



NAGATA GROUP (INDIA OPERATIONS)

Nagata India Pvt. Ltd.(NAIL)
Sector-3, Plot no.154-155,
IMT Manesar, Gurugram-122050,
Haryana, India.
Tel.: +91-124-4369592/593/594

Nagata Auto Engineering India Pvt. Ltd.
(Unit-II)
Plant-2 Survey No. 752 & 753,
SadatPura, Ahmedabad – 382120,
Gujarat, India.
Tel.: +91-9081000351

Nagata Auto Engineering India Pvt. Ltd. (Unit-I)
Plant-1 Plot No. C-463 & 464, Ansal
Pioneer Industrial Park, Pathredi, Bilaspur,
Gurugram – 122413, Haryana, India.
Tel.: +91-8816900919

Nagata Auto Engineering India Pvt. Ltd.
(Unit-III)
**COMING SOON
IN NCR**

www.nagataindia.com
email: info@nagata.co.in



Let's Brace Up...for

परिवर्तन

तेजीबग



परिवर्तन

PARIVARTAN

NAGATA GROUP (INDIA OPERATIONS)

Newsletter Parivartan Vol. 4, Jan 2022 - Dec 2023

Table of Contents

Vision, Mission & Core Values. Safety Pledge	1
Message from MD & CEO	2
Editorial: Skill Up To Scale Up - Mittul Soni	3-4
Editorial: Agility for Challang - Arun Malhotra	5-6
Editorial: Work Life Balance / Imbalance - C S Sharma	7-8
Article: Unleashing Human Potential -Vishal Saxena	9
Nagata Foundation Day Celebrations	10
Training and Learning Sessions 2023	11
Soft Skill Training & Nagata San Visit	12
Best Kaizen Award	13
Long Service Award 2023	14-17
Monthly Birthday Celebration	18-19
Nagata at Auto Expo Components 2023	20-21
Town Hall Meeting 2022-2023	22-23
Glimpses of World Environment Day	24
Lucky Draw 2023	25
Ground-Breaking Ceremony for Luhari Plant	26
Tree Plantation	27
Independence Day & Hayasaka San Visit	28
KAIZEN 2023	29-30
Newly Married	31
New Joiners	32-35
New Born 2023	36
Achievement of Employee's Children	37
Articles & Expressions	38-40
Remembering Sr. Nagata San	41

Vision

Be the Best-in-Class for Safety, Quality, Competitiveness, Efficiency and Working Environment for all world class tooling, stamping and aggregates.

Mission

- Delight our customers with highest quality services in sheet metal domain through analytical approach, teamwork and effective communication
- Pursue continuous improvement and innovation through safe working practices, employee involvement and learning culture
- Maintain a sustainable growth and be a profitable division of the group
- Optimum utilization of resources for clean and green environment

Core Values

Harmony and Teamwork

Integrity

Trust and Respect

Passion

Agility

Creativity and Innovation

Empowerment

Our AIM

Zero Accident

Zero Defect

Zero Waste

Zero Line Stoppage

Zero Break Down

Safety Pledge

I Pledge to dedicate myself to maintain my workplace safe and do everything for the prevention of accidents, occupational diseases and protection of environment in the interest of self, family, organization and community at large.

Table of Contents

Vision, Mission & Core Values. Safety Pledge	1
Message from MD & CEO	2
Editorial: Skill Up To Scale Up - Mittul Soni	3-4
Editorial: Agility for Challang - Arun Malhotra	5-6
Editorial: Work Life Balance / Imbalance - C S Sharma	7-8
Article: Unleashing Human Potential -Vishal Saxena	9
Nagata Foundation Day Celebrations	10
Training and Learning Sessions 2023	11
Soft Skill Training & Nagata San Visit	12
Best Kaizen Award	13
Long Service Award 2023	14-17
Monthly Birthday Celebration	18-19
Nagata at Auto Expo Components 2023	20-21
Town Hall Meeting 2022-2023	22-23
Glimpses of World Environment Day	24
Lucky Draw 2023	25
Ground-Breaking Ceremony for Luhari Plant	26
Tree Plantation	27
Independence Day & Hayasaka San Visit	28
KAIZEN 2023	29-30
Newly Married	31
New Joiners	32-35
New Born 2023	36
Achievement of Employee's Children	37
Articles & Expressions	38-40
Remembering Sr. Nagata San	41

Vision

Be the Best-in-Class for Safety, Quality, Competitiveness, Efficiency and Working Environment for all world class tooling, stamping and aggregates.

Mission

- Delight our customers with highest quality services in sheet metal domain through analytical approach, teamwork and effective communication
- Pursue continuous improvement and innovation through safe working practices, employee involvement and learning culture
- Maintain a sustainable growth and be a profitable division of the group
- Optimum utilization of resources for clean and green environment

Core Values

Harmony and Teamwork

Integrity

Trust and Respect

Passion

Agility

Creativity and Innovation

Empowerment

Our AIM

Zero Accident

Zero Defect

Zero Waste

Zero Line Stoppage

Zero Break Down

Safety Pledge

I Pledge to dedicate myself to maintain my workplace safe and do everything for the prevention of accidents, occupational diseases and protection of environment in the interest of self, family, organization and community at large.



Message from MD & CEO of
Nagata Group (India Operations)

Dear Exemplary Team Players

At the outset, I express my sincere gratitude to each one of you, for your remarkable efforts during recent challenging times. It reflects that we firmly believe in our core values in true spirit and this makes us class apart.

We would like to announce and release the 4th edition of our **"Parivartan Magazine"**. I take this opportunity to wish you Merry Christmas and a Happy New year 2024.

I am overwhelmed to see the excitement of our **NAGATA** family members in making **"Parivartan"** more interactive by sharing their thoughts, creative paintings, articles and interesting poems. Lets make the magazine more successful and interactive by sharing the same with your family members.

May Year 2024 brings Good Health, Fortune & Success for all of US.

God Bless

Mittul Soni

MD & CEO
Nagata Group (India Operations)

Skill Up To Scale Up

Often wonder about certain contradictions pertaining to judgement of Skill Level of We Indians in varied fields of profession and vocation. When it is about Carpets, Embroidery, Carving & many other forms of Art & Skills, we are considered the best in world from Centuries (Loha Mante Hain)

It is important that with Rapid Industrialisation, Make in India Movement, Local for Global & with introduction of formal Process Controlled Working in various sectors including Auto Sector, our Skill Level gets Drastic Upgradation as compared to other faster Developing & Developed Nations. When other nations are working on sustenance of skill we are struggling for development of Skill.

Bharat is expected to become 3rd largest economy & will be USD 7Trillion economy by 2030. I strongly believe that we will be able to achieve this milestone because Indian business conglomerate have invested highest ever Capex and so much of Foreign Direct Investment have also come into India, however, the bigger question is how we subsequently sustain it ?

Skilling is not only restricted to shop floor Manpower, but it applies to all working professionals irrespective their domain & Specialisation. For example, it is important for Die Maker to improve Skill to handle variety of Dies like draw & other operations as well. Likewise, it is pivotal for a technician to skill up to prepare Quality Report etc. As a Design Engineer will rise in ranks, he or she develops the Analytical Skills so that learnings of old projects can be recorded & applied to newer ones.

It is very important for us to understand that enormous amount of knowledge can be wasted if we don't value Experience & Skilling. Especially those Team Members who are still stuck in inferiority complex of academic degrees then you must start the value of experience as Learnings & Leverage it to bring in changes at your workplace.

Also, those passed out from good, respectable institutes & colleges must shell their Superiority complex, come out of their comfort zone & accept the fact we have to get the SOFT SKILLS right and there are lots of Skilling which can be learnt outside of qualification.

Such learnings of experienced Manpower can then systematically train Freshers & Young blood to create the Talent Pipeline. This can have cascading affect as we can constructively engage our Human Capital & can make them Future Ready.

Yes, Skilling up is sacrosanct as it paves way not only for growth but plays pivotal role in sustenance as well.

I have this strong Déjà Vu that with our continuous efforts, perseverance we will SKILL UP TO SCALE UP ostensibly.

Let's All Take a "Challang" Together and achieve newer heights.

God Bless Us All

Mittul Soni

MD & CEO
Nagata Group (India Operations)



Message from MD & CEO of
Nagata Group (India Operations)

Dear Exemplary Team Players

At the outset, I express my sincere gratitude to each one of you, for your remarkable efforts during recent challenging times. It reflects that we firmly believe in our core values in true spirit and this makes us class apart.

We would like to announce and release the 4th edition of our **"Parivartan Magazine"**. I take this opportunity to wish you Merry Christmas and a Happy New year 2024.

I am overwhelmed to see the excitement of our **NAGATA** family members in making **"Parivartan"** more interactive by sharing their thoughts, creative paintings, articles and interesting poems. Lets make the magazine more successful and interactive by sharing the same with your family members.

May Year 2024 brings Good Health, Fortune & Success for all of US.

God Bless

Mittul Soni

MD & CEO
Nagata Group (India Operations)

Skill Up To Scale Up

Often wonder about certain contradictions pertaining to judgement of Skill Level of We Indians in varied fields of profession and vocation. When it is about Carpets, Embroidery, Carving & many other forms of Art & Skills, we are considered the best in world from Centuries (Loha Mante Hain)

It is important that with Rapid Industrialisation, Make in India Movement, Local for Global & with introduction of formal Process Controlled Working in various sectors including Auto Sector, our Skill Level gets Drastic Upgradation as compared to other faster Developing & Developed Nations. When other nations are working on sustenance of skill we are struggling for development of Skill.

Bharat is expected to become 3rd largest economy & will be USD 7Trillion economy by 2030. I strongly believe that we will be able to achieve this milestone because Indian business conglomerate have invested highest ever Capex and so much of Foreign Direct Investment have also come into India, however, the bigger question is how we subsequently sustain it ?

Skilling is not only restricted to shop floor Manpower, but it applies to all working professionals irrespective their domain & Specialisation. For example, it is important for Die Maker to improve Skill to handle variety of Dies like draw & other operations as well. Likewise, it is pivotal for a technician to skill up to prepare Quality Report etc. As a Design Engineer will rise in ranks, he or she develops the Analytical Skills so that learnings of old projects can be recorded & applied to newer ones.

It is very important for us to understand that enormous amount of knowledge can be wasted if we don't value Experience & Skilling. Especially those Team Members who are still stuck in inferiority complex of academic degrees then you must start the value of experience as Learnings & Leverage it to bring in changes at your workplace.

Also, those passed out from good, respectable institutes & colleges must shell their Superiority complex, come out of their comfort zone & accept the fact we have to get the SOFT SKILLS right and there are lots of Skilling which can be learnt outside of qualification.

Such learnings of experienced Manpower can then systematically train Freshers & Young blood to create the Talent Pipeline. This can have cascading affect as we can constructively engage our Human Capital & can make them Future Ready.

Yes, Skilling up is sacrosanct as it paves way not only for growth but plays pivotal role in sustenance as well.

I have this strong Déjà Vu that with our continuous efforts, perseverance we will SKILL UP TO SCALE UP ostensibly.

Let's All Take a "Challang" Together and achieve newer heights.

God Bless Us All

Mittul Soni

MD & CEO
Nagata Group (India Operations)

स्किल अप टू स्कूल अप

मुझे अक्सर पेशे और व्यवसाय के विभिन्न क्षेत्रों में हम भारतीयों के कौशल स्तर के निर्णय से संबंधित कुछ विरोधाभासों के बारे में आश्चर्य होता है। जब बात कालीन, कढ़ाई, नक्काशी और कला और कौशल के कई अन्य रूपों की होती है, तो हमें सदियों से दुनिया में सर्वश्रेष्ठ माना जाता है (लोहा मानते हैं)

यह महत्वपूर्ण है कि तेजी से औद्योगीकरण, मेक इन इंडिया आंदोलन, ग्लोबल के लिए स्थानीय और ऑटो सेक्टर सहित विभिन्न क्षेत्रों में औपचारिक प्रक्रिया नियंत्रित कार्य की शुरुआत के साथ, हमारे कौशल स्तर को अन्य तेजी से विकासशील और विकसित देशों की तुलना में भारी उन्नयन मिला है। जहां अन्य देश कौशल को कायम रखने पर काम कर रहे हैं वहीं हम कौशल के विकास के लिए संघर्ष कर रहे हैं।

उम्मीद है कि भारत 2030 तक 7 ट्रिलियन अमेरिकी डॉलर के साथ, विश्व की तीसरी सबसे बड़ी अर्थव्यवस्था बन जाएगा। मेरा दृढ़ विश्वास है कि हम इस मील के पथर को हासिल करने में सक्षम होंगे। क्योंकि भारतीय व्यापार समूह ने अब तक का सबसे अधिक कैपेक्स निवेश किया है और बहुत अधिक प्रत्यक्ष विदेशी निवेश भी आया है। हालाँकि, भारत के लिए बड़ा सवाल यह है कि हम इसे कैसे बनाए रखेंगे?

स्किलिंग केवल शॉप फ्लोर मैनुअल तक ही सीमित नहीं है, बल्कि यह सभी कामकाजी पेशेवरों पर लागू होता है। भले ही उनकी क्षेत्र और विशेषज्ञता कुछ भी हो। उदाहरण के लिए, डाई मेकर के लिए विभिन्न प्रकार की डाई जैसे ड्रॉ और अन्य कार्यों को संभालने के कौशल में सुधार करना महत्वपूर्ण है। इसी तरह, एक तकनीशियन के लिए गुणवत्ता रिपोर्ट आदि तैयार करने के लिए कौशल विकसित करना महत्वपूर्ण है। जैसे-जैसे एक डिजाइन इंजीनियर रैंक में ऊपर उठेगा, वह विश्लेषणात्मक कौशल विकसित करेगा ताकि पुरानी परियोजनाओं की सीख को रिकॉर्ड किया जा सके और नए पर लागू किया जा सके।

हमारे लिए यह समझना बहुत महत्वपूर्ण है कि यदि हम अनुभव और कौशल को महत्व नहीं देंगे तो भारी मात्रा में ज्ञान बर्बाद हो सकता है। विशेष रूप से वे टीम सदस्य जो अभी भी शैक्षणिक डिग्रियों की हीन भावना में फंसे हुए हैं, उनको अनुभव के मूल्य को सीखना शुरू करना चाहिए और अपने कार्यस्थल पर बदलाव लाने के लिए इसका लाभ उठाना चाहिए।

इसके अलावा, अच्छे, सम्मानित संस्थानों और कॉलेजों से उत्तीर्ण लोगों को अपनी श्रेष्ठता की भावना को त्यागना चाहिए। अपने आराम क्षेत्र से बाहर आना चाहिए और इस तथ्य को स्वीकार करना चाहिए कि हमें सही सॉफ्ट स्किल प्राप्त करनी है और बहुत सारी स्किलिंग जो योग्यता के बाहर है सीखनी चाहिए।

अनुभवी जनशक्ति की ऐसी सीख, प्रतिभा पाइपलाइन बनाने के लिए फ्रेशर्स और युवा रक्त को व्यवस्थित रूप से प्रशिक्षित कर सकती है। इसका व्यापक प्रभाव हो सकता है। क्योंकि हम अपनी मानव पूंजी को रचनात्मक रूप से संलग्न कर सकते हैं और उन्हें भविष्य के लिए तैयार कर सकते हैं।

हां, कौशल विकसित करना पवित्र है क्योंकि यह न केवल विकास का मार्ग प्रशस्त करता है बल्कि जीविका में भी महत्वपूर्ण भूमिका निभाता है।

मेरे पूरा विश्वास है कि हमारे निरंतर प्रयासों और दृढ़ता से, हम स्पष्ट रूप से बड़े पैमाने पर कौशल हासिल करेंगे।

आइए हम सब मिलकर एक "छलांग" लगाएं और नई ऊंचाइयां हासिल करें।

मित्तल सोनी

MD & CEO

Nagata Group (India Operations)

Agility for Challang



Businesses of every shape and size or Individuals of every category in service and self-employed are feeling overwhelming pressure by the pace of change happening around.

There is little time to sit, relax or go into comfort zone. Technological Advancements, Turbulent Market Conditions, Newer Competition and Customer's Ever-changing Expectations are driving the need for more Adaptable Organizations. Every individual like us feels the pressure of change happening around and says "YE DIL MANGE MORE".

To survive in this world, businesses / individuals not only have to perform, but must repeatedly transform to stay relevant. This is where the concept of Business AGILITY enters. An AGILE company or individual will not only be able to sail through the change effectively but will be able to use the AGILITY concepts and techniques for sustained competitive advantage.

Why Business AGILITY

To Achieve stable or sustainable growth year to year Nagata Group (India Operations) and Team working with it will have to really master the tactics to be quick enough to constantly innovate the process and services to achieve increased productivity and operational excellence and at the same time grow.

Hence the concept of Business AGILITY is of prime importance 'today'. It is important that we all at organization as well as individual levels understand what it means to be AGILE from our business and personal life perspective. We need to implement the business AGILITY principles very systematically within our organization and personal context.

There are three basic fundamental elements of "AGILITY"

- SENSE
- RESPOND
- ADAPT

AGILITY is the ability to "sense" the external and internal environment and trends, "respond" by understanding the impact of triggers on the business or individual and prototyping / piloting solutions and eventually "adapt" for the long term by putting in the right processes and system in place.

AGILITY is about being proactive and not reactive as in the case of management of disasters or emergencies.

There are Five Pillars of Business AGILITY

- Enterprise
- Leadership
- Team
- Individual
- Cultural

Enterprise AGILITY is organizational system being AGILE in terms of sensing the environment and having the right frameworks and processes in place to quickly assess the impact of changes and implement the changes in systematic manner.

Leadership AGILITY refers to the ability of the leader to take effective action in complex and rapidly changing conditions.

Team AGILITY refers to the same set of capacities in the context of teams.

Individual AGILITY is essentially about AGILE behavior that every employee in the organization

स्किल अप टू स्कूल अप

मुझे अक्सर पेशे और व्यवसाय के विभिन्न क्षेत्रों में हम भारतीयों के कौशल स्तर के निर्णय से संबंधित कुछ विरोधाभासों के बारे में आश्चर्य होता है। जब बात कालीन, कढ़ाई, नक्काशी और कला और कौशल के कई अन्य रूपों की होती है, तो हमें सदियों से दुनिया में सर्वश्रेष्ठ माना जाता है (लोहा मानते हैं)

यह महत्वपूर्ण है कि तेजी से औद्योगीकरण, मेक इन इंडिया आंदोलन, ग्लोबल के लिए स्थानीय और ऑटो सेक्टर सहित विभिन्न क्षेत्रों में औपचारिक प्रक्रिया नियंत्रित कार्य की शुरुआत के साथ, हमारे कौशल स्तर को अन्य तेजी से विकासशील और विकसित देशों की तुलना में भारी उन्नयन मिला है। जहां अन्य देश कौशल को कायम रखने पर काम कर रहे हैं वहीं हम कौशल के विकास के लिए संघर्ष कर रहे हैं।

उम्मीद है कि भारत 2030 तक 7 ट्रिलियन अमेरिकी डॉलर के साथ, विश्व की तीसरी सबसे बड़ी अर्थव्यवस्था बन जाएगा। मेरा दृढ़ विश्वास है कि हम इस मील के पथर को हासिल करने में सक्षम होंगे। क्योंकि भारतीय व्यापार समूह ने अब तक का सबसे अधिक कैपेक्स निवेश किया है और बहुत अधिक प्रत्यक्ष विदेशी निवेश भी आया है। हालाँकि, भारत के लिए बड़ा सवाल यह है कि हम इसे कैसे बनाए रखेंगे?

स्किलिंग केवल शॉप फ्लोर मैनुअल तक ही सीमित नहीं है, बल्कि यह सभी कामकाजी पेशेवरों पर लागू होता है। भले ही उनकी क्षेत्र और विशेषज्ञता कुछ भी हो। उदाहरण के लिए, डाई मेकर के लिए विभिन्न प्रकार की डाई जैसे ड्रॉ और अन्य कार्यों को संभालने के कौशल में सुधार करना महत्वपूर्ण है। इसी तरह, एक तकनीशियन के लिए गुणवत्ता रिपोर्ट आदि तैयार करने के लिए कौशल विकसित करना महत्वपूर्ण है। जैसे-जैसे एक डिजाइन इंजीनियर रैंक में ऊपर उठेगा, वह विश्लेषणात्मक कौशल विकसित करेगा ताकि पुरानी परियोजनाओं की सीख को रिकॉर्ड किया जा सके और नए पर लागू किया जा सके।

हमारे लिए यह समझना बहुत महत्वपूर्ण है कि यदि हम अनुभव और कौशल को महत्व नहीं देंगे तो भारी मात्रा में ज्ञान बर्बाद हो सकता है। विशेष रूप से वे टीम सदस्य जो अभी भी शैक्षणिक डिग्रियों की हीन भावना में फंसे हुए हैं, उनको अनुभव के मूल्य को सीखना शुरू करना चाहिए और अपने कार्यस्थल पर बदलाव लाने के लिए इसका लाभ उठाना चाहिए।

इसके अलावा, अच्छे, सम्मानित संस्थानों और कॉलेजों से उत्तीर्ण लोगों को अपनी श्रेष्ठता की भावना को त्यागना चाहिए। अपने आराम क्षेत्र से बाहर आना चाहिए और इस तथ्य को स्वीकार करना चाहिए कि हमें सही सॉफ्ट स्किल प्राप्त करनी है और बहुत सारी स्किलिंग जो योग्यता के बाहर है सीखनी चाहिए।

अनुभवी जनशक्ति की ऐसी सीख, प्रतिभा पाइपलाइन बनाने के लिए फ्रेशर्स और युवा रक्त को व्यवस्थित रूप से प्रशिक्षित कर सकती है। इसका व्यापक प्रभाव हो सकता है। क्योंकि हम अपनी मानव पूंजी को रचनात्मक रूप से संलग्न कर सकते हैं और उन्हें भविष्य के लिए तैयार कर सकते हैं।

हां, कौशल विकसित करना पवित्र है क्योंकि यह न केवल विकास का मार्ग प्रशस्त करता है बल्कि जीविका में भी महत्वपूर्ण भूमिका निभाता है।

मेरे पूरा विश्वास है कि हमारे निरंतर प्रयासों और दृढ़ता से, हम स्पष्ट रूप से बड़े पैमाने पर कौशल हासिल करेंगे।

आइए हम सब मिलकर एक "छलांग" लगाएं और नई ऊंचाइयां हासिल करें।

मित्तल सोनी

MD & CEO

Nagata Group (India Operations)

Agility for Challang



Businesses of every shape and size or Individuals of every category in service and self-employed are feeling overwhelming pressure by the pace of change happening around.

There is little time to sit, relax or go into comfort zone. Technological Advancements, Turbulent Market Conditions, Newer Competition and Customer's Ever-changing Expectations are driving the need for more Adaptable Organizations. Every individual like us feels the pressure of change happening around and says "YE DIL MANGE MORE".

To survive in this world, businesses / individuals not only have to perform, but must repeatedly transform to stay relevant. This is where the concept of Business AGILITY enters. An AGILE company or individual will not only be able to sail through the change effectively but will be able to use the AGILITY concepts and techniques for sustained competitive advantage.

Why Business AGILITY

To Achieve stable or sustainable growth year to year Nagata Group (India Operations) and Team working with it will have to really master the tactics to be quick enough to constantly innovate the process and services to achieve increased productivity and operational excellence and at the same time grow.

Hence the concept of Business AGILITY is of prime importance 'today'. It is important that we all at organization as well as individual levels understand what it means to be AGILE from our business and personal life perspective. We need to implement the business AGILITY principles very systematically within our organization and personal context.

There are three basic fundamental elements of "AGILITY"

- SENSE
- RESPOND
- ADAPT

AGILITY is the ability to "sense" the external and internal environment and trends, "respond" by understanding the impact of triggers on the business or individual and prototyping / piloting solutions and eventually "adapt" for the long term by putting in the right processes and system in place.

AGILITY is about being proactive and not reactive as in the case of management of disasters or emergencies.

There are Five Pillars of Business AGILITY

- Enterprise
- Leadership
- Team
- Individual
- Cultural

Enterprise AGILITY is organizational system being AGILE in terms of sensing the environment and having the right frameworks and processes in place to quickly assess the impact of changes and implement the changes in systematic manner.

Leadership AGILITY refers to the ability of the leader to take effective action in complex and rapidly changing conditions.

Team AGILITY refers to the same set of capacities in the context of teams.

Individual AGILITY is essentially about AGILE behavior that every employee in the organization

demonstrates by displaying a positive attitude, resilience, and openness to change in their day to day working.

Cultural AGILITY is about the ability of an organization to understand and successfully work with multiple customers in various locations and cultural diversity.

Development of the **Three Core Strategy Elements** namely **Vision, Mission and Values** can act as a Pole Star from which all organizational stakeholders get guidance from and can become the foundation for a healthy AGILE culture.

AGILE Strategic Planning of projects, initiatives and actions in every organization is must to achieve its Vision and Mission.

AGILE organizations move away from the traditional static planning process toward a dynamic and AGILE strategy as the market changes.

AGILE Leaders think Strategically. They always look around to spot strategic opportunities for their organizations which others may not have spotted yet. They are proactive and know how to work around challenges to find answers and steer their organization and teams in the right direction. They know when to dive deeper into the data to make the best possible decisions for their organizations.

They Inspire and motivation others. The best leaders can effectively infuse their passion into others and help employees achieve their own goals. AGILE leaders can even help others to achieve targets that seemed impossible at the outset. They also motivate others to adopt new strategies or procedures, even when change seems difficult.

The AGILE leader is a role model who becomes an example of adaptability and commitment to self-growth.

Cultural AGILITY supports experimentation and creates a safe environment where employees do not fear failures and helps development of the AGILE mindset.

AGILE culture supports and rewards teams and individuals with ownership mindset delivering with minimal support from the extended eco system, unless really required by design.

AGILE culture also believes in continuous Improvement, Innovation and is receptive to new ideas from any corner of the Organization.

Learning AGILITY of an individual is about ability and willingness to learn from experience and apply to perform successfully under new situation.

Mental AGILITY is about fetching new viewpoints showing ease in difficult situations and coming up with timely guidance to the situation.

Emotional AGILITY is the ability to develop an understanding of the relationship between moods, thoughts, behaviors and then to take charge of them by practicing skills to cope with anxiety and anger.

Social AGILITY harnesses interpersonal skills for empathy, presence, clarity and authenticity.

Results AGILE individual will not get bogged down with intermediate setbacks and will forever stive towards excellence.

Change AGILITY is how quickly individuals can first accept the change and then smoothly adopt the change and start with new way of working.

LET ALL OF US AT NAGATA GROUP (INDIA OPERATIONS) SHOW ALL ROUND **AGILTY, BRACE UP AND TAKE A CHALLANG** FOR NEXT LEVEL OF GROWTH. I AM SURE YOU ALL WOULD LIKE TO BE PART OF THIS GROWTH STORY.



Ref.: Chetna's Institute of Management and Research, Vol. XI, Issue 2

Work Life Balance / Imbalance

Last week I was spending time with my friends. Three of them were from the same organization however their opinion about Office Life was different and one of them was complaining that there is no **Work Life balance** in today's world. One of them was very systematic in his working whereas other was disorganized. We will not discuss about third person as he is a great sycophant, and we cannot conclude our discussion if we discuss about him.

While returning to home, I was analyzing about their behaviors working. Based on that I would like to share my opinion.

In my view, if a person cannot plan his day, then mismanagement of time affects his life and is called **Work – Life imbalance**. Incomplete work and continuous increase of pendency results into work life imbalance and it reflect as:

1. **Long working hour due to work pendency.**
2. **Reactive approach of working.**

If we analyze the reason of Work Life imbalance, then we will understand that mainly it is mainly because of:

2.1 Habit to work as been driven instead as driver.

2.2 No clear OBJECTIVE.

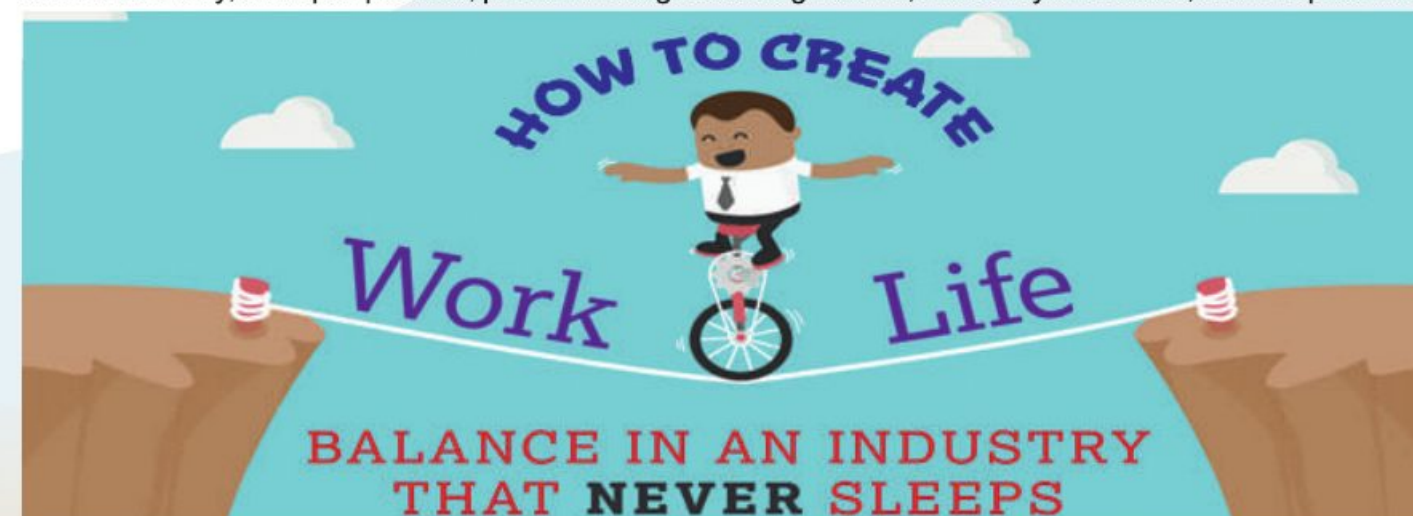
2.3 Unplanned job.

It has been noticed that people with a work life imbalance is always indulged in urgent activities and not able to attend important work. Unattended important work converts into urgent work in due course of time.

Symptoms of Work Life Imbalance are:

Physical	Headaches, upset stomach, sleep disturbances, changes in appetite, muscle tension, fatigue, heart palpitations.
Emotional	Depression, anxiety, irritability, difficulty making decisions, angry outbursts, resentment, feelings of powerlessness.
Personal	Lost time with friends & loved ones, isolation – stopping social activities, job burnout, relationship loss/difficulties, self-medicating.

With my experience, I can say that the golden thread of a highly successful and meaningful life is self-discipline. Discipline allows us to do all those things you know in your heart you should do, but never feel like doing. Without self-discipline, we will not be able to set any clear goals. Also, to manage our time effectively, treat people well, persist through the tough times, care for your health, or think positive.



demonstrates by displaying a positive attitude, resilience, and openness to change in their day to day working.

Cultural AGILITY is about the ability of an organization to understand and successfully work with multiple customers in various locations and cultural diversity.

Development of the **Three Core Strategy Elements** namely **Vision, Mission and Values** can act as a Pole Star from which all organizational stakeholders get guidance from and can become the foundation for a healthy AGILE culture.

AGILE Strategic Planning of projects, initiatives and actions in every organization is must to achieve its Vision and Mission.

AGILE organizations move away from the traditional static planning process toward a dynamic and AGILE strategy as the market changes.

AGILE Leaders think Strategically. They always look around to spot strategic opportunities for their organizations which others may not have spotted yet. They are proactive and know how to work around challenges to find answers and steer their organization and teams in the right direction. They know when to dive deeper into the data to make the best possible decisions for their organizations.

They Inspire and motivate others. The best leaders can effectively infuse their passion into others and help employees achieve their own goals. AGILE leaders can even help others to achieve targets that seemed impossible at the outset. They also motivate others to adopt new strategies or procedures, even when change seems difficult.

The AGILE leader is a role model who becomes an example of adaptability and commitment to self-growth.

Cultural AGILITY supports experimentation and creates a safe environment where employees do not fear failures and helps development of the AGILE mindset.

AGILE culture supports and rewards teams and individuals with ownership mindset delivering with minimal support from the extended eco system, unless really required by design.

AGILE culture also believes in continuous Improvement, Innovation and is receptive to new ideas from any corner of the Organization.

Learning AGILITY of an individual is about ability and willingness to learn from experience and apply to perform successfully under new situation.

Mental AGILITY is about fetching new viewpoints showing ease in difficult situations and coming up with timely guidance to the situation.

Emotional AGILITY is the ability to develop an understanding of the relationship between moods, thoughts, behaviors and then to take charge of them by practicing skills to cope with anxiety and anger.

Social AGILITY harnesses interpersonal skills for empathy, presence, clarity and authenticity.

Results AGILE individual will not get bogged down with intermediate setbacks and will forever strive towards excellence.

Change AGILITY is how quickly individuals can first accept the change and then smoothly adopt the change and start with new way of working.

LET ALL OF US AT NAGATA GROUP (INDIA OPERATIONS) SHOW ALL ROUND AGILITY, BRACE UP AND TAKE A CHALLENGE FOR NEXT LEVEL OF GROWTH. I AM SURE YOU ALL WOULD LIKE TO BE PART OF THIS GROWTH STORY.



Ref.: Chetna's Institute of Management and Research, Vol. XI, Issue 2

Arun Malhotra
CFO AND MENTOR

Work Life Balance / Imbalance

Last week I was spending time with my friends. Three of them were from the same organization however their opinion about Office Life was different and one of them was complaining that there is no **Work Life balance** in today's world. One of them was very systematic in his working whereas other was disorganized. We will not discuss about third person as he is a great sycophant, and we cannot conclude our discussion if we discuss about him.

While returning to home, I was analyzing about their behaviors working. Based on that I would like to share my opinion.

In my view, if a person cannot plan his day, then mismanagement of time affects his life and is called **Work – Life imbalance**. Incomplete work and continuous increase of pendency results into work life imbalance and it reflect as:

1. **Long working hour due to work pendency.**
2. **Reactive approach of working.**

If we analyze the reason of Work Life imbalance, then we will understand that mainly it is mainly because of:

2.1 Habit to work as been driven instead as driver.

2.2 No clear OBJECTIVE.

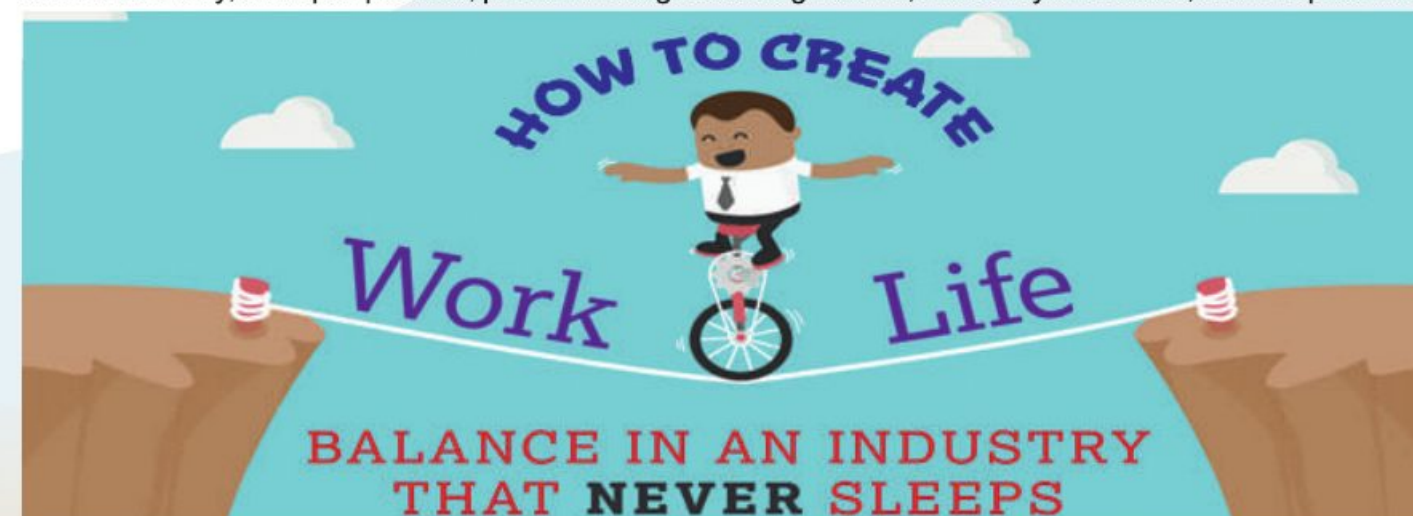
2.3 Unplanned job.

It has been noticed that people with a work life imbalance is always indulged in urgent activities and not able to attend important work. Unattended important work converts into urgent work in due course of time.

Symptoms of Work Life Imbalance are:

Physical	Headaches, upset stomach, sleep disturbances, changes in appetite, muscle tension, fatigue, heart palpitations.
Emotional	Depression, anxiety, irritability, difficulty making decisions, angry outbursts, resentment, feelings of powerlessness.
Personal	Lost time with friends & loved ones, isolation – stopping social activities, job burnout, relationship loss/difficulties, self-medicating.

With my experience, I can say that the golden thread of a highly successful and meaningful life is self-discipline. Discipline allows us to do all those things you know in your heart you should do, but never feel like doing. Without self-discipline, we will not be able to set any clear goals. Also, to manage our time effectively, treat people well, persist through the tough times, care for your health, or think positive.



Priorities and boundaries are always necessary to shape our life.

To have a balanced work life, our working should be on proactive approach rather working on reactive approach.

Proactive Approach:

- Follow DWM and it must address minimum 80% of daily routine work.
- Prepare priority list considering customer requirements or future requirements.
- Be ready with result / solutions rather than with problems / excuses.

Reactive Approach:

- No Daily / Weekly / Monthly priorities.
- Working always on customer feedback.
- Working as per instructions given by Boss / supervisors.
- Working only when someone demands.
- Always outsource ownership / Accountability to subordinate / colleague / or any third party.

Another aspect to be taken care of is our 5-S habits. At least 2-S rule is to be followed of **PLACE FOR EVERYTHING AND EVERYTHING SHOULD BE IN PLACE**. With the Habit of 2-S, we can save time that we usually spoil in searching.

Finally, I would like to say that Work Life Balance can be achieved by **3 P's Principle** i.e., '**P**'- **Proactive**, '**P**'- **Plan** and '**P**'- **Perform** and this can be done only by DWM.

On the behavioral side - reacting to any feedback is a defensive approach and sometimes leads to confrontation whereas responding to feedback with a positive approach leads to improvement and no time is wasted in arguments.

Now, you can easily guess about the person out of two having positive view towards Life / Challenges and other who always complain about Work Life Balance.

You may have a different opinion about the Work Life Balance, or you may like to add your viewpoints. My request to you all to please share your thoughts with me and correct me if there is any difference of opinion.

An organization with **WORK LIFE BALANCE** always sets a new milestone as their employees work proactively and always focus on deliverables. Somehow, I disagree with **a recent podcast by Infosys co-founder Narayana Murthy, hosted by Mohandas Pai, that India's productivity is one of the lowest in the world. He said, "Therefore, my request is that our youngsters must say, 'this is my country; I'd like to work 70 hours a week.'**

With my experience, we are getting less result because our (Indian's) way of working is not systematic or process oriented. Mainly due to unsystematic work, we will not be able to improve productivity even we work for more than 70 hours in a week.

Also, I have experienced that we are motivated and energetic when we get desired result even working for long hours. On the other side, we feel tired if don't get desired result. So, my suggestion is to follow the approach of **PROACTIVE** and **SYSTEMATIC WORKING** to achieve desired deliverables and enjoy the life.

A good LIFE balance always allows a good WORK balance.

Unleashing Human Potential

Potential is a key factor in employee performance and development. Potential refers to the ability and willingness of an employee to grow and take on new challenges.

Potential can be assessed by looking at four dimensions:

- Curiosity
- Insight
- Engagement
- Determination

Employees who score high on these dimensions are more likely to learn from feedback, adapt to changing situations, collaborate effectively and persevere in the face of obstacles. Potential can be nurtured by providing our team-mates with opportunities to stretch their skills, receive constructive feedback, work on diverse projects and teams, and access mentoring and coaching.

By identifying and developing potential, we at Nagata Group (India Operations) can build a pipeline of talent that is ready to take on future roles and responsibilities at our upcoming plants Eg. Luhari, Expansion of Sadatpura and many more to come.

Potential is the idea that every member of our organization has and the capacity to grow, learn, and achieve their goals. It is based on the belief that humans are not fixed or limited by their circumstances, but rather have the power to shape their own destiny. Human potential is often associated with positive psychology, which studies the factors that contribute to human happiness and well-being. It helps us -

- Boosts self-confidence and self-esteem, as people recognize their strengths and abilities.
- Fosters creativity and innovation, as people explore new possibilities and solutions.
- Enhances motivation and productivity, as people pursue their passions and interests.
- Improves relationships and communication, as people respect and appreciate the diversity of others.
- Contributes to social change and justice, as people act on their values and vision.

Human potential can be developed through various methods, such as education, coaching, mentoring, therapy, meditation, mindfulness, and more. These methods help people to discover our talent, passion, purpose, and potential. It also helps us to overcome challenges, such as fear, doubt, stress, anxiety, and depression. By developing human potential, people can live more fulfilling and meaningful lives.

At last, I would like to close the article with a good quote as under -

"Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it." - Lou Holtz

Priorities and boundaries are always necessary to shape our life.

To have a balanced work life, our working should be on proactive approach rather working on reactive approach.

Proactive Approach:

- Follow DWM and it must address minimum 80% of daily routine work.
- Prepare priority list considering customer requirements or future requirements.
- Be ready with result / solutions rather than with problems / excuses.

Reactive Approach:

- No Daily / Weekly / Monthly priorities.
- Working always on customer feedback.
- Working as per instructions given by Boss / supervisors.
- Working only when someone demands.
- Always outsource ownership / Accountability to subordinate / colleague / or any third party.

Another aspect to be taken care of is our 5-S habits. At least 2-S rule is to be followed of **PLACE FOR EVERYTHING AND EVERYTHING SHOULD BE IN PLACE**. With the Habit of 2-S, we can save time that we usually spoil in searching.

Finally, I would like to say that Work Life Balance can be achieved by **3 P's Principle** i.e., '**P**'- **Proactive**, '**P**'- **Plan** and '**P**'- **Perform** and this can be done only by DWM.

On the behavioral side - reacting to any feedback is a defensive approach and sometimes leads to confrontation whereas responding to feedback with a positive approach leads to improvement and no time is wasted in arguments.

Now, you can easily guess about the person out of two having positive view towards Life / Challenges and other who always complain about Work Life Balance.

You may have a different opinion about the Work Life Balance, or you may like to add your viewpoints. My request to you all to please share your thoughts with me and correct me if there is any difference of opinion.

An organization with **WORK LIFE BALANCE** always sets a new milestone as their employees work proactively and always focus on deliverables. Somehow, I disagree with **a recent podcast by Infosys co-founder Narayana Murthy, hosted by Mohandas Pai, that India's productivity is one of the lowest in the world. He said, "Therefore, my request is that our youngsters must say, 'this is my country; I'd like to work 70 hours a week.'**

With my experience, we are getting less result because our (Indian's) way of working is not systematic or process oriented. Mainly due to unsystematic work, we will not be able to improve productivity even we work for more than 70 hours in a week.

Also, I have experienced that we are motivated and energetic when we get desired result even working for long hours. On the other side, we feel tired if don't get desired result. So, my suggestion is to follow the approach of **PROACTIVE** and **SYSTEMATIC WORKING** to achieve desired deliverables and enjoy the life.

A good LIFE balance always allows a good WORK balance.

Unleashing Human Potential

Potential is a key factor in employee performance and development. Potential refers to the ability and willingness of an employee to grow and take on new challenges.

Potential can be assessed by looking at four dimensions:

- Curiosity
- Insight
- Engagement
- Determination

Employees who score high on these dimensions are more likely to learn from feedback, adapt to changing situations, collaborate effectively and persevere in the face of obstacles. Potential can be nurtured by providing our team-mates with opportunities to stretch their skills, receive constructive feedback, work on diverse projects and teams, and access mentoring and coaching.

By identifying and developing potential, we at Nagata Group (India Operations) can build a pipeline of talent that is ready to take on future roles and responsibilities at our upcoming plants Eg. Luhari, Expansion of Sadatpura and many more to come.

Potential is the idea that every member of our organization has and the capacity to grow, learn, and achieve their goals. It is based on the belief that humans are not fixed or limited by their circumstances, but rather have the power to shape their own destiny. Human potential is often associated with positive psychology, which studies the factors that contribute to human happiness and well-being. It helps us -

- Boosts self-confidence and self-esteem, as people recognize their strengths and abilities.
- Fosters creativity and innovation, as people explore new possibilities and solutions.
- Enhances motivation and productivity, as people pursue their passions and interests.
- Improves relationships and communication, as people respect and appreciate the diversity of others.
- Contributes to social change and justice, as people act on their values and vision.

Human potential can be developed through various methods, such as education, coaching, mentoring, therapy, meditation, mindfulness, and more. These methods help people to discover our talent, passion, purpose, and potential. It also helps us to overcome challenges, such as fear, doubt, stress, anxiety, and depression. By developing human potential, people can live more fulfilling and meaningful lives.

At last, I would like to close the article with a good quote as under -

"Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it." - Lou Holtz

Nagata Foundation Day - November 8, 2023

Nagata India Private Limited, IMT Manesar, Gurugram



Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Training and Learning Sessions 2023

Nagata India Private Limited, IMT Manesar, Gurugram



Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Nagata Foundation Day - November 8, 2023

Nagata India Private Limited, IMT Manesar, Gurugram



Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Training and Learning Sessions 2023

Nagata India Private Limited, IMT Manesar, Gurugram



Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Soft Skill Training, 2023

Nagata Auto Engg. India Pvt Ltd, Crown Plaza



Special Lunch with Nagata San – Sadatpura, Gujarat



Best Kaizen Award - 2023

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Kaizen Scoring Table

Kaizen Sr. No	A	B	C	D	E	F	G	Total	Final Winner
Kaizen No. 1	5	4	3	4	3	4	5	28	2nd 🥈
Kaizen No. 2	1	4	3	4	3	3	3	21	🥉
Kaizen No. 3	1	3	3	4	3	3	2	19	🥉
Kaizen No. 4	1	2	3	4	0	3	1	14	🥉
Kaizen No. 5	1	2	3	4	3	3	1	17	🥉
Kaizen No. 6	5	3	3	4	4	5	5	29	1st 🏆
Kaizen No. 7	1	3	3	5	4	3	1	19	🥉
Kaizen No. 8	1	3	3	4	3	3	2	18	🥉
Kaizen No. 9	1	3	3	4	3	2	3	18	🥉
Kaizen No. 10	4	4	4	4	4	1	3	21	🥉
Kaizen No. 11	4	3	3	4	3	3	2	21	🥉
Kaizen No. 12	3	3	3	4	3	3	1	20	🥉
Kaizen No. 13	2	5	5	4	3	4	5	27	3rd 🥉
Kaizen No. 14	2	3	3	4	3	3	4	22	🥉
Kaizen No. 15	1	3	3	4	4	3	4	22	🥉

Soft Skill Training, 2023

Nagata Auto Engg. India Pvt Ltd, Crown Plaza



Special Lunch with Nagata San – Sadatpura, Gujarat



Best Kaizen Award - 2023

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Kaizen Scoring Table

Kaizen Sr. No	A	B	C	D	E	F	G	Total	Final Winner
Kaizen No. 1	5	4	3	4	3	4	5	28	2nd 🥈
Kaizen No. 2	1	4	3	4	3	3	3	21	🥉
Kaizen No. 3	1	3	3	4	3	3	2	19	🥉
Kaizen No. 4	1	2	3	4	0	3	1	14	🥉
Kaizen No. 5	1	2	3	4	3	3	1	17	🥉
Kaizen No. 6	5	3	3	4	4	5	5	29	1st 🏆
Kaizen No. 7	1	3	3	5	4	3	1	19	🥉
Kaizen No. 8	1	3	3	4	3	3	2	18	🥉
Kaizen No. 9	1	3	3	4	3	2	3	18	🥉
Kaizen No. 10	4	4	4	4	4	1	3	21	🥉
Kaizen No. 11	4	3	3	4	3	3	2	21	🥉
Kaizen No. 12	3	3	3	4	3	3	1	20	🥉
Kaizen No. 13	2	5	5	4	3	4	5	27	3rd 🥉
Kaizen No. 14	2	3	3	4	3	3	4	22	🥉
Kaizen No. 15	1	3	3	4	4	3	4	22	🥉

Long Service Award in the year 2023

Nagata India Private Limited, IMT Manesar, Gurugram

Employees Completing - 05 Yrs.



Narender Singh
Operator
CNC



Rakesh
Die Maker
Assembly



Amarjeet Singh
Die Maker
Assembly



Praveen Kumar
Senior Die Maker
Assembly



Ajay Kumar
Operator
CNC



Pramodh
Assistant Engineer
Assembly



Satyaprakash Singh
Assistant Operator
CNC



Kunwar Singh
Engineer
Assembly



Sohan
Assistant Operator
CNC



Mukesh
Deputy Manager
Assembly



Shankar Singh
Die Maker
Assembly



Sandeep Singh
Senior Die Maker
Assembly



Kuldeep
Assistant Technician
Maintenance



Shiv Kumar
Assistant Operator
CNC



Satyam Kumar
Trainee
Quality Assurance



Anchit Kumar Tiwari
Assistant Operator
CNC

Employees Completing - 10 Yrs.



Somali Pradhan
Engineer
Design



Mohanjeet Singh
Manager
CNC



Gagan Singh
Die Maker
Assembly



Anand Singh
Technician
Full Mould



Maha Singh Chauhan
Senior Die Maker
Assembly



Ashok Kumar
Technician
Maintenance



Sarvesh Kumar
Assistant Supervisor
Quality Assurance



Surender Kumar
Senior Operator
CNC



Ajit Gupta
Senior General Manager
PM & CS

Long Service Award in the year 2023

Nagata India Private Limited, IMT Manesar, Gurugram

Employees Completing - 15 Yrs.



Ravi Sharma
Manager
Design



Satish Chander
Senior Manager
VD

Employees Completing - 20 Yrs.



Ram Mehar
Assistant Manager
Assembly



Brijesh Kumar
Engineer
Assembly



Vicky Kumar
Junior Engineer
Assembly

Long Service Award in the year 2023

Nagata India Private Limited, IMT Manesar, Gurugram

Employees Completing - 05 Yrs.



Narender Singh
Operator
CNC



Rakesh
Die Maker
Assembly



Amarjeet Singh
Die Maker
Assembly



Praveen Kumar
Senior Die Maker
Assembly



Ajay Kumar
Operator
CNC



Pramodh
Assistant Engineer
Assembly



Satyaprakash Singh
Assistant Operator
CNC



Kunwar Singh
Engineer
Assembly



Sohan
Assistant Operator
CNC



Mukesh
Deputy Manager
Assembly



Shankar Singh
Die Maker
Assembly



Sandeep Singh
Senior Die Maker
Assembly



Kuldeep
Assistant Technician
Maintenance



Shiv Kumar
Assistant Operator
CNC



Satyam Kumar
Trainee
Quality Assurance



Anchit Kumar Tiwari
Assistant Operator
CNC

Employees Completing - 10 Yrs.



Somali Pradhan
Engineer
Design



Mohanjeet Singh
Manager
CNC



Gagan Singh
Die Maker
Assembly



Anand Singh
Technician
Full Mould



Maha Singh Chauhan
Senior Die Maker
Assembly



Ashok Kumar
Technician
Maintenance



Sarvesh Kumar
Assistant Supervisor
Quality Assurance



Surender Kumar
Senior Operator
CNC



Ajit Gupta
Senior General Manager
PM & CS

Long Service Award in the year 2023

Nagata India Private Limited, IMT Manesar, Gurugram

Employees Completing - 15 Yrs.



Ravi Sharma
Manager
Design



Satish Chander
Senior Manager
VD

Employees Completing - 20 Yrs.



Ram Mehar
Assistant Manager
Assembly



Brijesh Kumar
Engineer
Assembly



Vicky Kumar
Junior Engineer
Assembly

Long Term Service Employee - 2023

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)

Employees Completing - 05 Yrs.



Ghulam Jilani
Quality
Engineer



Narender Kumar
Production
Engineer



Vikrant Sharma
Production
Engineer



Naveen Kumar
Production
Sr. Technician



Omparkash
Tool Room
Sr. Technician



Mohan Lal
Maintenance
Junior Engineer



Ravindra Sharma
Quality
Chief Manager



Sohan Lal
Production
Assistant Manager



Sanjay Singh
Quality
Senior Engineer



Chhater Pal
Production
Engineer



Manoj Kumar
Tool Room
Engineer



Kuldeep Sharma
Maintenance
Assistant Manager



Inder Singh
Production
Sr. Technician



Kamlesh Bhagat
Maintenance
Sr. Technician



Jitender
Tool Room
Sr. Die Fitter



Jitender
Maintenance
Senior Engineer

Employees Completing - 10 Yrs.



B R Tanwar
Designation
Department



Chandra Prakash Gautam
Production
Deputy Manager



Satyapal Singh
Production
Deputy Manager



Kunwar Sandeep Chauhan
Engineering & Development
Chief Manager



Rakesh Kumar Singh
Quality
Engineer

Long Service Award 05 Years - 2023

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)

Employees Completing - 05 Yrs.



Rakesh Kumar Sahu
Die Shop
CNC



Suresh Kumar Sinha
Accounts



Arun Kumar Lenka
Quality



Kalyan Mandal
Dispatch

Long Service Award 20 Years - 2023



Suresh Kumar Sinha
Accounts

Long Term Service Employee - 2023

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)

Employees Completing - 05 Yrs.



Ghulam Jilani
Quality
Engineer



Narender Kumar
Production
Engineer



Vikrant Sharma
Production
Engineer



Naveen Kumar
Production
Sr. Technician



Omparkash
Tool Room
Sr. Technician



Mohan Lal
Maintenance
Junior Engineer



Ravindra Sharma
Quality
Chief Manager



Sohan Lal
Production
Assistant Manager



Sanjay Singh
Quality
Senior Engineer



Chhater Pal
Production
Engineer



Manoj Kumar
Tool Room
Engineer



Kuldeep Sharma
Maintenance
Assistant Manager



Inder Singh
Production
Sr. Technician



Kamlesh Bhagat
Maintenance
Sr. Technician



Jitender
Tool Room
Sr. Die Fitter

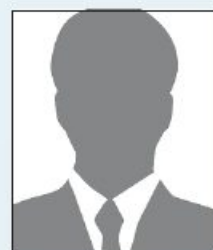


Jitender
Maintenance
Senior Engineer

Employees Completing - 10 Yrs.



B R Tanwar
Designation
Department



Chandra Prakash Gautam
Production
Deputy Manager



Satyapal Singh
Production
Deputy Manager



Kunwar Sandeep Chauhan
Engineering & Development
Chief Manager



Rakesh Kumar Singh
Quality
Engineer

Long Service Award 05 Years - 2023

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)

Employees Completing - 05 Yrs.



Rakesh Kumar Sahu
Die Shop
CNC



Suresh Kumar Sinha
Accounts



Arun Kumar Lenka
Quality



Kalyan Mandal
Dispatch

Long Service Award 20 Years - 2023



Suresh Kumar Sinha
Accounts

New Initiatives – Monthly Birthday Celebration 2023

Nagata India Private Limited, IMT Manesar, Gurugram



Nagata Auto Engg India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



New Initiatives – Monthly Birthday Celebration 2023

Nagata India Private Limited, IMT Manesar, Gurugram



Nagata Auto Engg India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Nagata at Auto Expo Components - 2023 Auto-Expo



Nagata at Auto Expo Components - 2023 Auto-Expo



Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Town Hall Meeting 2022-2023

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Town Hall Meeting 2022-2023

Nagata India Private Limited, IMT Manesar, Gurugram

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Town Hall Meeting 2022-2023

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Glimpses of World Environment Day

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Lucky Draw 2023

Nagata India Private Limited, IMT Manesar, Gurugram



Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Glimpses of World Environment Day

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Lucky Draw 2023

Nagata India Private Limited, IMT Manesar, Gurugram



Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Ground-Breaking Ceremony for Luhari Plant



Events from January 3, 2023 onwards

Nagata India Private Limited, IMT Manesar, Gurugram



Q-Tech, MSIL



TAGMA Award to
Nagata India



Toyota Kirloskar Motors
Delegate Visit



Hyundai Motors
Delegate Visit

Tree Plantation by Delight Customer, SMC, SMG & MSIL

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



YAMASHITA SAN



TORI SAN



YAMASHITA SAN



SUMINO SAN



S. K. DUBEY



A. K. SINGH SAN



YAMAGUCHI SAN



HAYASAKA SAN

Ground-Breaking Ceremony for Luhari Plant



Events from January 3, 2023 onwards

Nagata India Private Limited, IMT Manesar, Gurugram



Q-Tech, MSIL



TAGMA Award to
Nagata India



Toyota Kirloskar Motors
Delegate Visit



Hyundai Motors
Delegate Visit

Tree Plantation by Delight Customer, SMC, SMG & MSIL

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



YAMASHITA SAN



TORI SAN



YAMASHITA SAN



SUMINO SAN



S. K. DUBEY



A. K. SINGH SAN



YAMAGUCHI SAN



HAYASAKA SAN

Celebration of Independence Day – August 15, 2023

Nagata India Private Limited, IMT Manesar, Gurugram



HAYASAKA SAN (MD SMG) Visit

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



KAIZEN 2023

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)

Productivity Improvement by changing drilling operation to BENCH DRILLING from MULTI DRILLING :



		NAGATA AUTO ENGINEERING INDIA PVT. LTD., GUJARAT				Doc. No. : F/HR/EME/001																												
		Kaizen Sheet				Rev. No. : 0																												
Kaizen Theme:		Productivity Improvement through cycle time reduction of drilling operation in Trunk Lid Assy.				Issue Date : 01.01.2018																												
Area/Activity Name		Process/Machine Name		Action Item		Requirement		Date of Kaizen: 29.08.2023																										
WELD SHOP		TRUNK LID - Multi Drilling + Horizontal Drilling		☒ Productivity Improvement		☐ Audit Non conformity																												
				☒ Process Improvement		☐ 5S Commission																												
				☒ Materials and cost reduction		☐ Energy Saving		☐ Continual Improvement																										
				☒ 5S or 3K		☐ Safety		☐ Horizontal expansion																										
Before					After																													
<table><tr><td>WORK ELEMENT</td><td>PICK & CLAMP</td><td>IDLE VERTICAL DRILLING</td><td>HORIZONTAL DRILLING</td><td>DECLAMP & REMOVE</td><td>TOTAL SECOND</td></tr><tr><td></td><td>4</td><td></td><td>12</td><td>10</td><td>4</td><td>30</td></tr></table>					WORK ELEMENT	PICK & CLAMP	IDLE VERTICAL DRILLING	HORIZONTAL DRILLING	DECLAMP & REMOVE	TOTAL SECOND		4		12	10	4	30	<table><tr><td>WORK ELEMENT</td><td>PICK & CLAMP</td><td>IDLE VERTICAL DRILLING</td><td>VERTICAL DRILLING</td><td>DECLAMP & REMOVE</td><td>TOTAL SECOND</td></tr><tr><td></td><td>4</td><td>X</td><td></td><td>2.5</td><td>15.5</td></tr></table>					WORK ELEMENT	PICK & CLAMP	IDLE VERTICAL DRILLING	VERTICAL DRILLING	DECLAMP & REMOVE	TOTAL SECOND		4	X		2.5	15.5
WORK ELEMENT	PICK & CLAMP	IDLE VERTICAL DRILLING	HORIZONTAL DRILLING	DECLAMP & REMOVE	TOTAL SECOND																													
	4		12	10	4	30																												
WORK ELEMENT	PICK & CLAMP	IDLE VERTICAL DRILLING	VERTICAL DRILLING	DECLAMP & REMOVE	TOTAL SECOND																													
	4	X		2.5	15.5																													
Comments:																																		
1. Process Cycle Time :- 30 Secs. 2. No. of Machines used in station :- 2 Nos. Multi Drilling Machine. 3. No. of Man-Power Used :- 02 (1 Each for Both Machine)																																		
Losses:					Benefits:																													
1) Production achieved - 480 set per Shift					1) Productivity Improved to 560 set/Shift																													
2) 23 Manpower used for production For 850 Sets/Day					2) 18 Manpower used for production For 850 Sets/Day																													
3) Chronic Quality problem for horizontal hole shift 251/Month					3) Quality improved for hole shift "0/Month"																													
Implementation Cost: "Zero"					Cost Saving: Rs. 11,13,778 / Annum																													
Layout changing- existing bench drilling m/c utilized																																		
Suggested By: Narendra San					Implemented By: Amit San, Shyam San, Prabhakar San																													

To save cost of GARBAGE SELLING method & WOOD RATE increase :



		NAGATA AUTO ENGINEERING INDIA PVT. LTD., GUJARAT					Doc. No. : F/HR/EME/001	
Kaizen Sheet							Rev. No. : 0	
Kaizen Theme:		To save cost of garbage selling method & wood rate increase.					Issue Date : 01.01.2019	
Area/Activity Name		Process/Machine Name		Action Item	☐ Productivity Improvement	☐ Quality Improvement	Requirement	☐ Audit Non conformity
Garbage & Wooden Sale		NA			☐ Process Improvement	☐ Movement Reduce		☐ 5S Commission
					☐ Materials and cost reduction	☒ Cost Saving		☒ Continual Improvement
					☒ 5S or 3K	☐ Safety		☐ Horizontal expansion
Before				After				
Garbage Sale Rs. 1000/- per vehicle & Wooden Sale Rs. 4/- per kg				Garbage Sale Rs. 5.50/- per kg & Wooden Sale Rs. 6/- per kg				
								
Comment:-				Comments:-				
Garbage sale on Vehicle basis. (Rate - Rs. 1000/- Vehicle)		Wooden sale on Rs. 4/- per kg		Garbage sale on Rs. 5.5/- per kg to Shree Shyam Steel			Wooden sale on Rs. 6/- per kg to Shree Shyam Steel	
Losses:				Benefits:				
1. Previously we were selling garbage on fix truck basis, supplier give us Rs. 1000/- Truck only.				Particulars				
2. Wooden sale on kg basis on the Rate of Rs. 4/- per kg.				Before Vehicle Basis				
				No. of Vehicle				
				Per Vehicle Rate				
				Sale in KG				
				Monthly Rate				
				Yearly Sale				
				Garbage @5.5/- kg				
				Wooden @4/- kg				
				Wooden @6/- kg				
Implementation Cost:				Cost Saving (Per Month):				
Nil (Zero)				7,97,760/Annum				
Suggested By:		Suresh Sinha San / Kamal Kant San			Implemented By:		Sodhi Singh San	

Celebration of Independence Day – August 15, 2023

Nagata India Private Limited, IMT Manesar, Gurugram



HAYASAKA SAN (MD SMG) Visit

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)

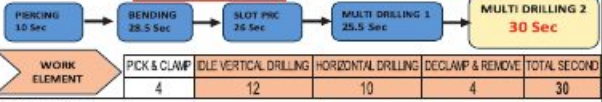


KAIZEN 2023

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)

Productivity Improvement by changing drilling operation to BENCH DRILLING from MULTI DRILLING :



	NAGATA AUTO ENGINEERING INDIA PVT. LTD., GUJARAT				Doc. No. : F/R/E/EME/001 Rev. No. : 0		
	Kaizen Sheet				Issue Date : 01.01.2018 Date of Kaizen: 29.06.2023		
Kaizen Theme:		Productivity Improvement through cycle time reduction of drilling operation in Trunk Lid Assy.				Date of Kaizen: 29.06.2023	
Area/Activity Name		Process/Machine Name		Requirement		Requirement	
WELD SHOP		TRUNK LID - Multi Drilling + Horizontal Drilling		Multi Drilling Machine		Multi Drilling Machine	
		Action Item:		Requirement:		Requirement:	
		☐ Productivity Improvement ☐ Process Improvement ☐ Materials and cost reduction ☐ SS or 3K		☐ Quality Improvement ☐ Movement Reduce ☐ Energy Saving ☐ Safety		☐ Audit Non conformity ☐ 5S Commission ☐ Continual Improvement ☐ Horizontal expansion	
Before				After			
							
							
Comments:				Comments:			
1. Process Cycle Time :- 30 Secs. 2. No. of Machines used in station :- 2 Nos. Multi Drilling Machine. 3. No. of Man-Power Used :- 02 (1 Each for Both Machine)				1. Process Cycle Time :- 25.5 Secs. 2. No. of Machines used in station :- 1 No. Conventional Drilling Machine. 3. No. of Man-Power Used :- 01 4. 1 Multidrilling m/c spare for future project			
Losses:				Benefits:			
1) Production achieved - 480 set per Shift				1) Productivity Improved to 560 set/Shift			
2) 23 Manpower used for production For 850 Sets/Day				2) 18 Manpower used for production For 850 Sets/Day			
3) Chronic Quality problem for horizontal hole shift 251/Month				3) Quality improved for hole shift "0/Month"			
Implementation Cost: "Zero" Layout changing- existing bench drilling m/c utilized				Cost Saving: Rs. 11,73,778 / Annum			
Suggested By: Narendra San				Implemented By: Amit San, Shyam San, Prabhakar San			

To save cost of GARBAGE SELLING method & WOOD RATE increase :



		NAGATA AUTO ENGINEERING INDIA PVT. LTD., GUJARAT		Doc. No. : F/HR/EME/001 Rev. No. : 0 Issue Date : 01.01.2019 Date of Kaizen: September 1, 2023																															
Kaizen Theme: To save cost of garbage selling method & wood rate increase.																																			
Area/Activity Name Garbage & Wooden Sale		Process/Machine Name NA		Action Item ☐ Productivity Improvement ☐ Process Improvement ☐ Materials and cost reduction ☒ 5S or 3K																															
				Requirement ☐ Audit Non conformity ☐ 5S Commission ☒ Continual Improvement ☐ Horizontal expansion																															
Before Garbage Sale Rs. 1000/- per vehicle & Wooden Sale Rs. 4/- per kg			After Garbage Sale Rs. 550/- per kg & Wooden Sale Rs. 6/- per kg																																
																																			
Comment:- Garbage sale on Vehicle basis. (Rate - Rs. 1000/- Vehicle) Wooden sale on Rs. 4/- per kg			Comments:- Garbage sale on Rs. 5.5/- per kg to Shree Shyam Steel Wooden sale on Rs. 6/- per kg to Shree Shyam Steel																																
Losses: 1. Previously we were selling garbage on fix truck basis, supplier give us Rs. 1000/- Truck only. 2. Wooden sale on kg basis on the Rate of Rs. 4/- per kg.			Benefits: <table border="1"> <thead> <tr> <th>Particulars</th> <th>No. of Vehicle</th> <th>Per Vehicle Rate</th> <th>Sale in KG</th> <th>Monthly Rate</th> <th>Yearly Sale</th> </tr> </thead> <tbody> <tr> <td>Before Vehicle Basis</td> <td>8</td> <td>1000</td> <td>0</td> <td>8000</td> <td>96000</td> </tr> <tr> <td>Garbage @5.5/- kg</td> <td>8</td> <td>0</td> <td>1430</td> <td>62920</td> <td>755040</td> </tr> <tr> <td>Wooden @4/- kg</td> <td>2</td> <td>0</td> <td>5780</td> <td>23120</td> <td>277440</td> </tr> <tr> <td>Wooden @6/- kg</td> <td>2</td> <td>0</td> <td>5780</td> <td>34680</td> <td>416160</td> </tr> </tbody> </table>			Particulars	No. of Vehicle	Per Vehicle Rate	Sale in KG	Monthly Rate	Yearly Sale	Before Vehicle Basis	8	1000	0	8000	96000	Garbage @5.5/- kg	8	0	1430	62920	755040	Wooden @4/- kg	2	0	5780	23120	277440	Wooden @6/- kg	2	0	5780	34680	416160
Particulars	No. of Vehicle	Per Vehicle Rate	Sale in KG	Monthly Rate	Yearly Sale																														
Before Vehicle Basis	8	1000	0	8000	96000																														
Garbage @5.5/- kg	8	0	1430	62920	755040																														
Wooden @4/- kg	2	0	5780	23120	277440																														
Wooden @6/- kg	2	0	5780	34680	416160																														
Implementation Cost: Nil (Zero)			Cost Saving (Per Month): 7,97,760/Annum																																
Suggested By: Suresh Sinha San / Kamal Kant San			Implemented By: Sodhi Singh San																																

KAIZEN 2023

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)

Dia 80.0 MM end milling cutter body inhouse manufactured for milling machine :



NAGATA AUTO ENGINEERING INDIA PVT. LTD.			
Kaizen Sheet			
Kaizen Theme: DIA 80.0 MM END MILLING CUTTER BODY IN HOUSE MANUFACTURED FOR MILLING MACHINE		Doc. No. : F/HR/EME/001	Rev. No. : 01
Area/Activity Name: END MILL CUTTER		Issue Date : 18.03.2016	Date of Kaizen : 25.04.2023
Process/Machine Name: SMALL MILLING MACHINE	☐ Productivity improvement ☒ Process improvement ☒ Materials and cost reduction ☐ SS or 3K	☐ Quality improvement ☐ Movement Reduce ☐ Energy Saving ☐ Safety	☐ Audit Non conformity ☐ SS Commission ☐ Continual Improvement ☐ Horizontal expansion
Before  STANDARD CUTTER BODY PURCHASED FROM SUPPLIERS		After  CUTTER BODY MANUFACTURED IN-HOUSE	
Comments: STANDARD CUTTER BODY WAS PURCHASED FROM SUPPLIERS FOR SMALL MILLING MACHINE Losses: 1) CUTTER BODY COST WAS RS. 15,000/- PER UNIT		Comments: IN-HOUSE MANUFACTURED CUTTER BODY Benefits: 1) CUTTER BODY COST RS. 1,000/- PER UNIT 2) TEAM MORAL UP TO INITIATE NEW IDEAS. 3) INDEXABLE INSERTS USED IN THIS CUTTER ARE USED INSERTS FROM CNC MACHINES.	
Implementation Cost: 1000/- UNIT	Cost Saving: 98,000 / Annum		
Suggested By: Vijay Pal	Implemented By: Pradeep Kumar		

क्या संभव है और क्या असंभव है
 इन दोनों का फर्क सिर्फ आपकी
 सोच और मेहनत पर निर्भर करता है

Newly Married

Nagata India Private Limited, IMT Manesar, Gurugram

Moti LAL
Weds
Anju

DOM
27/Jan/2023
(CNC Department)



Jitendra Patel
Weds
Ranjana Patel

DOM
09/Feb/2023
(Design Department)



Vishal Singh
Weds
Tejasvani Singh

DOM
07/May/2023
(Design Department)



Sonu Kumar
Weds
Yogita Kumari

DOM
27/Nov/2023
(CNC Department)



Sunil Thakur
Weds
Anushka

DOM
28/Nov/2023
(CNC Department)



Karamvir
Weds
Neelam

DOM
04/Dec/2023
(ASSY Department)



Deepak
Weds
Kirti

DOM
04/Dec/2023
(CNC Department)

Coming
Soon

Nagata Auto Engg India Pvt Ltd, Bilaspur, Gurugram (Plant I)

Yogesh
Weds
Priyanka

DOM
20/May/2023
(Tool Room Department)



Sadhu Charan
Behera
Weds
Sujata

DOM
05/May/2023
(Dispatch -Department)



Nagata Auto Engg India Pvt Ltd, Sadatpura, Gujarat (Plant II)

Shubham
Maurya
Weds
Neelam
Maurya

DOM
27/Nov/2022
(Quality Department)

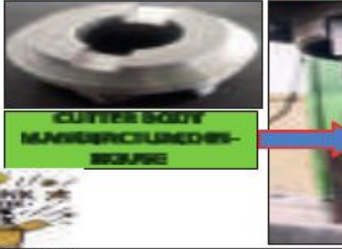


KAIZEN 2023

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)

Dia 80.0 MM end milling cutter body inhouse manufactured for milling machine :



NAGATA AUTO ENGINEERING INDIA PVT. LTD.			
Kaizen Sheet			
Kaizen Theme: DIA 80.0 MM END MILLING CUTTER BODY IN HOUSE MANUFACTURED FOR MILLING MACHINE		Doc. No. : F/HR/EME/001	Rev. No. : 01
Area/Activity Name: END MILL CUTTER		Issue Date : 18.03.2016	Date of Kaizen : 25.04.2023
Process/Machine Name: SMALL MILLING MACHINE	☐ Productivity improvement ☒ Process improvement ☒ Materials and cost reduction ☐ SS or 3K	☐ Quality improvement ☐ Movement Reduce ☐ Energy Saving ☐ Safety	☐ Audit Non conformity ☐ SS Commission ☐ Continual Improvement ☐ Horizontal expansion
Before  STANDARD CUTTER BODY PURCHASED FROM SUPPLIERS		After  CUTTER BODY MANUFACTURED IN-HOUSE	
Comments: STANDARD CUTTER BODY WAS PURCHASED FROM SUPPLIERS FOR SMALL MILLING MACHINE Losses: 1) CUTTER BODY COST WAS RS. 15,000/- PER UNIT		Comments: IN-HOUSE MANUFACTURED CUTTER BODY Benefits: 1) CUTTER BODY COST RS. 1,000/- PER UNIT 2) TEAM MORAL UP TO INITIATE NEW IDEAS. 3) INDEXABLE INSERTS USED IN THIS CUTTER ARE USED INSERTS FROM CNC MACHINES.	
Implementation Cost: 1000/- UNIT	Cost Saving: 98,000 / Annum		
Suggested By: Vijay Pal	Implemented By: Pradeep Kumar		

क्या संभव है और क्या असंभव है
 इन दोनों का फर्क सिर्फ आपकी
 सोच और मेहनत पर निर्भर करता है

Newly Married

Nagata India Private Limited, IMT Manesar, Gurugram

Moti LAL
Weds
Anju

DOM
27/Jan/2023
(CNC Department)



Jitendra Patel
Weds
Ranjana Patel

DOM
09/Feb/2023
(Design Department)



Vishal Singh
Weds
Tejasvani Singh

DOM
07/May/2023
(Design Department)



Sonu Kumar
Weds
Yogita Kumari

DOM
27/Nov/2023
(CNC Department)



Sunil Thakur
Weds
Anushka

DOM
28/Nov/2023
(CNC Department)



Karamvir
Weds
Neelam

DOM
04/Dec/2023
(ASSY Department)



Deepak
Weds
Kirti

DOM
04/Dec/2023
(CNC Department)

Coming
Soon

Nagata Auto Engg India Pvt Ltd, Bilaspur, Gurugram (Plant I)

Yogesh
Weds
Priyanka

DOM
20/May/2023
(Tool Room Department)



Sadhu Charan
Behera
Weds
Sujata

DOM
05/May/2023
(Dispatch -Department)



Nagata Auto Engg India Pvt Ltd, Sadatpura, Gujarat (Plant II)

Shubham
Maurya
Weds
Neelam
Maurya

DOM
27/Nov/2022
(Quality Department)



New Joiners from January 3, 2023

Nagata India Private Limited, IMT Manesar, Gurugram



New Joiners from January 1, 2023

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



New Joiners from January 3, 2023

Nagata India Private Limited, IMT Manesar, Gurugram



New Joiners from January 1, 2023

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Nagata Group India Operations



New Joiners from January 1, 2023

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Newsletter Parivartan Vol. 4, Jan 2023 - Dec 2023



Nagata Group India Operations



New Joiners from January 1, 2023

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Newsletter Parivartan Vol. 4, Jan 2023 - Dec 2023



New Born 2023

Nagata India Private Limited, IMT Manesar, Gurugram



Navya
Deepak Bajaj
01/July/2023
(Quality Department)



Vandika
Mantu Kumar Sharma
12/Aug/2023
(Assembly Department)



Nishi Panchal
Dharmendra Panchal
21/Dec/2022
(Assembly Department)

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Kanishk
Satan Dev
30/ Mar/ 2023
(HR)



Tanush Sharma
Mohan Lal
13/ Feb/ 2023
(Maintenance)



Diwija Rani
Sanjay
16/Aug/2023
(Quality)



Gudia
Sumit Rana
28/Nov/2023
(NPD)



Ayaan Kaushik
Sohan Kaushik
07/July/2023
(Production)

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Arpit Sharma
Akhilesh Sharma
21/Sep/2023
(Dispatch & PPC)



Kristy
Harish Kumar Singh
06/Aug/2023
(Die Shop (CNC))



Dharshita
Vipul Chavada
23/Dec/2023
(Quality)



Swastik Jay Mishra
Jayendra Mishra
10/Mar/2023
(NPD)

Achievement of Employee's Children

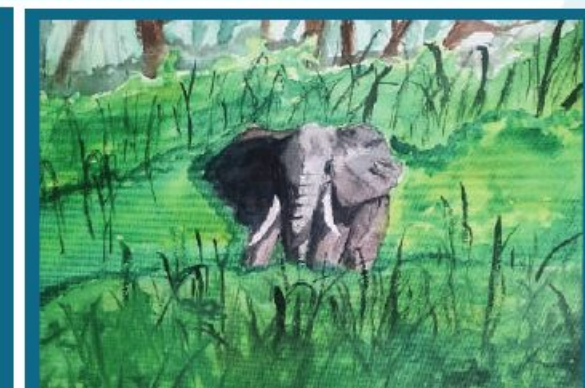
Nagata India Private Limited, IMT Manesar, Gurugram



Sameera Deoshi (D/o: Sachin Pal)



Yuvraj Chauhan
(S/o: Vikram Chauhan)



Aarav Saini S/o Sandeep Saini

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Divya (D/o: Sanjay)



Yatika Gupta
(D/o: Ashok Gupta)



Reyanshu Dev
(D/o: Rajat Dev)



Pratyush (S/o: Laxmi Narayan)

New Born 2023

Nagata India Private Limited, IMT Manesar, Gurugram



Navya
Deepak Bajaj
01/July/2023
(Quality Department)



Vandika
Mantu Kumar Sharma
12/Aug/2023
(Assembly Department)



Nishi Panchal
Dharmendra Panchal
21/Dec/2022
(Assembly Department)

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Kanishk
Satan Dev
30/ Mar/ 2023
(HR)



Tanush Sharma
Mohan Lal
13/ Feb/ 2023
(Maintenance)



Diwija Rani
Sanjay
16/Aug/2023
(Quality)



Gudia
Sumit Rana
28/Nov/2023
(NPD)



Ayaan Kaushik
Sohan Kaushik
07/July/2023
(Production)

Nagata Auto Engg. India Pvt Ltd, Sadatpura, Gujarat (Plant II)



Arpit Sharma
Akhilesh Sharma
21/Sep/2023
(Dispatch & PPC)



Kristy
Harish Kumar Singh
06/Aug/2023
(Die Shop (CNC))



Dharshita
Vipul Chavada
23/Dec/2023
(Quality)



Swastik Jay Mishra
Jayendra Mishra
10/Mar/2023
(NPD)

Achievement of Employee's Children

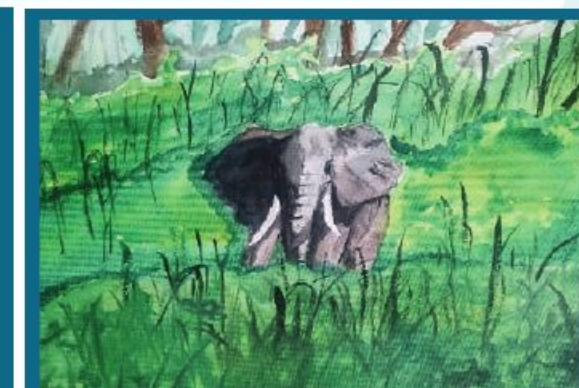
Nagata India Private Limited, IMT Manesar, Gurugram



Sameera Deoshi (D/o: Sachin Pal)



Yuvraj Chauhan
(S/o: Vikram Chauhan)



Aarav Saini S/o Sandeep Saini

Nagata Auto Engg. India Pvt Ltd, Bilaspur, Gurugram (Plant I)



Divya (D/o: Sanjay)



Yatika Gupta
(D/o: Ashok Gupta)



Reyanshu Dev
(D/o: Rajat Dev)



Pratyush (S/o: Laxmi Narayan)

Perfection

American Giant IBM decided to have some parts manufactured in Japan on a trial basis. In the contract, while writing specifications, they had set the standard that they will accept only three defective pieces per 10,000 pieces.

Otherwise, the whole consignment of 10,000 parts would be rejected.

When the first consignment came from Japan to IBM there was a letter accompanying it. We, the Japanese people, had a hard time understanding American business contracts & practices.

However, the three defective parts per 10,000 pieces have been separately manufactured at our end to meet the specifications of the contract.

Those three have been included in the consignment in a separate package mentioning Defective pieces as required, not for use. Hope this meets your requirement."

Perfection is a Habit, not an Attitude !!

Mr. Vikas Misra
Manufacturing Excellence
Plant - NAEIPL, Sadatpura, Gujarat

Life's Symphony: A Gentle Unfolding

In the vast tapestry of existence, a tale unfolds,
A symphony of life, a story to be told.
From the first breath's whisper to the final sigh,
A journey through time beneath the cosmic sky.

In the tender cradle of infancy, we begin,
Tiny seeds of potential, a world to win.
Cocooned in love, innocence aglow,
As we learn to crawl, then stand, and grow.

Childhood, a meadow of sunlit hours,
Where laughter blossoms like vibrant flowers.
A playground of wonder, dreams take flight,
Each day a canvas painted in pure delight.

Youth, a season ablaze with fiery desire,
Passion's dance, a rhythmic, fervent fire.
Aspirations rise like a soaring kite,
Chasing horizons, embracing the light.

Adulthood beckons, a forest of responsibility,
Branches reaching, shaping our destiny.
Yet, within, a strength like a sturdy tree,
Rooted in purpose, wild and free.

Midlife's sun hovers at its zenith,
Reflections deep, lessons to relish.
The canvas of life painted with colors bold,
Stories etched in silver and gold.

As the journey matures, like a river's flow,
A wealth of experiences begins to show.
In the golden years, wisdom's hush,
Memories blossom like flowers in a quiet hush.

Twilight descends, a calming embrace,
Stars bear witness to life's changing grace.
A cycle complete, yet forever begun,
For life is a setting sun that outshines the done.

Embrace each stage, every fleeting age,
With open hearts, turn the script's page.
In the garden of life, a masterpiece,
Blooms eternal, a tapestry of ceaseless peace

Jagruti
D/O Jitendra Panda
Tool & Die Maintenance
Plant - NAEIPL, Sadatpura, Gujarat

चल जी लेते हैं

चल जी लेते हैं च चल जी लेते हैं ।
सलामी के संशोधन का अनुकूलन करते हैं ।
चल जी लेते हैं च चल जी लेते हैं ।

मैं परमीट बनाता हूँ, तू निरीक्षण कर जगह का,
क्या व्यक्तिगत सुरक्षा उपकरण लगेंगे? क्या टूल्स लगेंगे?
अवलोकन कर लेते हैं, चल जी लेते हैं ।

मैं इस्तेमाल करता हूँ सैफ्टी बेल्ट ऊँचाई वाले कामों में,
तेरे को पकड़नी है सीढ़ी रखना ध्यान में,
ध्यान से किए काम पुरे कर लेते हैं,
चल जी लेते हैं च चल जी लेते हैं ।

मैं दस्ताने पहनता हूँ दो नो हाथ,
तू भी पहन हेलमेट , लगे चोट ना सर पे तेरे,
शरीर के अंग की कीमत समझ लेते हैं,
चल जी लेते हैं च चल जी लेते हैं ।

गॉगल्स रक्षा करते हैं आँखों की, ध्यान में है मेरे,
तू भी फेस शील्ड लगा वेल्डिंग के काम में,
होगा इतना करेंगे - नहीं, बजितना होगा उससे ज्यादा करेंगे
यह बात समझ लेते हैं, समझा देते हैं,
चल जी लेते हैं च चल जी लेते हैं ।

Jal Patel
D/O Bhaumik Patel
Department - Quality
Plant - NAEIPL, Sadatpura, Gujarat

Real Happiness

"Real happiness is not merely a fleeting emotion based on external circumstances; it is a profound and lasting state of contentment that comes from within. True happiness is often found in simple moments, genuine connections, and a sense of purpose. It stems from embracing gratitude, cultivating positive relationships and living authentically. Unlike the temporary highs associated with external achievements, real happiness is a deep and enduring sense of well being that transcends the ups and downs of life. It is a journey of self discovery, acceptance and finding joy in the present moment. Ultimately, real happiness is not a destination but a way of being that enriches the human experience."

Mr. Yatendra Kumar
Department - Quality Assurance
Plant - NAEIPL, Bilaspur, Haryana

Perfection

American Giant IBM decided to have some parts manufactured in Japan on a trial basis. In the contract, while writing specifications, they had set the standard that they will accept only three defective pieces per 10,000 pieces.

Otherwise, the whole consignment of 10,000 parts would be rejected.

When the first consignment came from Japan to IBM there was a letter accompanying it. We, the Japanese people, had a hard time understanding American business contracts & practices.

However, the three defective parts per 10,000 pieces have been separately manufactured at our end to meet the specifications of the contract.

Those three have been included in the consignment in a separate package mentioning Defective pieces as required, not for use. Hope this meets your requirement."

Perfection is a Habit, not an Attitude !!

Mr. Vikas Misra
Manufacturing Excellence
Plant - NAEIPL, Sadatpura, Gujarat

Life's Symphony: A Gentle Unfolding

In the vast tapestry of existence, a tale unfolds,
A symphony of life, a story to be told.
From the first breath's whisper to the final sigh,
A journey through time beneath the cosmic sky.

In the tender cradle of infancy, we begin,
Tiny seeds of potential, a world to win.
Cocooned in love, innocence aglow,
As we learn to crawl, then stand, and grow.

Childhood, a meadow of sunlit hours,
Where laughter blossoms like vibrant flowers.
A playground of wonder, dreams take flight,
Each day a canvas painted in pure delight.

Youth, a season ablaze with fiery desire,
Passion's dance, a rhythmic, fervent fire.
Aspirations rise like a soaring kite,
Chasing horizons, embracing the light.

Adulthood beckons, a forest of responsibility,
Branches reaching, shaping our destiny.
Yet, within, a strength like a sturdy tree,
Rooted in purpose, wild and free.

Midlife's sun hovers at its zenith,
Reflections deep, lessons to relish.
The canvas of life painted with colors bold,
Stories etched in silver and gold.

As the journey matures, like a river's flow,
A wealth of experiences begins to show.
In the golden years, wisdom's hush,
Memories blossom like flowers in a quiet hush.

Twilight descends, a calming embrace,
Stars bear witness to life's changing grace.
A cycle complete, yet forever begun,
For life is a setting sun that outshines the done.

Embrace each stage, every fleeting age,
With open hearts, turn the script's page.
In the garden of life, a masterpiece,
Blooms eternal, a tapestry of ceaseless peace

Jagruiti
D/O Jitendra Panda
Tool & Die Maintenance
Plant - NAEIPL, Sadatpura, Gujarat

चल जी लेते हैं

चल जी लेते हैं च चल जी लेते हैं ।
सलामी के संशोधन का अनुकूलन करते हैं ।
चल जी लेते हैं च चल जी लेते हैं ।

मैं परमीट बनाता हूँ, तू निरीक्षण कर जगह का,
क्या व्यक्तिगत सुरक्षा उपकरण लगेंगे? क्या टूल्स लगेंगे?
अवलोकन कर लेते हैं, चल जी लेते हैं ।

मैं इस्तेमाल करता हूँ सॉफ्टी बेल्ट ऊँचाई वाले कामों में,
तेरे को पकड़नी है सीढ़ी रखना ध्यान में,
ध्यान से किए काम पुरे कर लेते हैं,
चल जी लेते हैं च चल जी लेते हैं ।

मैं दस्ताने पहनता हूँ दो नो हाथ,
तू भी पहन हेलमेट , लगे चोट ना सर पे तेरे,
शरीर के अंग की कीमत समझ लेते हैं,
चल जी लेते हैं च चल जी लेते हैं ।

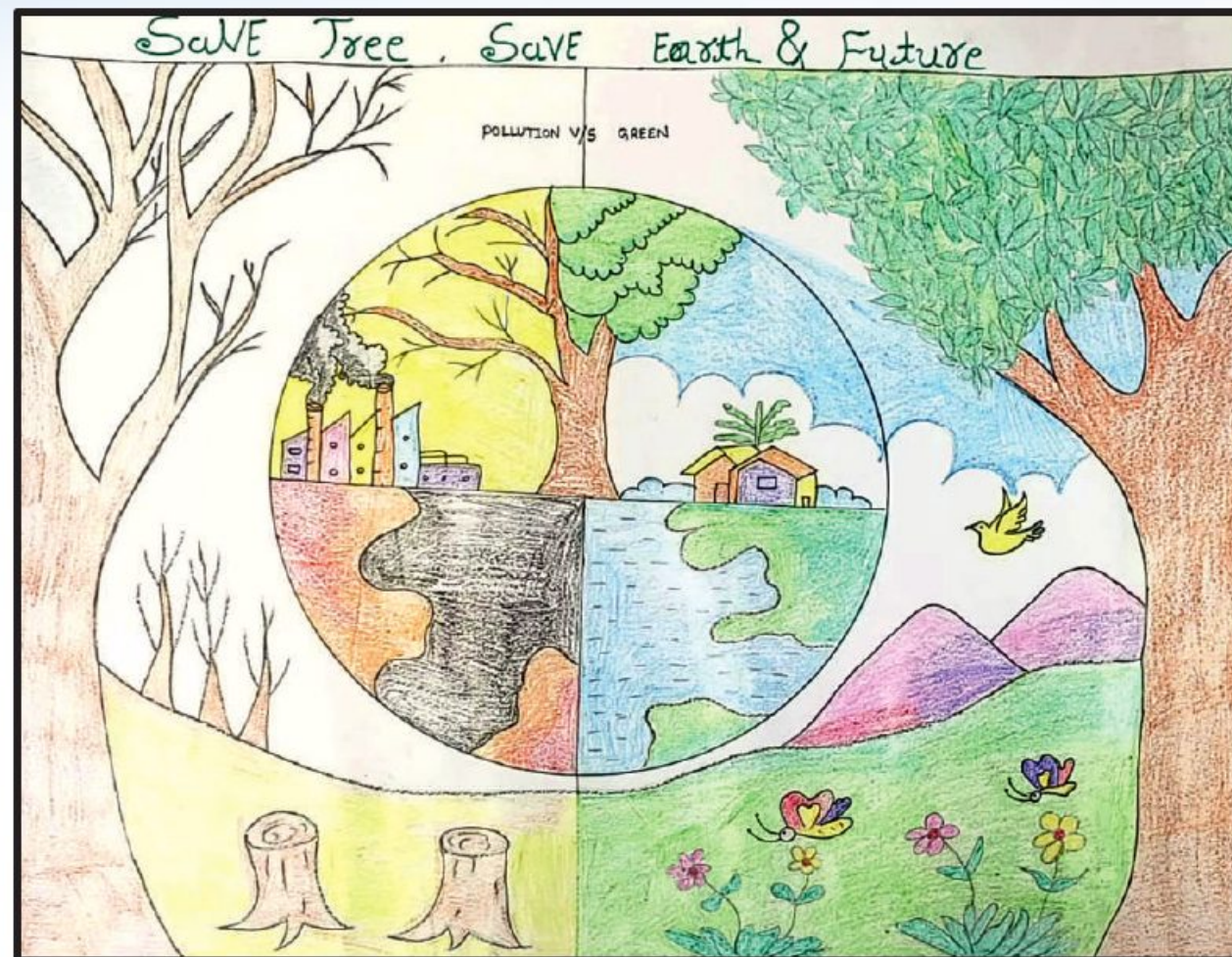
गॉगल्स रक्षा करते हैं आँखों की, ध्यान में है मेरे,
तू भी फेस शील्ड लगा वेल्डिंग के काम में,
होगा इतना करेंगे - नहीं, बजितना होगा उससे ज्यादा करेंगे
यह बात समझ लेते हैं, समझा देते हैं,
चल जी लेते हैं च चल जी लेते हैं ।

Jal Patel
D/O Bhaumik Patel
Department - Quality
Plant - NAEIPL, Sadatpura, Gujarat

Real Happiness

"Real happiness is not merely a fleeting emotion based on external circumstances; it is a profound and lasting state of contentment that comes from within. True happiness is often found in simple moments, genuine connections, and a sense of purpose. It stems from embracing gratitude, cultivating positive relationships and living authentically. Unlike the temporary highs associated with external achievements, real happiness is a deep and enduring sense of well being that transcends the ups and downs of life. It is a journey of self discovery, acceptance and finding joy in the present moment. Ultimately, real happiness is not a destination but a way of being that enriches the human experience."

Mr. Yatendra Kumar
Department - Quality Assurance
Plant - NAEIPL, Bilaspur, Haryana



NISHA



Shreya Jhamb D/o Hemant Kumar

In Loving Memory Of



Mr. Shuji Nagata

(February 15, 1934 ~ July 27, 2023)

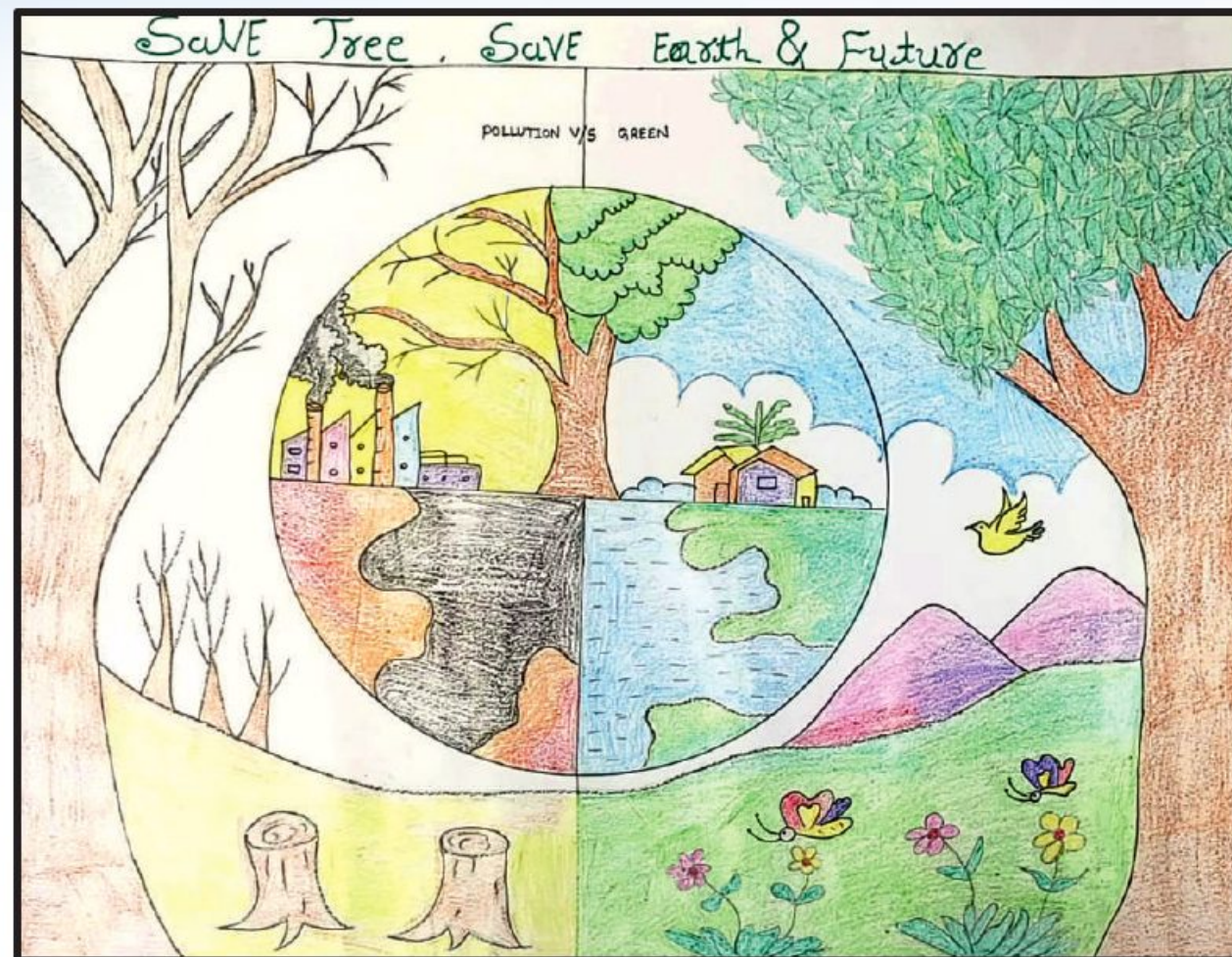
A visionary technocrat, pioneer, researcher, innovator, entrepreneur, and mentor par excellence

Your extraordinary, engineering & design proficiency, stance for perfection, limitless energy, courage resilience and tenacity will always be remembered and cherished

Fondly remembered by:

Nagata Family, Friends &





NISHA



Shreya Jhamb D/o Hemant Kumar

In Loving Memory Of



Mr. Shuji Nagata

(February 15, 1934 ~ July 27, 2023)

A visionary technocrat, pioneer, researcher, innovator, entrepreneur, and mentor par excellence

Your extraordinary, engineering & design proficiency, stance for perfection, limitless energy, courage resilience and tenacity will always be remembered and cherished

Fondly remembered by:

Nagata Family, Friends &





NAGATA GROUP (INDIA OPERATIONS)

Nagata India Pvt. Ltd.(NAIL)
Sector-3, Plot no.154-155,
IMT Manesar, Gurugram-122050,
Haryana, India.
Tel.: +91-124-4369592/593/594

Nagata Auto Engineering India Pvt. Ltd.
(Unit-II)
Plant-2 Survey No. 752 & 753,
SadatPura, Ahmedabad – 382120,
Gujarat, India.
Tel.: +91-9081000351

Nagata Auto Engineering India Pvt. Ltd. (Unit-I)
Plant-1 Plot No. C-463 & 464, Ansal
Pioneer Industrial Park, Pathredi, Bilaspur,
Gurugram – 122413, Haryana, India.
Tel.: +91-8816900919

Nagata Auto Engineering India Pvt. Ltd.
(Unit-III)
**COMING SOON
IN NCR**

www.nagataindia.com
email: info@nagata.co.in



Let's Brace Up...for

परिवर्तन

तेजीबाद



परिवर्तन

PARIVARTAN

NAGATA GROUP (INDIA OPERATIONS)

Newsletter Parivartan Vol. 4, Jan 2022 - Dec 2023