

# GEPDEC TIMES

QUARTER-4, 2020-21



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## **From Director's Desk...**

Dear All,

In today's world, there is hardly any place that has remained unaffected by the Covid-19 pandemic. Almost every business is suffering due to it. Because of the fundamental nature of business activity, some industries may have done slightly better, but mostly are badly hit and of the hardest affected, is construction and engineering sector.

Construction and Engineering sector, which was already stumbling with multiple challenges from lack of capital and credit avenues to insolvencies, multiple frauds and regulatory burden is now ruined by the Covid 19 pandemic, with no likely relief in sight.

Due to the restrictions put in place by the Government to contain pandemic, all the construction activity across the country has halted. Reverse migration and disruption of supply chains has increased the cost of both labour as well as materials. Not only during Covid but post pandemic also EPC industry would suffer as the above circumstances would cause hindrance in meeting the obligations under the contracts and would lead to multiple legal battles.

This grim situation may have slowed down our pace but not dampen our spirit. Like always, Gepdec is fully committed to do the best for it's employees. We have done our best to facilitate all employee as much as we can by extending various kind of support whether it is monetary or emotional.

On sites all arrangements of sanitization are being done. Our support team is always accessible and extends all required support immediately in case of emergency.

We just pray and hope that all members of GEPDEC family remain safe and we are able to sail through this storm by supporting each other.

**Stay Healthy, stay safe!!**

Santosh Sharma

## **Feedback**

By: Mr. Satyendra Sharma

Feedback is a very important aspect of team handling. If a person handling a team can give feedback rightly, both positive and negative, the productivity and morale of his/her team will always be high. Feedback that is constructive is vital to employees' ongoing development. Feedback clarifies expectations, helps people learn from their mistakes and builds confidence. Positive feedback is easy – it is not hard to find the right words to tell someone they have done a good job or congratulate them on meeting a bigger milestone or smaller achievements.

Constructive feedback is one of the best things managers can provide to their employees. When delivered properly it can, reinforce positive behaviour, correct any non-performance, and ensure a strong culture remains in your team. For providing constructive feedback, you need to:

### **Act immediately**

Feedback is best given shortly after you have observed the behaviour or event. Do not wait weeks or even months to give feedback on the observed behaviour.

### **Select the right time and place to provide the feedback.**

Selecting the right time and place is essential in providing feedback to your employee. A formal or informal feedback, wherever you decide to talk, make sure it is private so you can have an open and honest conversation without worrying about others overhearing you.

### **Be specific and use examples**

No one likes receiving vague feedback. For example, telling an employee he has poor client management skills is neither constructive nor effective. Make sure you highlight some of the behaviour or incident you observed. Explain the effects it had or can have on business. By providing clear suggestions as to how the employee could do things differently will help foster a positive relationship with the employee for the future.

### **Avoid negative language**

Avoid using negative phrases that discourage and exclude, such as “You shouldn't ...,” and “I don't think...” when speaking. This kind of language puts people on the defensive. Use phrases that start with “Maybe you could try...”, or “Have you considered doing...?”

**Use positive language**

When we receive feedback using positive language, it stimulates our brain and leaves us open to taking on new ways of learning.

Regular and dedicated Project & Site review meetings can be used as active platforms for sharing constructive feedbacks to improve our working culture.

## Operations Update

**Name of Project:** Design, Engineering, Dismantling, Supply, Erection and Commissioning of substation equipment for removal of deficiency and up-gradation of protection system for JUSNL transmission system in Jharkhand state under PSDF scheme against NIT 68 (Package 3 & 4)

**Name of Client:** Jharkhand Urja Sancharan Nigam Limited

**Package 3:** Golmuri, Jadugoda, Dhalbhumgarh, Adityapur, Ramchandrapur

**Package 4:** Chandil, Manique, Chakradarpur, Goikera, Noamandi, Kendposhi, Rajkharsawan

**Background:** We were very keen to participate and grab this order, however, we were not meeting the pre-qualification technical requirements. But we rigorously pursued with JUSNL and voiced our capabilities required for this project, based upon our previously completed similar nature of works in BSPTCL. Finally, the great efforts from our Director Mr. Rajeev Gaur could make it possible to convince JUSNL for change in PQR enabling us to participate and were awarded 02 packages out of 04 by beating the elite players like GE/Schneider, SIEMENS etc. on 28.09.2018.

### Challenges in Project:

- All Engineers were fresh from their college, but they learnt quickly under able guidance of Anil and Sandeep and implemented learning in their tasks assigned to them. All engineer's passes litmus test with flying colours.
- Being a big project and work at multiple locations for both packages, and few sites were in remote locations having no food facility. It was not easy to adjust in these locations, but team adjusted.
- Project required detailed planning including shutdown planning for each substation with respect to completion of work. Team achieved this with their good planning and implementation.
- We were late in implementation of Relay Retrofit, Replacement of Control & Relay Panels and PLCC Commissioning for all sites, however Site team pulled up during last five/months and commissioned 65 Nos. of retrofits, 141 Nos. of CRP Panels and 30 Nos of PLCC Panels in short span of time.

- We implemented Control and Monitoring sheet for all Sites which was regularly maintained by Azmi and controlled by Anil and Sandeep which helped in timely completion of Project.

#### **Milestones Achieved:**

- All major work completed at all sites.
- Most critical activity of relay retrofit work completed in time.
- PLCC commissioning work completed in time.
- 12/12 Nos sites TOC received in stipulated time.
- All sites invoicing and JMCs are raised in stipulated time and processed for payment except 02 sites which is delayed due to COVID situations.

It was stupendous task achieved by NIT-68 Team led by Anil, Vinay, and Sandeep from the front and GEPDEC would like to congratulate NIT 68 team for this achievement!!!



## 2020 born Gepdecians (till March, 2021) ...



Narendra Kumar Bhatt Head Office



Rajesh Kumar Panda Odisha



Gulshan Kumar Jha Noida 136



Vikas Kumar Singh Patiala

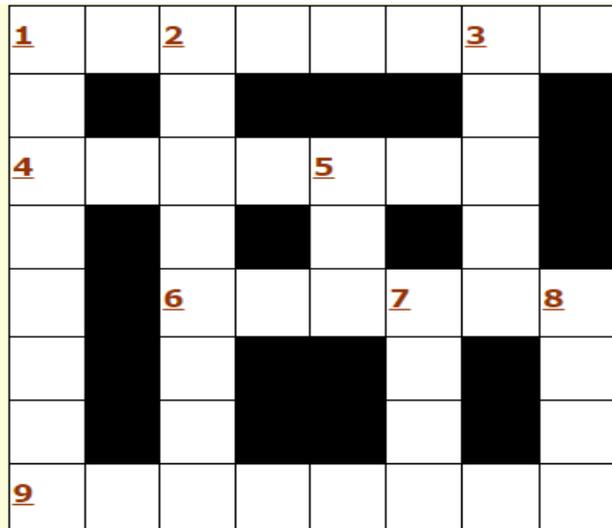


Nitin Sharma Head Office



Modassar Khan Head Office

## Brain Teasers



- | Across                               | Down   |
|--------------------------------------|--|
| 1. Health professionals study this   | 1. A person who repairs machines               |
| 4. A person who runs a museum        | 2. Member of a board that oversees a company   |
| 6. Electricians often use this metal | 3. A trained health professional               |
| 9. A low-ranking military officer    | 5. Apex  |
|                                      | 7. Not wealthy                                 |
|                                      | 8. My house was sold by my _____ estate agent. |

**Send the answers within 2 days to [Hr@gepdec.in](mailto:Hr@gepdec.in). Names of the winners shall be published in our next edition.**

### Winners of Last Riddle

Priyanka Biyani & Shubham Rajput