

FOUNDRY TALKS

Foundry E-Magazine

For The Foundrymen By The Foundrymen



Innovation Article By





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OF INDIAN
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MESSAGE FROM CHAIRPERSON

Mental Health, An Important Aspect



Anuja Sharma

Chairperson, IIF-Western Region
Dir.-Mrkt.-Shamlax MetaChem Pvt. Ltd.

We generally talk about physical health, we work out, take good diet and go to doctor whenever feel unhealthy but we less talk about mental health, hesitant to take help although in today's fast life every one needs it whether in personal life or at work place.

For any successful organization it is very important to take care of mental health of their employees. A healthy working environment increases productivity of the organization so this month "Foundry Talks" is based of HR and Management. We have included some articles related to management, HR and mental wellness. Hope you all will like it something different but important than our regular technical talk.

Happy Reading.

LETTER TO EDITOR

Dear All,

WR have taken a very good project and initiative.

Thanks & Regards,

From
Mr. Anup Kumar Ray

Dear All,

Very Informative, Thanks for Sharing.

From
Mr. A V Sethuraman
Member, Chennai Chapter

MESSAGE FROM THE EDITOR



Anant Bam

Editor Foundry Talk
Foundry Consultant
& Energy Auditor

Dear Readers,

IIF Western Region is always trying to deliver something different to its members. The Project Prayas is one such initiative which bonds two vibrant regions of the Institute; Western Region and Southern Region. This was one of its kind initiative, where one region hosts visitors from other region for works visit. This month, the Western Region hosted visitors from Southern Region for visits to many foundries at Rajkot. My compliments to the Chairperson Anujaji, and whole team WR for this effort.

Coming to this 8th edition of Foundry Talks, we have taken a break from routine foundry tips and shop floor practices. Instead, we have chosen theme of Management and Human Resources as the theme for this issue.

As we all are aware, getting good team members and retaining them in foundries has become a big challenge. We have tried to address it to some extent.

Hope you enjoy reading this issue, your comments are precious to us, kindly write back for improvements.

Awaiting your feedback,

We truly welcome your feedback or suggestions for WR E-magazine. Please feel free to write to us at wr@indianfoundry.org with subject "Letter to Editor".

FOUNDRY TIPS

PEOPLE MANAGEMENT - CONVERSING TO COMMUNICATE

By Dr. Nithyanandan Devaraaj
VOITH Group of Companies



Have Faith & Believe in People

Smile and start to count fingers.

- One, people are good.
- Two, every conflict can be removed.
- Three, every situation, no matter how complex it initially looks, is exceedingly simple.
- Four, every situation can be substantially improved; even the sky is not the limit
- Five, every person can reach a full life.
- Six, there is always a win-win situation.

Count can still continue...

The thought process to handle day to day interactions, whether it is a business meeting, a court room argument, discussions in an office space, business calls or any other form of communication assumes significance.

Be Cautious in Being Judgmental:

Though Processes Critical to Personal Communication, and not just interaction:

- Imagining about any person for the very first time in a Business meeting
- From receiving, introduction and starting conversation
- Formation of an Opinion, both on the Person and the Conversation
- Making judgement about the Person and the Outcome.

Be Cautious about Being Conclusive:

Interactions and Communications should be looked at as a continuous process, though conclusions on the Outcomes are important. This will help to sustain and Human Relationships beyond the obvious. Conclusions should be arrived at and not driven to.

Why?

This is important to retain objectivity. Otherwise, conclusions made with fast inferences, will always be ambiguous and not sure of being Right.

Some Common Mistakes:

Like or Dislikes for person results Win or Loss. Its not uncommon for us to reach conclusions within first 05-10 minutes of conversation due to Common Human Behavioral Patterns.

Such Behaviors will result in the "Liked" Person driving the meeting and may get us convinced on what normally need not be agreed or may take a commitment which we weren't supposed to give or may us to an extent that we will forget what we wanted to derive out of the meeting...

In a clear manner he will stop Our thought process because we have started Judging him and made Our conclusions. On the other hand, the person whom we have started hating or disliking will capture Our attention in a negative manner, and we will start belying or rebutting him/her or will try to windup the meeting ASAP or may think whatever he is speaking is boring or irrelevant or might even stop listening or will lose Our focus.

Being in an Observation Mode (BOM)

Adopting a simple policy of only Being in an Observation Mode (BOM) i.e. observing how different people react to different situations, which words they are using and why, what their body language suggests, their behavior pattern etc.

Instead of judging people immediately, being in an observation mode can make a huge difference in nurturing inter-personal relationships with people, developing communication and getting results. Being in observation mode will not only help to improve Our success rate in execution of tasks and job performance but will also give us mental peace!

Difference between the two notions and why it's that important!

Judgment is a Cognitive Process of reaching a decision or Drawing Conclusions.

Cognitive Process means the psychological result of perception, learning and reasoning while Conclusions are obtained through intuition rather than from reasoning or observation.

Some definitions to support the point:

As its always said "let's not lose the objectivity" which we might have already lost... Now that we know the problem here:

- Let's try to develop on how we can solve it...
- How we can learn not to judge but only be in an observation mode and stick to our objectivity.

The following points make sense:

- Always prepare Ourselves before the meeting with agenda pointers. "Begin with the end in mind"
- Do the background check about the person/company we will be meeting one day & an hour before the meeting – visit their social networking sites, websites, blogs etc. and restrict the study only to collecting data and understanding their thought process. Why do they want to meet (if that's what they want)?
- Create list of questions based on the study to deepen our observation.
- Create list of questions which we think they will ask after going through our websites, our social networking sites again in order to understand what we have already communicated and whether we still follow the same thought process
- List down things required to drive out of that meeting
- List down what that person would want to drive out of this meeting on the basis of our observation.
- In the meeting stick to the pointers and intensify facts with observation of the other party's behavior, personality, attitude, body language and leave all observations in that state itself.
- We should always keep business feelings in one hand and personal on the other. Don't ever mix both. That person is neither an enemy nor is best/good friend. Prime focus should be on what is in the best interest of the company or business. Always remember - "This is not personal this is business"
- Don't try to satisfy or struggle with ego on small points/issues. We have to observe whether that person is of the same wavelength and whom we can do business with or whether it will last long.
- Always keep business in one hand and emotions on the other. Our emotions should not take over Our objectivity.
- Always keep pointers in mind – how to open a meeting, what to discuss, when to close the discussion and with what points
- Also be careful that the other person is also in observation or judgment mode as we are, and we have to be vague enough to not allow him to make a negative opinion. He should like us, trust us, and find us confident and clear. And if we have followed the above steps, all the attributes will come mechanically.
- Stick to the strategy and we will get what is wanted... By judging immediately, we will end-up losing soon.
- Follow the points and sure the meeting will be very much productive and effective and just the way we wanted to close it.

Few examples of meeting objectives:

Brainstorming sessions with internal team: high energy –motivating – creative and productive

Partnership meetings: Sometimes we just need to dominate as a strategic call so that we make sure everything is under control.

Not to get dominated: when we know the partner is trying to take control, the objective is not to get dominated and keep the relation healthy enough.

To satisfy someone's ego: sometimes we just need to be present and take all anger since we know that we just have to satisfy the ego of the other party and we both can't do anything in that situation.

To negotiate: Negotiation meetings are really tough. The objective is to make the other person understand that what we are proposing is win-win for both. We must remember Godfather's dialogue:

"I'm gonna make him an offer he can't refuse."



Mahesh Date

Raw Material Price Index

Movement In Foundry Raw Material Prices

As per IIF data, there are nearly 7,000 foundries across India. The Indian foundry industry is ranked second globally with a production of 10 million tons per annum. It is catering to the automotive, tractor, power train, railways, energy and engineering sectors in domestic as well as overseas markets - Directly and indirectly.

There was sudden spike observed in April 2022 and continued due to various reasons. Prices got declined-stabilized thereafter but these fluctuations led us to establish the common reference point where we can study the actual raw material prices variations.

Now prices ruling in Kolhapur during second week of Feb. 2023 are given in column 14 in the Table below. Also, given in table are the prices since Nov. 2022. These prices are collected from Kolhapur market. These are approximate, ruling during the month and week as indicated in the table.

In the prices indicated below, transportation cost is included in most items. Only applicable GST is to be added. Prices of many materials are on the basis of "Immediate Payment"

Movement Of Prices of Raw Materials over a Period of 4 Months

(A) Major Ferrous Metallic Raw Materials, Low Ash Metallurgical Coke, and Electro-Graphite Fines {Rs/ Tonne}														
	Nov'22	Nov'22	Nov'22	Nov'22	Dec'22	Dec'22	Dec-22	Dec-22	Jan-23	Jan-23	Jan-23	Jan-23	Feb-23	Feb-23
	1 st Week	2 nd Week	3 rd Week	4 th Week	1 st Week	2 nd Week	3 rd Week	4 th Week	1 st Week	2 nd Week	3 rd Week	4 th Week	1 st Week	2 nd Week
Foundry Grade PigIron	54666	53666	52314	52314	52314	51766	51766	51766	51766	52366	52366	52366	52616	52616
MS Scrap (good quality)	47500	45500	47000	47500	45500	45500	44000	44500	44500	46000	45500	45000	44750	44500
Low Mn Steel Scrap	51500	50000	50000	49500	49000	48500	48000	48500	48500	49000	48000	47500	46000	47000
Si Steel Stamping Scrap	51000	49500	49500	48500	48500	48000	47750	47000	48000	48000	47500	46500	46000	46000
Low Ash Met. Coke	52500	51000	50000	52600	52600	52600	51600	52000	52000	53500	54000	54000	50500	50500
Electro-Graphite Fines	101000	100000	100000	100000	100000	100000	99500	99500	99500	100000	100000	99500	99500	95000

(B) Major Ferro-Alloys {Rs./Kg}														
Fe-Si (70-75% Si)	142	142	141	139	135	132	132	138	138	135	135	140	140	137
Fe-Si-Mg (5-7% < Mg)	205	205	200	195	195	190	190	195	195	195	200	200	200	190
Fe-Si-Mg (5-7% < Mg) (TOL)	±5	±5	±5	±5	±5	±5	±5	±5	±5	±5	±5	±5	±5	±5
Fe-Si-Mg (8-10% Mg)	210±5	210±5	200±5	200±5	195±5	195±5	195±5	200±5	195±5	200±5	200±5	205±5	195±5	195±5
High C Fe-Cr (60% Cr)	110	100	100	100	100	98	98	98	97	100	100	99	110	115
High C Fe-Mn (60% Mn)	90	90	89	90	88	88	86	84	84	86	87	87	88	88
Ferro-Moly (60% Mo)	2200	2350	2550	2700	2750	3000	2900	2800	2800	2700	2800	2800	4550	4300

1. Above Prices are Excluding Taxes, GST Extra as Applicable
2. Phenol Price: Rs. 100/Kg during 2nd week of February 2023
(Info collected during Feb.2023, Reader are requested to check the market prices)

Disclaimer: Rates represented here are as per the data collected from the reliable sources based in Kolhapur and it may vary based on the supplier, location, payment terms & other conditions.

Innovation Article

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Increase Productivity of your Employees

By taking care of their Mental Health



Talk to someone, **TalktoAngel!**

Read following article to understand how Corporates can be more competitive by taking care of Mental Health of their Employees.



Corporate Wellness Program by TalktoAngel



“Bring Wellness to your Office Desk”

With today’s fast paced life it is equally important to value physical and mental health be it at work front or personal front. Similarly, for any organization to grow, prosper and flourish, it requires an efficient and productive workforce which can be achieved with an energetic, focused, physically and mentally fit & healthy employees. Therefore, while bringing awareness towards physical and mental health at personal front, it is high time that companies and their management promote and bring the culture of **“Wellness at Work”** with **Corporate Wellness Program / Employee Assistance Program (EAP)**.

Employee Assistance Programs (EAPs) are a crucial component of supporting the well-being and mental health of employees in any work environment. EAPs are designed to help employees and their families handle personal concerns that may negatively affect an employee’s work performance and health. Therefore, if looking to connect with an **EAP Provider in India**, one can connect with **TalktoAngel**.

What is TalktoAngel?

TalktoAngel, is an online mental health counselling platform, which provides mental health and other allied wellness services under its EAP program for corporates, MNCs, organizations, PSUs pan India and around the globe. Incorporated on its Four Foundational Pillars of delivering services which are:

- (a) Comfortable & Affordable;
- (b) Solution Oriented;
- (c) Secure & Confidential; and
- (d) Stigma Free.



Incorporated in 2018 as a registered startup, TalktoAngel has been catering to **B2C and B2B clients** pan-India and over **100+ countries** around the globe delivering its services through its self-curated HIPPA compliant platform in **Audio/Video/Chat** mode in **18+ Indian languages** through its team of **750+ trained psychologists, clinical psychologists, and psychiatrics**.



750+ Therapists



18+ Indian Languages



**Anytime, Anywhere
Any Device**



Audio



Video



Chat

Counselling at TalktoAngel can be received for concerns like **Depression, Anxiety, Stress, Relationship concerns, Work-Life Balance, Anger Management and many more**. Under the EAP services, TalktoAngel provides guidance and help to the families of the employees and their children with **Child Counseling, Teen Counseling, Career Counseling etc.**

Recognized as the **Top Employee Assistance Program (EAP) provider in India and Asia Pacific Countries**, TalktoAngel focuses on the psychosocial, mental, and emotional health of employees, as well as their family's well-being. Leading companies are now prioritizing the provision of better mental health facilities to encourage their employees to seek professional help from India's best psychologists. With compassionate leadership, TalktoAngel provides a safe and supportive environment for individuals who may be struggling with stress and loneliness.

TalktoAngel's Corporate Wellness Program

Under the B2B segment of services, TalktoAngel has been catering to organizational needs towards developing a holistic working environment and physical and mentally fit workforce. The service offering at TalktoAngel's Corporate Wellness Program includes:

1. **Wellness Audits;**
2. **Workshops/Seminars/Webinars;**
3. **One-to-One Counselling (Online & In-Person);**
4. **Employee Psychometric Assessment & Evaluation; and**
5. **Awareness Creative/Newsletters.**



TalktoAngel's Corporate Wellness Program offers all services through a **Private Micro site** designed specifically for each company. Our top priority is "Privacy and Confidentiality", which is reflected in our **Detailed Wellness Report**. This report captures employee engagement and performance on wellness parameters and is accessible through a **Dedicated HR Dashboard** for company's management.

TalktoAngel has been trusted by various companies and government organizations to provide mental health support to their employees, including:



Conclusion

If you are an organization aiming for higher and better productivity in services with a power-packed and healthy workforce, then take step today for the overall development of your employees with TalktoAngel.

**Bring Wellness to your Office Desk,
Bring TalktoAngel to your Office Today!**



Website: www.talktoangel.com
 Email: corporate@talktoangel.com
 Contact: +91 93581 93588





SPECIAL INSIGHTS

Economic Parameters & the Impact on Foundry Industry

By: Mr. Ravi Sehgal, Past President, IIF

The new year 2023 has begun and everyone is aware of its challenges and opportunities as we prepare ourselves for the new budget, the new normals of post-covid era besides the greater relevance to the term uncertainties in business. The 71st IFC/IFEX at Noida revealed the eagerness of Foundrymen and other industrialists and business persons in networking and understanding the impact of the past three years and the road ahead!

The Economic Survey of 2023 is quite revealing and gives us an insight into the industry's and the country's prospects. One thing is certain that India shall remain the fastest growing major economy with an expected GDP growth of 7 percent. Even though this figure is lower than the growth of 8.7 percent of the previous year, considering the global impact this is a reasonably good figure. The domestic demand is strong and there is a significant pick-up in Capital investment, besides which are the other positive trends- growth driven by private consumption, credit growth to small businesses and return of migrant workers to their pre-covid place of working. Credit to the MSME sector has grown by a remarkable 30.5 percent over the last year. The National Highways and Roads saw the construction of 10,457 kms in FY22 which is approximately 33 kilometers per day and has nearly doubled in the last 5 years.

The developed countries and all advancing economies are facing challenges of inflation, recession and stagflation and India is doing well to limit its inflation within the projected rate of 6.8 percent and shows the Government's commitment & drive. The Central Government has increased the Capital expenditure by 63.4 percent and the new budget has highlighted the growth in infrastructure capital outlay which would also lead to lower the unemployment rate and it is already observed that in the pre-covid it was around 6 percent whereas in the post-covid era it is down to 4.8 percent., thereby increasing the spending in the market.

The Indian Rupee has depreciated but not as much as the other major currencies of the world and that is commendable. Here a notable point is the fact that India has increased its refining capacity of Oil and is importing large volumes of crude from Russia and supplying to several countries the refined product - a healthy shift. India's healthy forex reserves (USD 563 billion as in December 2022) will surely help it manage the volatility of the Indian rupee. Exports were registering a good growth until the last two months - in fact the April to November 2022 figures of merchandise exports crossed USD 332.8 Billion. The seasonal slowdown in Europe and the USA got compounded with their economic slowdown since December and January and the effect is showing now. The exports are expected to pick up from May 2023 with the global demands picking up by then.

Major indications for the growth of the Foundry industry are the huge investments coming up in Infrastructure development and Railways, Water networking in India, a stronger focus on Wind Energy, continued focus on Agricultural implements and Tractors, rising demand of vehicles due to the strong implementation of the scrapping Policy and higher usage of commercial and private use vehicles. Besides the domestic growth in demand, the exports are bound to see a positive rise as India is fast becoming the preferred manufacturing and cast-source hub by major importers in the world. The major ports of India have doubled their capacity in the last eight years and more new ports are coming up.

With growth comes the challenges of Capacity building, Quality enhancement, New-Technology adoption, Skill-development at all levels and international approvals besides the finance to achieve all this - are we Foundrymen planning and preparing ourselves well ?

Time will tell.

Ask The Expert

Retention of Employees in MSME industries. (HR practices)

Mr. Vijay G. Joshi - Mentor (HRM)

Normally MSME industries face problem of talents acquisition and retention for long time. The major factor of leaving employees of MSME is getting job in big companies and not sure about future growth in present industry.

To retain employees, providing all requirements and expectation not possible. Industry try to do the best possible in their scope.

What can be checked, whether our retention practices are covering following aspects.

To summarize the practices which can be adopted are given below.

- 01) MSME industries must find employees from medium university instead of premium institutes.
- 02) Prefer employee of diploma holder when we think of graduate engineer, prefer commerce graduate instead of C.A.
- 03) Send sweet/cake to new joining employee's house one before his/her joining. This give good impression to family about company as care taking company.
- 04) Give complete breakup of salary in writing to employee before joining
- 05) Give job description, expectations of deliverable from employee.
- 06) Involve employees in decision making, problem solving process, instead of giving them what to do and how to do?
- 07) Pay salary on fix day of every month.
- 08) Revise remuneration every year
- 09) Give cash award, rewards for good job done without asking
- 10) Celebrate Birthday of employees together
- 11) Encourage suggestions from employees on improving working in organization
- 12) Arrange get together on certain occasions like foundation day of company, Dasera, Diwali, 15th August etc.
- 13) At least every three years revise salaries after checking market demand and market value of employees
- 14) Provide soft loans
- 15) Arrange picnics at least once in two years
- 16) Develop structure and ladders with designations. Many employees like good designations
- 17) Involve employees in making annual plans for company. This helps in bringing ownership among employees
- 18) Avoid retaining employees by increasing salary when resigns. This gives wrong message to employees
- 19) Discuss performance evaluation and expectations with short falls openly with employees
- 20) Provide proper environment for working in office, shop floor
- 21) Arrange knowledge enhancing programs
- 22) Provide Regular training on different topics
- 23) Arrange brain storming sessions to generate ideas, on issues, problems etc
- 24) Delegate authorities as required, so employees feel empowered.
- 25) Acknowledge 3,5,7 10 years of service completion with appreciation letter and token of gift.
- 26) Have concept of Variable pay based on company performance and individual performance
- 27) Introduce proper selection, recruitment process

These can be considered for retention of employees

To ask your question or get the suggestions, please write your problem with detailed description to wr@indianfoundry.org with subject "Ask the Experts". Identity of the Questioner will be kept confidential.

Message from IIF Vadodara Chapter Chairman



Mr. Dhwanish Shah
Chairman, IIF
Vadodara Chapter

Dear Foundrymen,

First of I am thankful to Western region Secretary Mr. Prayut Bhamawat & WR team for giving me opportunity to share my thoughts on this digital platform.

I would like to highlight here the skilled work force which is always big issue for foundry industry. We all are aware of current scenario of foundries and as a member of IIF and part of this foundry fraternity we all should come together look forward to resolve this issue.

A great initiative has been taken on this by our Western Region Chairperson Mrs. Anuja Sharma and her team with coming up with the project “Eklavya”. Through this project we should all work on:

- Utilizing training modules effectively designed by IIF.
- Practical lessons for students.
- Universities & colleges to be equipped with in-house practical laboratories.
- Projects to be identified by foundries and forward to institutes.
- Institute & academia partnerships for development of foundries.
- Student chapters & related activities.

Congratulations to WR chairperson & team for wonderful success.

Western Region Activities

Under IIF WR Go Global Project, Webinar on
“Sales & Negotiation Approaches For Exponential Growth in Exports”

