हमें गौदाम को भी चेक करना है ताकि वहाँ पानी का रिसाव न

हो।

सामान के असुरक्षित रख रखाव के कारण, कम्पनी को भारी नुकसान उठाना पड़ रहा है और बड़े-बड़े क्लेम देने पड़ रहे हैं।

ऐसा लोडिंग अनलोडिंग तथा सटोरेज में लापरवाही के कारण हो रहा है। इस बारे में जागरूकता लाने के लिये हमें अभियान चलाना चाहिए। इसी तरह से हमारे प्रोग्राम जैसे की ओ आर पी, एस डी पी और एम आई पी एच.ओ में चलाए गये। इस सारे प्रोग्राम के बावजूद कार्य के स्तर में इच्छित बेहतरी नहीं हो पाई।

शार्ट/एक्सस अभी भी चल रहा है क्योंकि लोडिंग के समय लापरवाही हो रही है। जागरूकता के अभियान नीचे से ऊपर तक के कम्पनी के अधिकारियों को कवर करते हैं। परन्तु ऐसा लगाता है, कि हमारे उच्च अधिकारी स्टेशनों पर अपना पूरा दायित्व नहीं निभा रहे।

अब आप आगे आईये, अपने दायित्व को निभाते हुए शार्ट/एक्सस की धारणा को खत्म कर डालिये।

WINNERS OF LAST ISSUE'S CODE-DECODE COMPETITION

1. Govind, 2AM 2. Ashok Anand, CAO(DOT)

WINNERS OF QUESTION BOX:

1. Daya Kumari, Marketing HO
2. Ruksana Fact HO 3. Pardeep Kumar, A&O

BHARAT DARSHAN: FIRST PHASE

Nitco Estates Division has completed the first phase of Bharat Darshan. NED has explored all the godowns (assets) of company. After visiting all assets NED has taken required measures regarding maintenance & upliftment of company's assets which are not in proper condition. In this context, the quotations from contractors and painters are arranged & finalized so as to ensure the maintenance of Company godowns.

NED is always committed for proper maintenance and standardization of company properties.

Courtesy: NED

PERSONALITY DEVELOPMENT

Personality Development is quite essential means enhancing and grooming ones outer and inner self to bring about a positive change to our life Personality plays very important role in day-to-day life. We can develop our personality in different ways. Personality differs from person to person and the way they think or react to any situation. Developing personality and building confidence takes Various efforts and techniques as

- Confidence Level
- Attitude
- Presentation
- Will Power
- Cognitive development

Courtesy: HPD

D2D EXPRESS CARGO UPDATE

D2D Express Cargo is a high-end transportation service. The mantra for our success lays in our ability to seek & promote our services among the customers who looks for express transportation of goods at premium rates. Some of the prospective customers can be shopping malls, medicine consignment, apparel companies, food products, etc. Marketing staff needs to capitalize on those customers for Business growth.

Courtesy: D2D Express

CIRCULARS IN A NUTSHELL

1. To avoid the short nags at destination (in case of hired trucks), I/C station should note & ensure to recover shortage value from Driver on spot, immediately take up the matter in written. Compliance at your station will be appreciated & violation may invite loss to defaulter unloading staff.

REF: 16/A&O/116/DT: 18/5/11

Sub: Shortage

2. The company has urgent requirement of Junior Executives for higher positions from within the organization. Training is to be given by company. Staff members who are willing to avail this opportunity may contact HPD Team on their email ID: hpd@nitcoroadways.com or on following nos.: 09419860986, 9697201896 & 09906901388.

REF: 17/NCO/117 / DT: 24/05/11

Sub: Opportunity for growth & career development.

3. As monsoons are active, I/C stations should take required precautionary measures to prevent water damages & claims. Company vehicles should be properly checked & repaired. Loading & unloading should not be done in rain.

REF: 18/CLM/118 / DT: 2/6/11

Sub: Monsoon Precautions.

4. All I/C Stations have to strictly advise their concerned officials to give clear & complete remarks of shortage with full reference, mention proportionate value of shortage and not forget to give remarks of shortage / damage in pay order / summary challan.

REF: 19/CLM/119 / DT: 2/6/11

Sub: Shortage remarks in unloading report

WATS THE BUZZ

- In 30 minutes, the average body gives off enough heat (combined) to bring a half gallon of water to boil.
- Every person has a unique tongue print.
- It takes 17 muscles to smile and 43 to frown.
- A fingernail or toenail takes about 6 months to grow from base to tip.
- Fingernails grow faster than toenails.

Nitco Times Team

CONGRATULATIONS

Our Heartiest Congratulations to all

S.No	STN	Name	Upgraded As
1	JRD	Mr. Girish Chander Sharma	Senior Circle Manager
2	THA	Mr. Arjun Namdev Rao	Senior Manager
3	DEH	Mr. Rohit Chhibber	Offg. Senior Branch Manager
4	LDA	Mr. Lal Chand	Branch Manager
5	GBD	Mr. Ajesh Kumar	Branch Manager
6	ACN	Mr. Ramesh Raj Sharma	Branch Manager.
7	JRD	Mr. Puran Singh	Branch Manager
8	ZKD	Mr. Vinod Kumar Sankhyan	Branch Manager
9	PHG	Mr. Kulbir Singh Manhas	Branch Manager
10	BDR	Mr. Anil Kumar Sobti	Offg. Branch Manager
11	KNP	Mr. Virender Kumar Yadav	Senior Officer Incharge
12	NIK	Ms. Beena Samuel	Officer Incharge
13	JDH	Mr. Suresh Sharma	Officer Incharge
14	HDR	Mr. Davendra Kumar Sharma	Officer Incharge
15	AUB	Mr. Hemant Singh Chauhan	Chief Supervisor Incharge
16	LKO	Mr. Laxmikant Dubey	Senior Supervisor Incharge
17	VNS	Mr. Avadesh Kumar Dubey	Supervisor Incharge
18	MRT	Mr. Tarun Kumar	Supervisor Incharge
19	LMD	Mr. Surender Kumar Vats	Offg. Asstt. Branch Manager
20	HYD	Mr. Pardeep Kumar	Offg. Asstt. Branch Manager
21	RRK	Mr. Sadhu Ram	Chief Inspector Incharge
22	2PQ	Mr. K.C. Radha Krishnan Nair	Officer Incharge
23	HOJ	Ms. Neelam Sharma	Chief Manager
24	HOJ	Mr. Om Bahadur Gurung	Senior Manager Claim
25	2HQ	Ms. Neelam Rani	Chief Supervisor Incharge Audit

THINGS TO REMEMBER IN RAINY SEASON DRIVING:

- Check condition of the tyres - the tread grooves should be of min 1.5mm to 2mm in all the tires. Look for sidewall cuts in tires, if so, replace them immediately.
- Check brake liners. Ensure proper functioning of the break system.
- Check Brake oil.
- Ensure good quality of electrical wiring, as monsoon is the time for most electrical failures.
- Replace old or brittle wipers.
- Ensure if the wipers, all signal lights and tail lamp are in working condition

Nitco Times Team

GURU PURNIMA

*Gururbrahmaa gururishnuh gururdevo Maheswarah |
Guruh-saakshaat parambrahma tasmai shrigurave namah ||*



The full moon day in the month of Ashadh (July) of the Hindu calendar is celebrated as Guru Purnima by all Hindus all over. This day is celebrated as a mark of respect to the "Guru" i.e. a teacher or a preacher. This day is celebrated in the sacred memory of the great sage Vyasa, the ancient saint who compiled the four Vedas, wrote 18 Puranas, the Mahabharata and the Srimad Bhagavata.

The day, also known as "Vyasa Purnima" is observed by devotees who offer pujas (worship) to their beloved Gurus. Sage Vyasa is known to be the original Guru of the Hindu religion. The auspicious day of Vyaasa Poornima has a great significance as everybody knows that the role of a Guru in real life is very much important.

Nitco Times Team

FOUR BASIC TASKS ARE REQUIRED TO ACHIEVE THE BASIC GOALS OF CRM

Customer Identification

To serve or provide value to the customer, the company must know or identify the customer through marketing channels, transactions, and interactions over time.

Customer Differentiation

Each customer has their own lifetime value from the company's point of view and each customer imposes unique demands and requirements for the company.

Customer Interaction

Customer demands change over time. From a CRM perspective, the customer's long-term profitability and relationship to the company is important. Therefore, the company needs to learn about the customer continually. Keeping track of customer behavior and needs is important.

Customization Personalization

"Treat each customer uniquely" is the motto of the entire CRM process. Through the personalization process, the company can increase customer loyalty. The automation of personalization is being made feasible by information technologies.

MKTG HO

QUESTION BOX

We are introducing a new Question Box. Any one from HO, HQ, or Branch offices can take part in this quiz and win laurels beside cash prize of Rs. 100/- by sending correct answers to timesnitco@gmail.com.

1. Which animal can't walk backwards?
2. How much time taken by stomach to breakdown cow milk?
3. How does a shark find fish?

ANSWER OF LAST MONTH QUESTION BOX

1. 10 days 2. Thigh Bones 3. Ears & Nose

THIS MONTH'S CODE-DECODE COMPETITION

Given below are the names of 10 stations. Tell us the abbreviated code of each station corresponding to its name and win yourself Rs. 100.

- | | |
|-------------------------|-----------------------|
| 1. Nandesar (Gujrat) | 6. Bahadurgarh (Har.) |
| 2. Narnaul (Har.) | 7. Batala (Pb.) |
| 3. Safidon Mandi (Har.) | 8. Batote (J&K) |
| 4. Shohdol (MP) | 9. Pala (Kerala) |
| 5. Anjar (Guj.) | 10. Dharampur (H.P.) |

Please send your entries to timesnitco@gmail.com

YOUR STAR THIS MONTH



CANCER - The Protector

Moody, emotional. May be shy. Very loving and caring. Pretty/handsome. Excellent partners for life. Protective. Inventive and imaginative. Cautious. Touchy-feely kind of person. Needs love from others. Easily hurt, but sympathetic.

HEALTHIEST FOOD ON EARTH: ONIONS AND GARLIC



The consumption of onions and garlic has demonstrated protective effects against stomach, prostate and esophageal cancer. Along with broccoli, tea and apples, onions and garlic are among a select group of foods found to reduce mortality from heart disease by 20%.

MAY'S DELIVERY TOPPERS (NO. OF GPS)

NITCO ROADWAYS

GROUP A	GROUP B	GROUP C	GROUP D	GROUP E
TOPPERS	TOPPERS	TOPPERS	TOPPERS	TOPPERS
JRD 5336	GBD 1137	PNQ 615	KGR 40	BLM 8
NIL	NIL	NIL	MAI 99	TPR 55
			GAU 185	KOT 41
SPOILERS	SPOILERS	SPOILERS	SPOILERS	SPOILERS
LDA 2392	KGD 1556	BLR 469	MMV 244	MRI 3
JAL 2029	ASR 1226	PKT 671	BLU 83	NIL
CHD 2619	SXR 1489	ADR 465	HSR 17	

D2D EXPRESS

GROUP A	GROUP B	GROUP C
TOPPERS	TOPPERS	TOPPERS
2JM 1375	2DE 1695	2CH 664
		2GG 291
		2NO 291
		2GB 75
SPOILERS	SPOILERS	SPOILERS
2LD 913	2BL 384	2CC 467
	2JL 367	2AX 184
		2PQ 178
		2AM 190

JUMBLE OF THE MONTH

RREEANMPFOC SI TTEEDNMRNIA FO EEIIVSNNTC

Please send your entries to timesnitco@gmail.com

WINNERS OF LAST ISSUE'S JUMBLE

- Sunil Saraf, HOJ
- Ranju Gaba, NAE (DEL)
- Shivarudrappa, KGR (BLR)
- Karuna, HQ
- Sonam, HQ
- Poonam, HQ

Solution of Last Issue's jumble : REDUCE OPERATIONAL COST TO ENSURE GROWTH



LAUGH A LITTLE

Teacher: If I had seven oranges in one hand and eight oranges in the other what would I have?

Student: Big hands!

=====

TEACHER: Why are you late?

Student: Because of the sign.

TEACHER: What sign?

Student: The one that says, "School Ahead, Go Slow."

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Here

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