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# पुढारी

## संधी देणारे क्षेत्र : हेवी इक्विपमेंट ऑपरेटर

मुंबई, पुणे, औरंगाबाद नाशिक या सुवर्ण चतुष्कोनामध्ये वाहननिर्मिती, सेवा; दळणवळण क्षेत्रामध्ये मोठ्या प्रमाणावर उद्योग विकसित होत आहेत. या उद्योगाकरता पायाभूत सोईसुविधा, रस्ते, वीज, पाणी, गृहनिर्माण इ. वेळेत पूर्ण करणे क्रमप्राप्त झाले आहे. त्यामुळे या क्षेत्रात प्रचंड संधी निर्माण झाल्या आहेत.

दुतगती महामार्ग, रस्ते, लोहमार्ग, धरणे, कालवा, मेट्रो प्रकल्प इ. क्षेत्रांतील कामे वेगाने व वेळेत पूर्ण करणे; क्रेन, जेसीबी अशा आधुनिक, अवजड उपकरणांशिवाय शक्य होणार नाहीत. क्रेन व जेसीबी अशी अत्याधुनिक अवजड वाहने चालविणे

दुरुस्ती, देखभाल करण्यासाठी विशेष कौशल्याची व प्रशिक्षणाची आवश्यकता असते. त्याचप्रमाणे निर्मिती व दळणवळण क्षेत्राचा मटेरियल हँडलिंग हा अविभाज्य घटक आहे. कोणत्याही निर्मिती उद्योगामध्ये कच्च्या व तयार मालाची ने-आण करण्यासाठी, तसेच गोदामांमध्ये मालाची चढ-उतार करण्यासाठी फोर्क लिफ्ट ट्रकचा वापर केला जातो. तेथे कुशल ऑपरेटरची आवश्यकता असते.

एकीकडे सुशिक्षित बेरोजगारांची संख्या वाढत असताना दुसरीकडे कुशल मनुष्यबळाची कमतरता भासत आहे. हीच गरज लक्षात घेऊन सर्वप्रथम सिम्बायोसिस कौशल्य विकास संस्थेच्या माध्यमातून

क्रेन, बॅक हो लोडर (जेसीबी), फोर्क लिफ्ट ऑपरेटर प्रशिक्षण उपक्रम सुरू करण्यात आले आहेत.

क्रेन व बॅक हो लोडर याचा कालावधी प्रत्येकी एक महिना असून, सदर कार्यक्रम एस्कॉर्ट लिमिटेड या कंपनीच्या सहकायाने राबविला जातो. फोर्क लिफ्ट ऑपरेटरचा कालावधी पंधरा दिवस असून, हा गोदरेज कंपनीच्या सहकायाने राबविला जातो. क्रेन व बॅक हो लोडर ऑपरेटरचे प्रशिक्षण पूर्ण केल्यानंतर प्रशिक्षणाथर्थांना सिम्बायोसिस व एस्कॉर्ट लिमिटेड असे संयुक्त प्रमाणपत्र दिले जाते. फोर्क लिफ्ट ऑपरेटरचे प्रशिक्षण पूर्ण केल्यानंतर प्रशिक्षणाथर्थांना सिम्बायोसिस-गोदरेज यांचे संयुक्त प्रमाणपत्र दिले जाते.



Dear Friend,

Today I am very happy to share few things with you all.

### **About me, as a person**

If anybody would ask me, what type of person you are?

I would like to answer that I am a lively, cheerful person, a good listener & I am always positive about life. I love to listen radio, especially early in the morning. My day starts with listening to radio songs (Marathi). I like to watch famous TV serials. I am passionate about cooking. I like to cook Indian as well as continental dishes. I like to draw rangoli and have also won prize for rangoli competition, when I was in school. Apart from this I also like to read spiritual books.

I am proud to mention that I handle my both the responsibilities, professional & personal very well.

### **About my childhood:**

I was born & brought up in Sangli District. My mother is a retired primary teacher. She was awarded as “Adarsh Shikshak Puraskar” in 2003. She has played a vital role in my life & has inclusive molded my personality. My father is blessed with very good handwriting and I think I have got this quality of his.

I have completed my schooling from Dr. Bapat Bal Shikshan Mandir & City High school & my Graduation (B.Com) from Madhubai Garware Kanya Maha Vidyalaya. I took admission for M.Com and partially completed with specialization in LIC.

### **Married Life:**

I got married at the age of 24 with Mr. Vivek Gore, a very confident, energetic & enthusiastic person.

He is Mechanical & Refrigeration Engineer. In 1994, he started his own business named as Yashwant Engineers. I am really proud to mention here that so far he has successfully completed 100+ milk chilling plants, dairy refrigeration plants with commissioning in all over India.

Before marriage, I wished to become a good housewife rather than working woman. But things changed a lot after marriage. My husband started his own business and as a part of this decision, we decided that I should opt for a job. Eventually I got an opportunity to join SCDL. Initially I found it a bit difficult to manage both home & office, especially when Vivek had to travel, weeks together.

I was from a nuclear family & I got married in a big joint family. No doubt it was tough time, but I could survive (Yes survived is the right word as it was that difficult to get adjusted with the entire changed atmosphere) only because of support of my husband.

A special thing , I would love to share with you is that I am really very lucky & I feel that I am ,the rarest women , who can stay with in laws & parents in the same house . Yes. After 10 years of marriage, we took this decision that both, my parents & my in laws should stay together. Our only son, Pramesh enjoys as he could be adored by all the grand parents in one place.

Not traditionally, but it's a fact that my pure Puneri husband encourages me in my overall development.

**My Motherhood.**

We have a very naughty, 16years old son, Pramesh. Recently he successfully completed his SSC with very good marks. He is Mr. Perfectionist. We encourage him in all hobbies like sports, Taikando, badminton, Music (Tabala).

So friend, this is all about me. I am happy to state here that I have been gifted with so many good things in my life. Now the only thing I would like to be **“openhanded”** that is, now it's my turn to give other whatever best I can give to People around me.

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## **KNOWLEDGE MANAGEMENT(KM)**

When everything is changing fast and when we are surrounded by uncertainty, probably the only constant is Knowledge. The companies which can create consistently new knowledge are successful today. What we know, why we know and how we know matters these days. Human minds can alone produce and process knowledge.

Knowledge is a mixture of experiences, beliefs, value systems, information and expertise; it is the core asset of every company. Knowledge is neither data nor information alone. Data represents facts and figures which are true and cannot be changed. Information comes from data organized in a meaningful manner. It may or may not be processed. Knowledge is the next step where information is clubbed with past experience and validated on its basis. The last step obviously is wisdom.

Knowledge can be tacit or explicit. Tacit knowledge is personal in nature. Tacit knowledge is subconsciously understood and applied, is difficult to articulate, developed from direct experiences and actions, and is generally shared. Contrary to that explicit knowledge is formal and systematic.

Knowledge is crucial for continued operation and development of organizations. Obviously it is expensive and comes with a price tag. Knowledge is interchangeable, sharable and expandable.

How to create and sustain knowledge in an organization is the million dollar question these days. One way is socialization, formal or informal wherein one individual shares his/her knowledge with another. It can be transferred by observation, imitation and by practicing. Thus other employees begin to internalize it.

Generally after attending an external training program, we ask the participant to make presentation of his/her learning experience in front of his departmental colleagues. This is one good form of knowledge management. This serves three purposes-

- Development of internal faculty within organization
- Sharing can devise plan of action of how newly learnt/acquired knowledge can be implemented/practiced within department/organization.

- Decisions regarding future deputation or otherwise by HR Department based on the transfer of knowledge that has taken place.

Another form is when an individual combines discrete pieces of explicit knowledge into a new whole.

### **Typical problems associated with knowledge can be-**

#### **1. Execution:**

If one spends time in locating appropriate knowledge base, then the speed of execution becomes slow.

#### **2. Lost Business Opportunities:**

Inability of marketing team to respond customer queries may lead to lost sales.

#### **3. Time to Market:**

If expertise is not available at opportune time, the entire new product development cycle may get delayed.

#### **4. Knowledge bottleneck:**

Shortage of a particular skill or expertise can jeopardize the entire operations in an organization.

#### **5. Retention Issues:**

Organizations often fail to retain knowledge acquired and lessons learned in the past. People just resign/retire and carry the entire knowledge bank with them outside company gates.

#### **6. Sub-standard decisions:**

If knowledge application fails it leads to substandard decisions taken by the policy makers. This primarily happens since the organization is not aware of what knowledge resources it has and how to capitalize on potential new initiatives.

### **KNOWLEDGE MANAGEMENT**

Organizational success is prima facie decided by the intellectual and system capabilities it owns rather than mere physical assets. How an organization manages its human intellect and converts it into products/services is fast becoming the success mantra.

The process of generating organizational wealth from optimum utilization of knowledge and intellectual assets of an organization is called as knowledge management.

There are five major area of Knowledge Management:

1. Knowledge Acquisition
2. Knowledge Utilization
3. Knowledge Enhancement
4. Knowledge Facilitation
5. Knowledge Implementation

Knowledge Acquisition: It is the starting point of any knowledge management assignment. How knowledge is acquired from various sources and its synthesis is primarily important here.

Knowledge Utilization: Mere acquisition of knowledge will be useless unless it is shared through various ways and means amongst employees at all levels periodically. What matters is Knowledge transfer.

Knowledge Enhancement: It involves gap analysis between desired and actual knowledge base of the employees. The current and potential knowledge requirements of the employees are systematically and scientifically evaluated with a view to upgrade them in a phased manner.

Knowledge Facilitation: Organizational climate, employee relations, transparency in communication all equally matter when it comes to building knowledge base. A lot depends on enabling processes that take care of the array of emotions and feelings, likes/dislikes, attitudes, sentiments etc; which the employee brings to workplace.

Knowledge Implementation: This is the visible component and comes into existence only when practiced. Alone technology cannot succeed in this process. How the knowledge possessed by employees becomes a part of products, systems, solutions and services is equally important. It has to add value to the end customer.

## **PHASES OF KNOWLEDGE MANAGEMENT**

### **(1) Information Technology Based**

Management information system using artificial intelligence, reengineering is fast growing and is IT assisted.

Augmentation and Automation ensure that resources are optimally utilized. Various knowledge tools and technologies go beyond data and information. They facilitate organization of knowledge processes, codification and transfer.

## **(2) People Based**

Philosophers, Psychologists and Management Practitioners emphasize upon acquisition /sharpening of various skills and improvement in human behavior through knowledge route.

They suggest continuous learning and managing of skills and behavior at both levels- individual as well as organizational.

Though knowledge bases are becoming effective support tools, human beings are still necessary for this process to take place. Human intervention is necessary for interpretation and application. Selecting and buying "KM" software, is not the crux of the problem, the issue is how to make it work for the organization sustainable.

Recognizing this, it is better to focus on human resources rather than technologies or processes alone.

## **EFFECTIVE KNOWLEDGE MANAGEMENT**

Knowledge Management is complex and thus should not concentrate on just one aspect. Effective management of knowledge requires hybrid solutions of people and technology.

Human beings are quite accomplished at certain knowledge skills. When we seek to understand knowledge, to interpret it in a broader context,

to combine it with other types of information, or to synthesize various unstructured forms of knowledge, human beings are recommended tools.

Computers and communications systems, on the other hand, are faster when it comes to highly structured knowledge.

Thus for effective Knowledge Management a combination of technology, employee involvement, the infrastructure and culture of an organization is essential.

## **Advantages of knowledge management**

1. Supports innovation.
2. Reduction in cost of new projects.



3. Enhancement in employee productivity.
4. Replication of best practices.
5. Change acceptance and adaptability enhances.

**-Shri N.H.Deshpande**  
**Sr.Head HR- (T&D)**

## **Campus Dairy**

### **Teacher's day Celebration**



Teacher's day was celebrated with great fervor in the presence of Mrs. Sanjeevani Mujumdar Madam, Registrar, all HODs, faculty members and the students of SVJC on 5<sup>th</sup> Sept, 2013 in SCDL A.V.Hall. The chief guest for the function was Dr.Rajaram Dandekar.

Dr.Dandekar heads the Lokmanya Public Charitable Trust that runs a day-boarding and residential school for over 450 children from in and around Chikhalgaon Village. He highlighted that the Trust has engaged in developing the potential of local people to set milestones of development in the field of education, health and agriculture.

### **Workshop on Personality Development**





On 6<sup>th</sup> September 2013, a workshop on Personality Development was organized for the students of SVJC. Mrs. Lata Dini, teacher, LOYOLA HIGH SCHOOL was invited as a guest speaker. She emphasized on gratitude & told the students that **“Life lived with gratitude is always richer than pockets full of wealth”**. She briefed students about hormonal changes during puberty and also about HIV-AIDS & the cause of it.

### Time Management.



A workshop on Time Management was held for the students on 29th Sept 2013. Mr.Chandrakant from Divine India Youth Association was invited to discuss the importance of Time Management.

## **HINDI DIWAS**

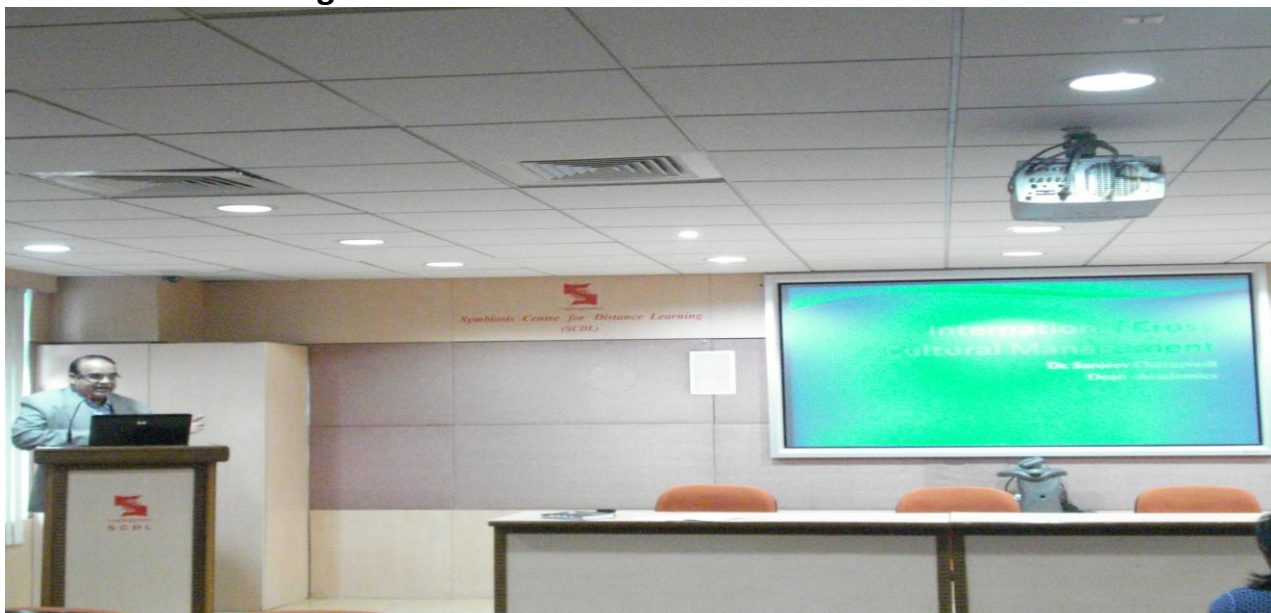


SVJC celebrated Hindi divas on 16th September 2013. The chief guest for this function was Mrs. Nirmala Rajput from SNTD College. In her speech she spoke about the importance of Hindi as career oriented and also highlighted the value of adolescence, which will boost their personality and help them in their career.

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## **FRIDAY LECTURE SERIES**

On 6<sup>th</sup> September 2013, Dr. Sanjeev Chaturvedi, took a session on “International Cross Cultural Management”





**On 20<sup>th</sup> September 2013, Dr. Nitin Unkule took a session on “Yoga – In real Life”.**

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