

# BLOM

## Balmer Lawrie Online Monthly Bulletin

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### Editorial

A robust Performance Management System (PMS) not only enables objective assessment of individual performance but is also a very critical tool for employee development & nurturing. An effective PMS ensures alignment of individual objectives to organizational goals and thus enhances employee engagement. It also provides a rational system for linkage of reward to performance and helps in strengthening a performance driven culture in the organization.

Balmer Lawrie's journey towards strengthening a performance driven culture started in all earnestness around 7 years back with the introduction of the 'bell curve' system of rating distribution (even before it was mandated under the 2007 Pay Revision) and linking individual performance to reward through Profit Sharing Incentive Scheme to start with and then with the Performance Related Pay [PRP] Scheme. To further this process, 3 years back a KPI based PMS was introduced for the Managerial cadre. In the current year this KPI system has been extended to all Executives. Corporate HR has been conducting workshops for 100% of the Executives across locations, starting from the month of August 2012, for the seamless adoption & implementation of the new system.

September heralds the beginning of the festive season, ending with Christmas in December. BLOM extends its best wishes to you and your families on this occasion! As always, we will be looking forward to your feedback, contributions and suggestions. Do send them to [mukhopadhyay.mohar@balmerlawrie.com](mailto:mukhopadhyay.mohar@balmerlawrie.com).

Mohar

### BL Updates



SBU: Greases & Lubricants, as a part of its rebranding exercise, launched the new packaging for 'Balmerol' in a two day Channel Partner Meet held on 24th & 25th August, 2012 at Silvassa. Around 60 distributors attended the event and visited the upcoming state-of-the-art Greases & Lubricants plant at Silvassa.



Logistics Services, Vizag successfully handled around 100 MT of Over Dimensional Cargo [ODC] for one of its clients located in Vizag between 11 & 14 August, 2012. The assignment involved movement of the cargo from Europe to Vizag, including freight, insurance, customs clearance, door delivery & factory de-stuffing of the ODC units at site.



In the last week of August 2012, Logistics Services, Kolkata handled a power project consignment of M/s BHEL at Haldia port. The assignment involved hiring of vessel, handling of project cargo & customs clearance from the port of Rotterdam to Haldia port. The total volume of the parcel was 2642 tons which included several heavy lift packages.



The Accounts & Finance Meet was held on 17<sup>th</sup> and 18<sup>th</sup> August 2012 at Shantiniketan. In photo the team is seen with C&MD and D[F].

**वां विश्व हिन्दी सम्मेलन**  
 २२ से २४ सितम्बर, २०१२  
 जोहान्सबर्ग  
**9th WORLD HINDI CONFERENCE**  
 22nd to 24th September, 2012  
 Johannesburg

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Tours & Travel, Delhi will be offering special fares and taking care of the ticketing requirements of the participants for the 9th World Hindi Conference to be organised by the Ministry of External Affairs [MEA] from 22nd to 24th September 2012 at Johannesburg.



SBU: LI & LS participated in the Logistics Colloquium organized by CII on 24<sup>th</sup> July 2012 at Kolkata. Balmer Lawrie was the silver sponsor of the event.



An E-Procurement programme was organised on 4<sup>th</sup> August 2012 for Executives in the southern region.



Workshops on Total Quality Management [TQM] were conducted for western region employees from 7th to 9th August and 13th & 17th August 2012. The programme was inaugurated by Shri B. Chakraborti, SVP [O], IP.



A Workshop on Total Quality Management was organized for employees of the northern region on 25th August, 2012 at the Russian Culture Centre, New Delhi.



On 13th & 14th August Balmer Lawrie & PWC had discussions on Operation Excellence for SBU: IP at Silvassa.

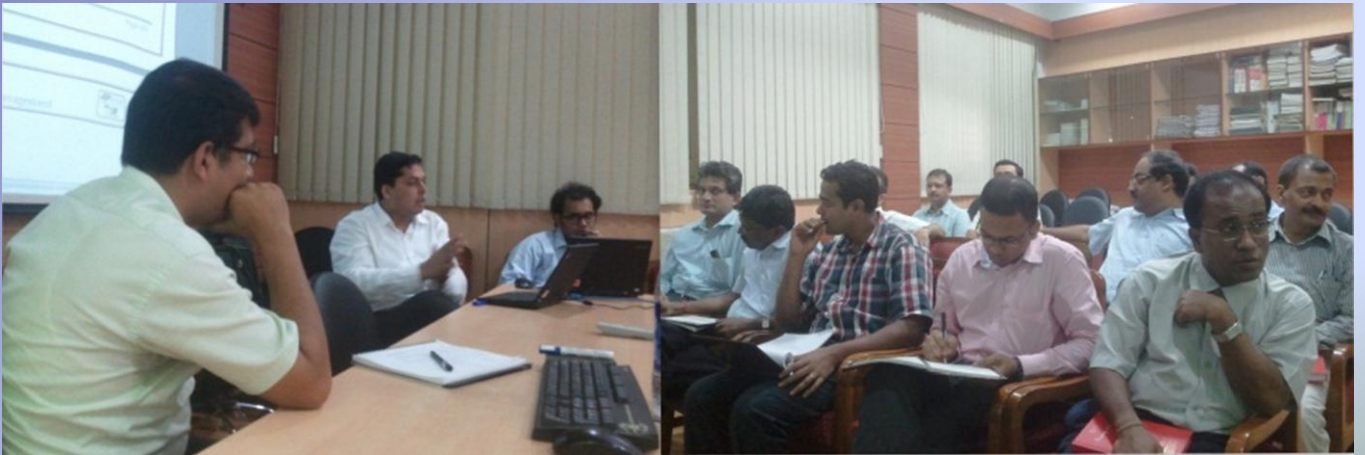


Independence Day was celebrated with much fervor by the employees of Logistics Services, Bangalore.

## ERP Update



An awareness program on SAP pre-implementation was organized for employees in Manali Complex on 2<sup>nd</sup> August. Two sessions covering 25 participants from SBUs: PC, G&L & IP were conducted.



An MM review meeting was held on 8th August between Balmer Lawrie and TCS & PWC at HO, Kolkata.



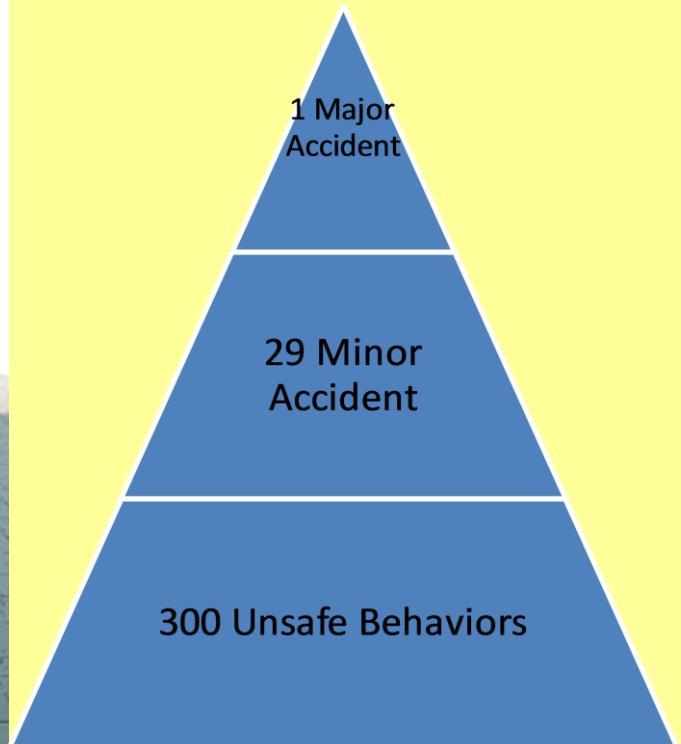
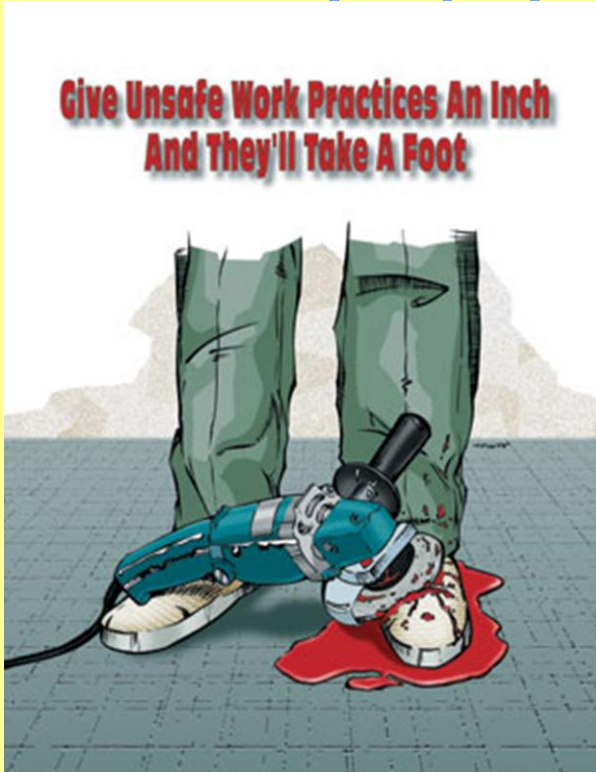
On 7th August a meeting on ERP - SCM was held with KPMG at HO, Kolkata.

The ERP core team made a presentation to Senior Accountants, from all India, on 16th August 2012 at HO Kolkata.



An introductory training session on SAP was organised at the Ballard Estate office on 16th August & at Sewree on 17th August.

## Why do people behave unsafely?



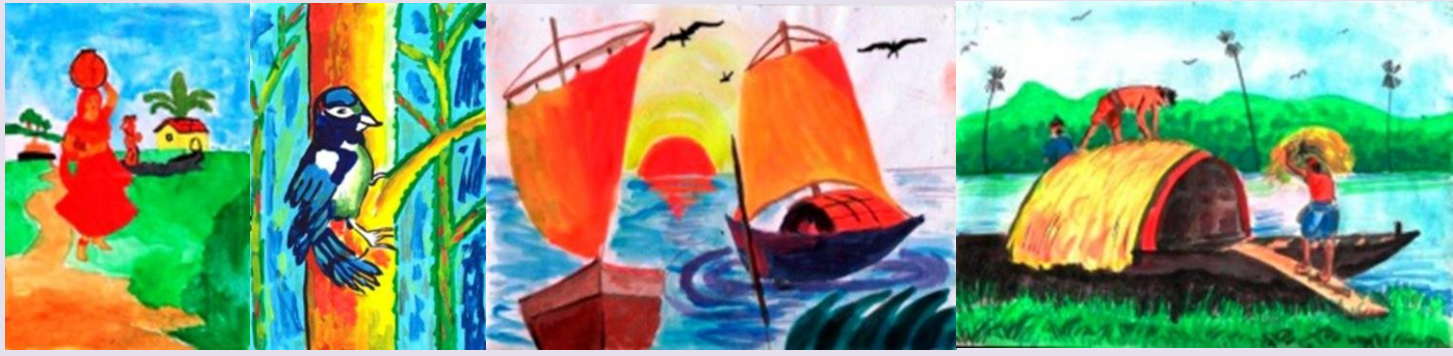
Heinrich's Triangle

Accident investigation reveals that 95% of all accidents are due to unsafe behavior of people. People behave unsafely because they have never been hurt while doing their job in an unsafe way. "I have always done the job this way" being a familiar comment when asked why they behave in that way. According to Dr. Dominic Cooper although this may be true, the potential for an accident is never far away. Heinrich's triangle suggests that for every 330 unsafe acts, 29 will result in minor injuries & one in a major or lost time accident. Over an extended period of time, therefore the lack of any injury for those who consistently engage in unsafe behavior is actually reinforcing the very same behavior pattern that in all probability will eventually cause a serious injury. Therefore consequence of behaving unsafely will nearly always determine future unsafe behavior, simply because reinforced behavior will nearly always tend to be repeated.

### सीएसआर अद्यतनीकरण



ट्रेड विंग्स इंस्टिट्यूट ऑफ मैनेजमेंट, कोलकाता में आईएटीए फाउंडेशन पाठ्यक्रम सफलता पूर्वक समाप्त करने पर उत्तीर्ण छात्रों को 23 अगस्त को प्रमाण पत्र दिए गए। फोटो में बामर लॉरी के सीएसआर दल एवं टीआईएम के संकाय सदस्य सहित बामर लॉरी से प्रायोजित सभी छात्र।



हैंडिकैप्ड एंड बैकवार्ड पिपल इंस्टिट्यूट (आईएचबीपी) संस्थान, कोलकाता के छात्रों द्वारा बामर लॉरी को सुन्दर चित्र प्रदान किए गए। बामर लॉरी ने 25 विकलांग छात्रों को अपनी पढ़ाई को चालू रखने के लिए सहायता प्रदान की।

### कार्मिक सूचना - अगस्त 2012 / Personnel Information - August 2012

#### स्थानान्तरण / Transfer

श्री प्रदीप कुमार बनर्जी, उप प्रबंधक [प्रचालन] - सीएफएस, मुंबई को चाय, कोलकाता में प्रबंधक [वाणिज्यिक] के रूप में स्थानान्तरित किया गया।

**Shri Pradip Kumar Banerjee**, Deputy Manager [Operations] - CFS, Mumbai has been transferred to Tea, Kolkata as Manager [Commercial].

श्री एम मुथैया, अधिकारी-स्पेशल ड्यूटी - चेन्नै, को क्षे.मां.सं., कोलकाता में प्रबंधक [मा.सं.] पू.क्षे. के रूप में स्थानान्तरित किया गया।

**Shri M Muthiah**, Officer on Special Duty - Chennai has been transferred to RHR, Kolkata as Manager [HR] ER.

*आपको नए कार्यभार की शुभकामनाएं।*

*Wish you all the best in your new roles!*

#### पदोन्नति / Promotion

श्री बिभाष कुमार पाल की शाखा प्रबंधक [एलएस] - वाइजैग के रूप में पदोन्नति हुई।

**Shri Bivash Kumar Pal** has been promoted as Branch Manager [LS] - Vizag.

श्री तपन कुमार पाल की कार्यपालक [न्यास निधि] - कराधान व लेखा परीक्षा के रूप में पदोन्नति हुई।

**Shri Tapan Kumar Pal** has been promoted as Executive [Trust Funds], Taxation & Internal Audit.

*आप को बधाई एवं भविष्य में आपकी सफलता की कामना करते हैं।*

*Congratulations and wish you all success in the years ahead!*

#### नए सदस्य / New Member

श्री संजीव कुमार ने आरओएफएस, कोलकाता में उप प्रबंधक [साइट प्रचालन] के रूप में 6 अगस्त 2012 को कार्यभार ग्रहण किया।

**Shri Sanjeev Kumar** joined ROFS, Kolkata as Deputy Manager [Site Operations] on 6th August, 2012.

श्री विजय नौटियाल ने यात्रा, दिल्ली में वरिष्ठ प्रबंधक [यात्रा] के रूप में 13 अगस्त 2012 को कार्यभार ग्रहण किया।

**Shri Vijay Nautiyal** joined Tours, Delhi as Senior Manager [Tours] on 13th August, 2012.

श्री सिलास क्रिस्टी ने आईपी, चेन्नै में कनिष्ठ अधिकारी [विक्रय] के रूप में 1 अगस्त 2012 को कार्यभार ग्रहण किया ।  
**Shri Silas Christy** joined IP, Chennai as Junior Officer [Sales] on 1st August, 2012.

श्री राजेश उमाकांत झा ने एलएस, मुंबई में कनिष्ठ अधिकारी [प्रचालन - हवाई कार्गो] के रूप में 1 अगस्त 2012 को कार्यभार ग्रहण किया ।

**Shri Rajesh Umakant Jha** joined LS, Mumbai as Junior Officer [Operations - Air Cargo] on 1st August, 2012.

श्री अनूप पन्नियोदन ने एलएस, मुंबई में कनिष्ठ अधिकारी [प्रचालन] के रूप में 10 अगस्त 2012 को कार्यभार ग्रहण किया ।

**Shri Anoop Panniyodan** joined LS, Mumbai as Junior Officer [Operations] on 10th August, 2012.

श्री दिनेश गोविंद शिंदे ने एलएस, मुंबई में कनिष्ठ अधिकारी [प्रचालन - हवाई कार्गो] के रूप में 16 अगस्त 2012 को कार्यभार ग्रहण किया ।

**Shri Dinesh Govind Shinde** joined LS, Mumbai as Junior Officer [Operations - Air Cargo] on 16th August, 2012.

श्री जितेन्द्र कुमार जगजीवनभाई रोहित ने जीएंडएल, सिलवासा में कनिष्ठ अधिकारी [का व प्र] के रूप में 16 अगस्त 2012 को कार्यभार ग्रहण किया ।

**Shri Jitendrakumar Jagjivanbhai Rohit** joined G&L, Silvassa as Junior Officer [P&A] on 16th August, 2012.

*बामर लॉरी परिवार में आपका स्वागत है एवं आपलोगों को हार्दिक शुभकामनाएं ।  
Welcome all of you to the Balmer Lawrie family and wish you all the best!*

### Glimpses from the City of Joy



*The National Library of India at Belvedere, Kolkata, is the largest library in India by volume and India's library of public record. It is currently under the Department of Culture, Ministry of Tourism & Culture, Government of India. The library is designated to collect, disseminate and preserve the printed material produced in India. The library is situated on the scenic 30 acre Belvedere Estate, in Kolkata. The Library has a collection of more than 2.2 million books.*