

JCAPCPL

# अटWAAZ

The Quarterly HR Bulletin

THE VOICE OF JCAPCPL



1st Edition

## FROM THE EDITORIAL TEAM

Dear Readers,

The editorial Team of AAWAZ, wishes all its readers a Very Happy New Year, a year that promises good health & fulfilled dreams to all of you. It is with lot of pleasure that we bring to you the 1<sup>st</sup> Edition of “AWAAZ”, the HR Bulletin of JCAPCPL.

AWAAZ, owes its success to all of you, who have contributed in bringing out the E-Magazine.

Offering a bouquet of various activities that the JCAPCPL HR Team does, AWAAZ aims to bring us together, and bind us with a common thread of awareness on all that is happening around. We are grateful to the families as well for all their meaningful contributions towards AWAAZ. They also add significant Urja to AWAAZ and give it the much-needed flavour of fun and camaraderie.

Like always, we invite your suggestions, inputs in making Awaaz, rich in its content and value, something that all of us would look forward to. Your views and suggestions will keep it going editions after editions, and help in improvising this communication tool that brings us all on one platform.



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## ENGAGEMENT



The **JCAPCPL Carnival** proved to be an enjoyable event for both employees and their extended families.

The JCAPCPL Carnival united employees and their families in a dynamic celebration. Offering diverse activities suitable for all ages, it encouraged laughter and togetherness. Through active participation, employees enhanced connections, reflecting the company's commitment to family values and a harmonious workplace environment.

The event exemplified JCAPCPL's dedication to fostering bonds among its workforce while promoting a joyful atmosphere. It provided an opportunity for employees to engage in lively interactions with their loved ones, reinforcing a sense of belonging within the company community. Overall, the carnival showcased JCAPCPL's holistic approach to creating a positive and inclusive work culture.





## REPUBLIC DAY

During the Republic Day festivities at JCAPCPL, an aura of patriotic enthusiasm enveloped the scene as Managing Director Ujjal Chakraborti raised the national flag, signifying unity and pride. A precise parade by vigilant security guards underscored their pledge to uphold constitutional ideals.



The occasion united the staff, nurturing a sense of national belonging among participants, highlighting the company's devotion to democratic principles and the harmonious unity of its varied workforce.

## JCAPCPL Celebrates Founder's Day at Tata Steel Ltd

**Honoring the Vision of Jamsetji Nusserwanji Tata**

On the 185th birth anniversary of Jamsetji Nusserwanji Tata, founder of Tata Steel Ltd, JCAPCPL enthusiastically joined Founder's Day celebrations. Themed "Technology for People and Planet," it echoed Tata's values. Led by MD Ujjal Chakraborti, JCAPCPL honored Tata with a march past, embodying unity and reverence. Floral tributes paid homage to Tata's pioneering spirit. A video showcased JCAPCPL's tech-driven sustainable initiatives, highlighting its role in holistic

development. The company excelled in the Founder's Day Sports Tournament, securing second place in the 4x50-meter relay. This event not only celebrated Tata's legacy but also emphasized JCAPCPL's commitment to progress and community.





## Celebrating Women's Day at JCAPCPL: A Tribute to Empowerment and Inclusivity



On International Women's Day, JCAPCPL honored women's contributions within the organization, led by MD Ujjal Chakraborti and embraced by senior leaders and employees. Celebrating inclusivity, the event recognized women's integral role, fostering unity. Festivities blended fun activities with discussions on gender equality and women's rights, emphasizing inclusivity. Employees engaged in a poster-making activity themed "Let's Inspire Inclusion." A highlight was

female employees visiting Missionary of Charity, spreading joy among senior citizens. JCAPCPL's initiatives not only marked Women's Day but also showcased its commitment to diversity, equity, and empowerment. Through inclusivity, the company paves the way for a brighter, more equitable future.



## JCAPCPL Carnival

Volume 2

The JCAPCPL Carnival was a joyous occasion uniting employees and families, fostering community spirit. Open to all generations, it offered diverse activities ensuring everyone's enjoyment. Highlights included delicious food, catering to varied tastes. The event's success was evident in the laughter, camaraderie, and cherished memories created, embodying the company's ethos of togetherness and celebration.





## Joyous Holi Celebrations at JCAPCPL: A Vibrant Affair of Colors, Food, and Music

At JCAPCPL, Holi unfolded in vibrant hues with a lavish feast and lively music, igniting joy and camaraderie. Traditional treats tantalized taste buds as employees danced to infectious beats, embodying the festival's spirit. Rangoli and singing competitions kicked off the day, fostering laughter and unity. Amidst splashes of red, green, yellow, and blue, symbolic of spring's arrival and triumph over



evil, colleagues shared smiles and created cherished memories. The celebration exemplified the essence of Holi, fostering bonds and spreading happiness throughout the workplace.



## Feedback Session Organized for the First UNURUM Batch of JCAPCPL



The feedback session for JCAPCPL's first Unurum batch occurred on February 2, marking a year since their travel. The team eagerly reunited to share personal and professional experiences from the past year. Unurum, derived from the indigenous Ho language of Jharkhand and Odisha, signifies a deeper understanding of communities. The program aims to enlighten leadership about societal responsibilities through immersive experiences and reflection.



## REWARDS & RECOGNITION

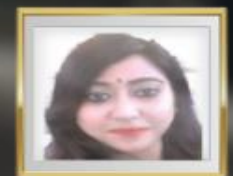
### SHABASH Reward & Recognition

January

Thirteen employees of JCAPCPL received the SHABASH Reward & Recognition in January, recognized for their outstanding performance across categories such as Quality, Efficiency & Work Discipline, and Change Initiative & Creativity.



February



### JCAPCPL Awarded at the 18th **National Management Day**

Bodhaditya Mukherjee, Senior Manager in HR, secured the Runners-up position in the Panel Discussion Competition on the relevance of an MBA in Management Careers, part of the 18th National Management Day festivities by Jamshedpur Management Association (JMA) on February 27, 2024. Esteemed guests included Mr. Chanakya Chaudhary and Mr. Amitava Bakshi from Tata Steel, alongside Mr. Ravi Radhakrishnan, Tata Steel's Chief of Aviation, and Prof. Sunil Sarangi from XLRI. Participants from TSL, TRF, XLRI, and NIT Jamshedpur enriched the discussion.





## JCAPCPL Recognized for Outstanding Contribution to **Tata Affirmative Action Program (TAAP), 2023**

JCAPCPL, a beacon of corporate social responsibility, earns prestigious recognition for its stellar involvement in the Tata Affirmative Action Program (TAAP) 2023. The award, presented by Natarajan Chandrasekaran, Tata Sons Chairman, was accepted by Ujjal Chakraborti, MD, and Ajay Kumar Singh, CHRO. This accolade underscores JCAPCPL's steadfast commitment to diversity and inclusivity, aligning with TAAP's ethos. The company champions equal opportunities, fostering a culture where every individual thrives. Employees, united in their dedication, drive initiatives fostering meaningful change and inclusivity. This recognition inspires other organizations, showcasing the transformative potential of diversity and teamwork. JCAPCPL's award in TAAP 2023 reaffirms its dedication to social empowerment and equitable progress, setting a benchmark for corporate responsibility.



JCAPCPL received the esteemed "Significant Achievement in HR Excellence" award at the prestigious 14th CII National HR Excellence Award ceremony. Suruchi Kumari, DDM of HR & Admin, and Tauseef Eqbal, ADM of HR & Admin, represented the company in accepting this accolade. This recognition underscores JCAPCPL's commitment to fostering excellence in human resource management practices. It reflects the dedication of the HR team and the company's overarching vision to cultivate a supportive and thriving work environment. Through innovative strategies and a people-centric approach, JCAPCPL continues to set benchmarks in HR excellence. This award serves as a testament to the company's unwavering efforts in nurturing talent, promoting employee welfare, and driving organizational success. JCAPCPL takes pride in this achievement and remains steadfast in its pursuit of excellence across all facets of its operations.

## **CII** HR Excellence Award



## HEALTH



JCAPCPL organized a **Vendor Partner Health Check-up**, encompassing 499 employees.

### Mega Eye Operation Camp at Ram Manohar Lohia Hospital



JCAPCPL joined the **705<sup>th</sup> Eye Operation Camp**, organized by Ram Manohar Lohiya Seva Sansthan and Indian Red Cross Society in Jamshedpur. Managing Director Ujjal Chakraborti was honored as a distinguished guest, highlighting the company's social responsibility commitment. JCAPCPL employees actively engaged in the event, showcasing the organization's dedication to community welfare. Their significant support

garnered heartfelt appreciation from Governor Shri. Radhakrishnan and Red Cross management, emphasizing their unwavering dedication. The event witnessed participation from other notable companies, emphasizing a collective pursuit of philanthropy. JCAPCPL remains devoted to such community-driven initiatives, echoing its mission to enhance healthcare accessibility and positively impact the communities it serves.





## CSR ACTIVITIES

### Golf Scholarship and Incubation Program

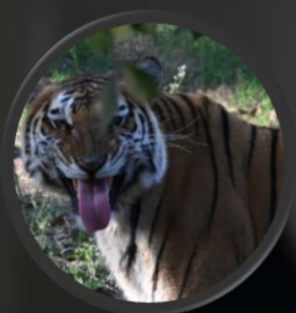


JCAPCPL, Tata Steel Foundation, and Jamshedpur Golf announce the "**Golf Scholarship and Incubation Program**" at the 73rd Steel City Golf-2024. Funded by JCAPCPL's CSR initiatives, it aims to develop grassroots players through Tata Steel Foundation's support and Jamshedpur Golf's expertise. Training will be at Golmuri and Beldih Golf Course, empowering caddies and children of "Masti Ki Pathshala" (MKP). Spearheaded by D.B. Sundara Raman, Ujjal Chakraborti, and Sourav Roy, the program

fosters talent, inclusivity, and community engagement. Jamshedpur Golf anticipates discovering and nurturing diverse golfing talent. This initiative strengthens corporate-community ties, offering a promising future for aspiring golfers.



125 students from Prem Jyoti Prangan School visited **Tata Steel Zoo** as part of JCAPCPL's CSR initiative.







JCAPCPL participated in the TSAF three-day **Sports Climbing Inauguration Program** as the prime sponsor, supporting TSAF under its CSR initiative.

A visit was conducted to inspect the development of 11 **Integrated Pond Farming** sites in the Patamda Block, as part of JCAPCPL's CSR initiative.





## Celebrating Holi with Masti ki Pathshala Children:

JCAPCPL's Joyful Initiative

JCAPCPL celebrated Holi with the children of Masti ki Pathshala, an initiative supported by Tata Steel Foundation, providing education to underprivileged roadside kids. As part of its CSR, JCAPCPL funds Masti ki Pathshala, emphasizing education and welfare. The event showcased vibrant colors, music, and active participation, fostering joy and community spirit. JCAPCPL team engaged with children, sharing laughter



and stories, promoting teamwork and creativity. This celebration reflects JCAPCPL's commitment to societal betterment, nurturing young minds, and creating inclusivity for a brighter future.

## Wheelchair Distribution Event at **SABAL Centre**



JCAPCPL participated in a wheelchair distribution event at Jamshedpur's SABAL Centre, aligning with its CSR mission to empower Persons with Disabilities (PwDs). SABAL, a Tata Steel Foundation initiative, aims to enhance PwDs' independence. JCAPCPL's support extends to funding and active involvement in SABAL's endeavors. The company prioritizes initiatives promoting accessibility and

inclusion, partnering with programs like SABAL to create a more equitable society. Through these efforts, JCAPCPL strives to ensure everyone, regardless of abilities, has the opportunity to thrive.







### Retirement Home Visit:

Acknowledging the knowledge and experience of elders, JCAPCPL employees visited a retirement home, spending meaningful time with the residents and expressing gratitude for their contributions to society.

### Women's Health and Hygiene Education Session at Missionaries of Charity:

Acknowledging the significance of women's health, JCAPCPL conducted an awareness session dedicated to personal health and hygiene for women. This endeavor aimed to empower women with vital knowledge to uphold their well-being.



### World Water Day Commemoration:

In support of international initiatives to promote water conservation awareness, JCAPCPL observed World Water Day with the children of Kapali Basti School, emphasizing the importance of responsible water usage and management.









## TRAININGS



### Training on **POSH Awareness** for JCAPCPL Female Employees

JCAPCPL organized **POSH (Prevention of Sexual Harassment)** awareness training for female employees, led by Jyoti Pandey

from Purple Hues. The session focused on fostering a safe and respectful workplace environment, ensuring all female employees, including contractors, understand their rights and responsibilities under the POSH Act.



Session on **Coil Packaging Line** was conducted by Amit Kumar from CPL Operation. Session on Coil Packaging Line was conducted by Amit Kumar from CPL Operation

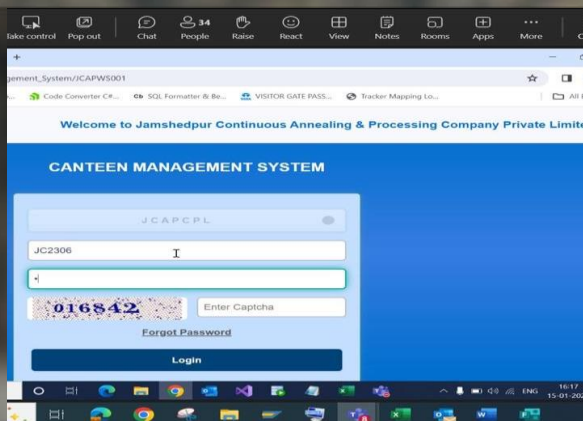


Team Masoom & Basera Empowerment conducted **SURAKSHA Training** for 13 CG employees and their family members. The session focused on safety at home and interpersonal relations with spouses, providing valuable knowledge and fostering a culture of safety and wellbeing.



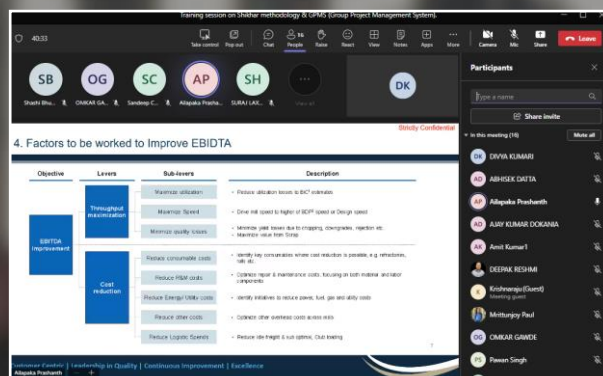
Session on **POSH Awareness** was conducted by Shaheen Zafar (HRM & Admin) for the new joiners





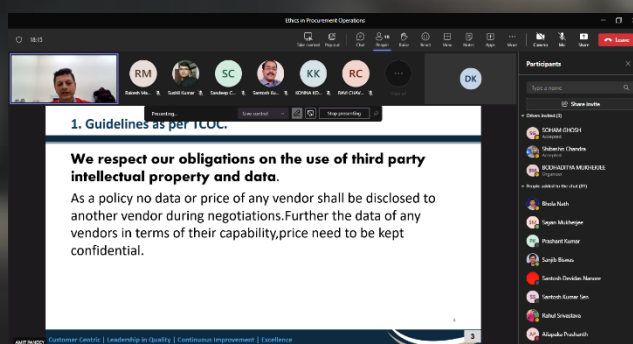
A session on the **New Canteen Application** was conducted by Shaheen Zafar (HRM & Admin) and Kumar Gaurav (IT Team). The participants were provided with detailed knowledge about the meal booking system within the application.

A session on the **Shikhar Methodology and GPMS** was conducted by Ailapaka Prashanth (Engineering & Improvement). Participants received refresher training on both the Shikhar methodology and the Group Project Management System.



A session on the **Shape Young Mind Program** was conducted by XLRI.

A session on **Ethics in Procurement** was conducted by Amit Pandey, DDM, Procurement, JCAPCPL.



A session on **Internal Auditor Certification-45001** was conducted by Tamal Sen from Bureau Veritas.





A session on the **Water System** was conducted by Mr. Deepayan Bakshi from Nalco.



A session on **Gyan Kokan** - Insights of Felt Leadership was conducted by Mr. Navnit Sinha, DDM, RCL & Cranes,



A session on **Ethics Awareness** was conducted by CFT.

A session on **POSH Awareness** for contractor's workmen was conducted by Shaheen Zafar.







A session on **Suraksha** was conducted by CII Young Indians and Basera Empowerment.



A session on **Mandate ERT** Training was conducted by TSIC.



A session on the **POSH Workshop** was conducted by Jyoti Pandey.



A session on **First Aid** was conducted by the Red Cross.



A session on **Sustainability** was conducted by IEMS.



## SPORTS



## JCAPCPL Premier League

The **JCAPCPL Premier League**, an annual cricket tournament, exemplifies the organization's culture of camaraderie and sportsmanship. Employees eagerly showcase their cricketing skills, forging and strengthening relationships beyond the workplace. This inclusive event features teams from various departments competing in a round-robin format, followed by knockout stages. This year, eight teams participated, with Vikal Strikers emerging as winners against Ajay Racers in the final. The tournament fosters unity and collaboration across all levels of the organization, breaking down hierarchical barriers and promoting a more cohesive work environment.



## BIRTHDAYS



*Birthday Celebrations  
- January to March -*



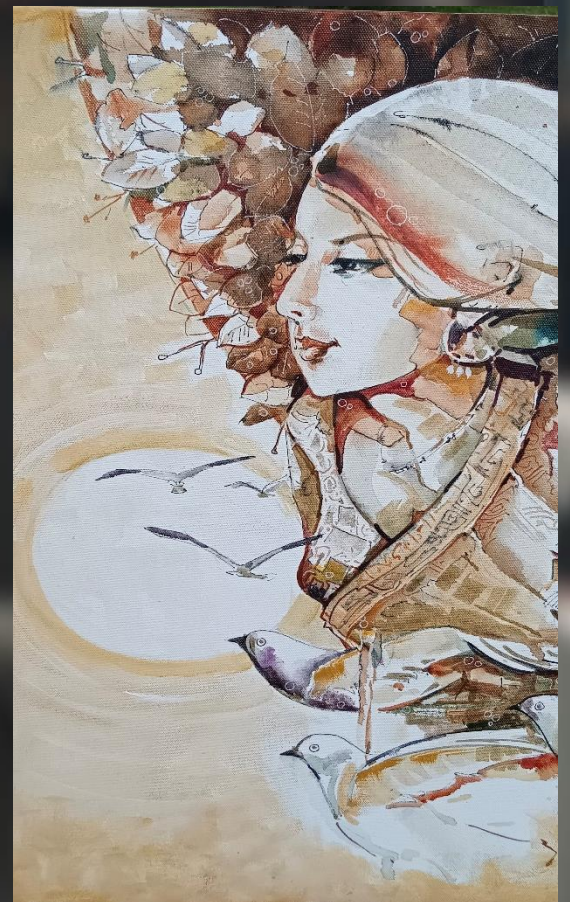
JCAPCPL celebrated the birthdays of employees with a joyful event, fostering camaraderie and a sense of community within the organization.



## EMPLOYEE'S CORNER



Homeage to Mata Saraswati by the little hands of Shivansh, son of Pintu Tiwari (Utility Department).



Moushami Bhakt (Planning Department) a participant in the 3rd International Digha Art Festival, captivates with her intricate and expressive drawing. She was felicitated for her wonderful creations.



Vivek Kumar Gupta



Abhijeet Kumar Gupta



Congratulations to Abhijeet Kumar Gupta for winning Third position in the Junior Boys Group and Vivek Kumar Gupta for securing Fourth position in Sub Junior Group A at the **1st WFFYS Jharkhand State Yogasana Sports Championship**—sons of proud Mahesh Kumar Gupta (Crane Department).





तपस्या ही अगर जिंदगी बन गई हो तो ,  
बिना कुछ सोचे परिश्रम को गले लगा लेना तुम ।  
जरूरी नहीं तुम्हें तुम्हारी ही तय की गई मंजिल हर राह पर मिले ,  
जिंदगी का तजुर्बा लेकर आगे बढ़ जाना तुम।।

~Kalyani Sharma ( HR Department)



Anshu Sharma, Son of Chandan Kumar Sharma (Cranes department) won the 2<sup>nd</sup> position at **State Level Drawing competition** organised by DVC (Damodar Valley Corporation).



Aditi Sharma, Daughter of Chandan Kumar Sharma (Cranes department) won the 2<sup>nd</sup> position at **Inter School Art Fest 2023**.







Congratulations to Daksh Viraj, son of Pooja from HR, for securing 2<sup>nd</sup> position in the "Tie Your Birthday Cap" competition.



## Warning: May cause irresistible cravings!

Beat the summer heat with this refreshing and revitalizing drink recipe that's perfect for cooling down on hot days.

### Cucumber Mint Cooler:

#### Ingredients:

- 1 medium cucumber, peeled and chopped
- 1/4 cup fresh mint leaves
- 2 tablespoons lemon juice
- 2 cups cold water
- Ice cubes (optional)
- Honey or sugar to taste (optional)

#### Instructions:

1. In a blender, combine chopped cucumber, mint leaves, lemon juice, and cold water.
2. Blend until smooth.
3. Taste the mixture and add honey or sugar if desired, then blend again to incorporate.
4. Strain the mixture through a fine mesh sieve to remove any solids.
5. Pour the strained liquid into glasses filled with ice cubes (if using).
6. Garnish with a slice of cucumber or a sprig of mint, if desired.
7. Serve immediately and enjoy your cool and refreshing cucumber mint cooler!

Feel free to adjust the sweetness and mintiness according to your preference. Enjoy your homemade summer drink!





## KID'S CORNER

### The Talking Mango Tree

Deep in the heart of a bustling Bengali village, nestled between fields of golden rice, lived a little girl named Maya. Unlike other children who played by the river or chased butterflies, Maya preferred the company of the old mango tree at the edge of her house. This wasn't just any mango tree, though. Maya swore it could talk!

Every afternoon, Maya would climb its sturdy branches, swing on its thick rope vines, and whisper secrets to its rustling leaves. In return, the tree would creak and groan, which Maya interpreted as replies. One scorching afternoon, Maya climbed up, feeling grumpy. "The other children won't let me play because I'm too little," she grumbled.



The tree creaked and groaned louder than usual. This time, the sound was unmistakably a chuckle. "Little one," a voice whispered, soft as the wind. Maya gasped. It was the tree! "Age doesn't matter for friendship. Find something you're good at, and others will be drawn to you."

Surprised but delighted, Maya spent the rest of the afternoon talking to the tree. It told her stories of faraway lands, sang her songs in the rustling of its leaves, and shared its wisdom about the world. Inspired, Maya started collecting colourful pebbles from the river and arranging them into intricate patterns on the ground.

~A H Benjamin



## DIY Time: Let's Make Something Funky!

Dive into creativity with our fin-tastic craft project! Calling all oceanographers, artists, and anyone who loves a splash of colour – it's time to make your own funky fish family!

This splashy activity is perfect for kids of all ages. Whether you're a seasoned crafter or just starting out, this project is easy to follow and lets your imagination run wild! So, grab your supplies, unleash your inner artist, and get ready to create a school of the coolest fish you've ever seen!

### Make Your Own Funky Fish Family!

#### All Ages Welcome!

This easy and colourful craft is perfect for kids of all ages. Let your creativity flow and create a whole school of funky fish!

#### Materials:

- ♥ Paper plates (one per fish)
- ♥ Scissors (adult supervision required for younger children)
- ♥ Markers, crayons, or paint
- ♥ Construction paper (optional)
- ♥ Glue stick (optional)
- ♥ Googly eyes (optional)
- ♥ Sequins, glitter, or other decorations (optional)

#### Steps:

##### 1. Fishy Form:

- \* Younger children: An adult can help trace a simple fish shape on a paper plate. Cut it out together.
- \* Older children: Can freehand cut out their own unique fish shapes!

##### 2. Fin-tastic Fun:

- \* Decorate your fish! Use markers, crayons, or paint to create scales, stripes, spots, or any other funky design.

##### 3. Fin-tastic Features (Optional):

- \* Cut out fins, tails, and mouths from construction paper and glue them onto your fish.
- \* Add googly eyes for a silly touch.

##### 4. Let's Get Glittery (Optional):

- \* Make your fish extra sparkly by adding sequins or glitter.

##### 5. Show Off Your School!

- \* Hang your funky fish family on a string or display them on a bulletin board!



#### Bonus Challenge!

- \* Give each fish a fun name and write a little story about their underwater adventures!



**Tips:**

- \* Use recycled materials! Paint scraps, old buttons, or leftover yarn can all be used to decorate your fish.
- \* Let younger children focus on coloring and decorating, while older children can practice their cutting skills.
- \* This craft is easy to adapt for different themes. Change the colors and shapes to create a clownfish, a shark, or even an octopus!

**Have fun crafting your unique school of funky fish!**

STAY TUNED  
**SEE YOU SOON**

A decorative horizontal bar is positioned below the text "SEE YOU SOON". It is composed of a solid blue segment on the left and a solid black segment on the right.