

# INSSAN

## B u l l e t i n



### OFFICIAL BULLETIN OF INDIAN NATIONAL SUGGESTION SCHEMES' ASSOCIATION

Sept.' 11 - Oct.' 11, Vol. 23 - No. 3

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The opinions expressed herein do not necessarily are the official views of INSSAN - Editor



## President's Communication



Dear Members,

### Innovate to Innovate

You would have just finished the Diwali Celebrations and fresh to drive your plan for the yearly targets. Most of you would also be in the process of developing strategies and targets for the next year.

Last few weeks, we have seen the volatility in the stock markets in India, the crisis in Europe, the anxiety about the global economy downtrend and its impact on the business. Despite all this, we are expecting a growth rate around 7.5 % to 8%. All these factors are putting immense pressure on the industries to sustain and grow. The businesses have to find opportunities, discover newer and efficient ways to improve. As the saying goes, when things get tough the tough get going. We are sure that our members are doing well and continue to do so. Our 22nd Annual Convention hosted by EIC at Jamshedpur on 10-11th November 2011 has received a very good support and promises to be very fruitful event. The theme as you all know is Innovation for Growth which you all will agree is very relevant in the present situation.

We are observing that most of our member organisations have a very structured Idea/Suggestions Schemes, it may be worth revisiting them, in order to meet the challenges, perhaps one needs to Innovate the present Innovation Process itself. For example, are the schemes taking benefit of collaboration within the departments, within divisions? Are the suggestions/ideas helping in Management Innovation, Business model Innovation, or largely in Product, service and operational innovation? Are the schemes adequately supported by Senior management participation? Many companies would be doing this but still may be worth revisiting to get the best of the efforts and resources the companies are deploying.

I look to a very informative, inspiring discussions at the annual convention. We would be very glad to receive your valuable suggestions to serve you better.

Umesh Bapat

# Editorial...



Dear Member Colleagues,

We are very pleased to put in your hands the next issue of our Bulletin, Vol. 23, No. 3 for period covering September & October, 2011.

We are thankful to those who are giving us the feedback about the bulletin issues.

This issue is dedicated to the 22nd National Convention, which is being held at Jamshedpur, on November 11th and 12th. This convention is hosted by our EIC Chapter. The details of earlier national Conventions, held so far, is published here in this issue giving full information about themes, locations, dates and Chief guests who honoured INSSAN by their presence, at these conventions.

Also you will find the results of this year's INSSAN CONTESTS viz.

1. Excellence
2. Poster
3. Slogan English
4. Slogan Hindi
5. Suggestion
6. Evaluator.

In addition, you will get to know the Statistical Highlights of the performance of Suggestion Schemes for last 6 years. Also you will come to understand the Benchmark performance for you to judge your own performance against the BEST performer. For the first time industry Comparison of Suggestion Scheme Performance has been published in this issue. The highlights of this year's excellence contest and some suggestions for improvements in Suggestion Scheme operations at organization level are also added. Please go through the same and let's know your feedback.

INSSAN is happy to inform the members, that this year's participation in activities of INSSAN like contest entries has shown improvements, which can be seen from the table "entries received since 2007."

As usual you will find an article written by Dr. Vinay Dabholkar, DID YOU KNOW, Welcome to new members.

For your guidance and help we are publishing in this issue list of MC Members of our Pune chapter-WIC and Delhi chapter-NIC. You may contact them for any help which you need from INSSAN. All of them are available to you for your doubts-membership/training etc.

Have an interactive and fruitful participation in this 22nd NC and we are sure you will get benefited.

**Sudhir Date**

Editor & Publisher

Members  
are  
requested.....



.... to contribute.....

for this bulletin by your success stories, innovative ideas on improvement in your organisations, Employee Involvement activities for sharing with others. Your participation will add value to this bulletin.

- Editor

Those who wish to receive INSSAN Bulletin,  
please communicate to the Editor

For any additional information on INSSAN activities,  
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## Did You Know.....

### BATTERY

To most people in the 21st century, batteries are simply a convenient substitute if mains electricity is impractical or unavailable. But when the battery was invented in 1800, it was the first device capable of providing an electric current.

Alessandro Volta [Italy] was an eminent physicist, who made a number of significant breakthroughs in the field of electricity and is commemorated by the use of his name for the electrical unit of potential difference, the VOLT. His most famous invention, the battery, came about as the result of a disagreement with another Italian scientist, Luigi Galvani.

In 1775 Volta invented a 'perpetual electrophorus': an early form of electrical induction machine that could be used to generate and store static electricity. It worked by rubbing cat fur across a rubber-coated metal plate to build up static charge and then transferring the charge to a Leyden jar; by repeating the process several times a large charge could be built up. [The Leyden jar was invented in 1745 at the university of Leyden, Netherlands, as a means of storing electrical charge.] Static electricity and the Leyden jar were nothing new, but what volta had invenred was a means of accumulating an electrical charge.

Volta's real breakthrough, however, came when he heard about the electrical experiments of anatomist Galvani. Galvani had noticed that dissected frog's legs would twitch if they were part of a circuit involving two metals and concluded that the muscles and nerves were the source of what he called 'animal electricity'. Volta disagreed, thinking that the current was more likely to be due to the connection between the two metals; he began experimenting with pairs of metals and discovered that he could generate an electric current if certain metals were submerged in acid. The result, in 1800, was Volta's greatest invention, the 'voltaic pile'. It was the world's first battery—a series of copper and zinc strips submerged in salt water that could provide an electric current rather than mere static electricity. The following year, Napoleon I [ruler of Italy since its conquest by France in 1796] bestowed the Legion of Honour on Volta, in recognition of the importance of his invention and made him a Count.

#### The inventor: Alessandro Volts

1745 Born Alessandro Giuseppe anastasio Volta on 18 February in Como, northern Italy and later educated at the local Jesuit College and the Seminario Benzi.



1775 Appointed Professor of Physics at the Royal School, Como. Invents the perpetual electrophorus.

1777 invents a hydrogen pistol fired by electricity.

1778 Appointed Professor of Physics at the University of Pavia. Invents the electrical condenser an electrical storage device later known as a capacitor [the later term coined by Volta in 1795].

1787 Invents the candle flame collector of atmospheric electricity.

1795 Becomes rector of the University of Pavia.

1800 Invents the 'voltaic pile', or electrochemical battery. publicly announces his invention on 20 March in the Philosophical Transactions of the Royal Society.

Demonstrates the battery to the Institute Francaise and Napoleon Bonaparte on 18 November.

1801 Awarded the Legion of Honour by Napoleon I, who also makes him Count.

1827 Dies on 5 March in Como, aged 82.

The volt is the SI [Syste`me International] unit for potential difference. Other SI units named after people include: the amp or ampe`re [electric current], after Physicist Andre Marie Ampe`re [France]; the watt [power], after engineer James Watt [Scotland]; the joule [energy], after natural philosopher James Joule [England]; the newton [force], after scientist Sir Issac Newton [England]; the henry [electrical inductance], after physicist Joseph henry [USA]; the farad [electrical capacitance], after chemist and physicist Machael Faraday [England]; the coulomb [electrical charge], after physicist Charles Coulomb [France]; and electrical engineer nikola Tesla [Croatia-USA].

## MAGIC EYE



In simple terms a magic eye is a sensor that triggers devices such as burglar alarms, security lights and automatic doors. The working part of a magic eye is the photoelectric cell, invented by Johann Elster and Hans Geitel c.1893.

The magic eye, or electric eye, performs numerous useful functions, from opening doors and triggering alarms to switching streetlights on when it gets dark and off when it gets light again. As well as these everyday functions, magic eyes, more scientifically known as photoelectric cells or photocells, are also used in control engineering, precision measuring devices, counting devices, solar panels, light meters and scanners as well as being used in solar batteries as sources of electric power for rockets and satellites.

The principle behind the photoelectric cell is known as photosensitivity: the electrons in some semi-metallic materials become energized when exposed to light or other forms of electromagnetic radiation, creating an electric current that flows through the cell.

Photoconductive cells work on a similar principle, except that, rather than a current being created by light, the resistance of the cell increases or decreases, causing changes in the current that is able to pass through it. Because they are so sensitive, photoelectric and photoconductive cells can be used not only in switches [where they are used to turn a device on or off if the intensity of light changes or reaches a particular level], but also in meters, where the amount of light can be measured through the amount of energy produced in the cell.

American scientist G. R. Carey is said to have invented a photoelectric cell as early as 1875, but it was not put to practical use until the 1920s, and the first practical photoelectric cell was invented by Johann Elster and Hans Geitel [both Germany] c.1893. These two eminent physicists worked together at the Herzogliches Gymnasium in Wolfenbittel, Germany, where they also invented a photometer and an electrical transformer and

made several important discoveries in the fields of electricity and radiation. They did not take out patents on any of their inventions because they believed that these should be of benefit to everyone.

In 1970 Arthur Pedrick [England] was granted a patent for a golf tee incorporating photoelectric cells that would monitor the path of a golf club as it approached the tee. If the magic eye sensed the golfer was about to hook or slice the ball, it would trigger a blast of compressed air to blow the ball off the tee, preventing a mis-hit and a lost ball.

### The inventors : Johann Elster & Hans Geitel

- 1854 Elster is born Johann Phillipp Ludwig Elster on 24 December in Bad Blankenburg, Germany.
- 1855 Geitel is born Hans Friedrich Geitel on 16 July in Brunswick, Germany.
- 1875-77 Elster & Geitel both study at Heidelberg university.
- 1877-79 Elster & Geitel both study at Berlin University.
- 1880 Geitel begins teaching at the Herzogliches Gymnasium in Wolfenbittel, near Brunswick.
- 1881 Elster begins teaching at the Herzogliches Gymnasium.
- 1889 Elster & Geitel perform the first of 20 experiments into the photoelectric effect and discover that the effect can be induced by visible as well as ultraviolet light.
- c.1893 Elster & Geitel invent the first photoelectric cell. they later invent a photometer and a transformer.
- 1899 Elster & Geitel determine the electric charge on raindrops from thunderclouds. Other scientific achievements include proving that lead is not radioactive and that radioactive ionization causes atmospheric conductivity. The University of Gottingen awards Geitel an honorary PhD.
- 1915 Geitel is awarded an honorary doctorate in engineering by the university of Brunswick.
- 1920 Elster dies on 6 April in his birth town, Bad Blankenburg, aged 65.
- 1923 Geitel dies on 15 August in Wolfenbittel, aged 68.

*Sudhir Date*

## INSSAN FELICITATES THE ORGANISATIONS FOR THEIR CONTINUOUS SUPPORT TO INSSAN IN ITS ACTIVITIES AT THIS 22ND NATIONAL CONVENTION

TATA MOTORS LID.

TVS MOTOR COMPANY LTD.

BHARAT HEAVY ELECIRICALS LTD.

SAIL - BHILAI STEEL PLANT

MARUTI SUZUKI INDIA LTD.

GODFREY PHILLIPS INDIA LTD.

AT ITS 22<sup>ND</sup> NATIONAL CONVENTION FOR THE CONSISTANT COMMITMENT AND SUPPORT IN THE ACTIVITIES OF INSSAN.

COMPANY EFFECTIVELY DEPLOYED SUGGESTION SCHEME AND

DEMONSTRATED THROUGH ACTIVE PARTICIPATION IMMENSE TANGIBLE BENEFITS.

THIS HAS SIGNIFICANTLY CONTRIBUTED IN MEETING INSSAN'S, OBJECTIVE OF PROMOTING EMPLOYEE ENGAGEMENT & PARTICIPATION IN THE INDIAN INDUSTRY.

INSSAN IS DEEPLY HONORED WITH THEIR SUPPORT

11<sup>TH</sup> NOVEMBER 2011, JAMSHEDPUR

U. S. BAPAT  
PRESIDENT

## Idea velocity: An important indicator of innovativeness

**M**aruti took eight years to launch its second passenger car brand Zen. However, today it launches a few new models every year. Contrast this with the announcement from Hindustan Motors in 2010 that it planned to introduce its third passenger car brand after 26 years. The speed at which new ideas get experimented, implemented and finally reach the customer is an important indicator of innovativeness. How do we measure it? What are some of the early indicators? Let's look at these questions in this article.

- 1. Responsiveness:** How fast does the system respond to an idea submitted? In places like Boardroom Inc, a Connecticut publisher, ideas get evaluated in weekly team meeting. Many small ideas can be implemented within the team and don't need any approval of higher authority. In Toyota, it works in a monthly cycle and uses hierarchical approval system. Small ideas get evaluated and awarded locally. In any process that takes more than a month to respond to the idea author, it is a cause of concern. In a social network with a voting system, the feedback can start very quickly.
- 2. Prototypes:** First prototype could be a paper sketch (used by Tata Nano team), a skit depicting the usage scenario or a computer simulation model. What matters is how fast does the idea go from a concept to a prototype? And then from the first to the second and so on. First AdSense prototype was built in a few hours by Paul Buchheit. Amy Radin, Chief Innovation Officer of Citigroup, looks at: getting x number of pilots in market by y date. Google says, it performed 20,000 experiments in 2010 to improve its search algorithm and finally took 500 ideas live.

- 3. Champions:** How many ideas have a champion? Champions are people with clout. They can push your idea through the resistance faced within the organization or outside. You are lucky when the idea champion is the group chairman (like Ratan Tata) or Anna Hazare who can walk the talk of Satyagraha. However, more often he is likely to be a senior manager who recommends your idea during the leadership meeting. Sometimes, your customer could also become your champion. For example, Tata Steel's Customer Value Management (CVM) initiative identifies a champion in customer's organization during the 12 week innovation project.
- 4. Dedicated team:** Any not-so-small idea can run only so far as a side activity. It needs a dedicated team, even though it could be just 3-4 people to begin with. Dedicated team is an indicator of the seriousness and attention from the management. For example, Tesco India has a problem solving track where a cross-functional team attempts to solve a chronic problem of the businesses. Innovation review plays an important role in making sure that selected ideas get appropriate resources.



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# All member Organisations are requested to contact following Chapter Members for their help/ requirement regarding Suggestion Scheme in addition to EIC & HQ.

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**Sitting from Left :** Jayprakash Zende, Shrikant Savangikar, Anil Parasharami, Amar Sarkar

**Standing from Left :** Pramod Gijare, Dushyant Pathak, Vitthal Kulkarni, Abhay Kulkarni, Mangesh Ashtekar, Hemant Apastamb, Imtiyaz Shaikh.

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## INDIVIDUAL MEMBER

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## National Convention Details

CONVENTION NO.	YEAR/Dates	THEME	LOCATION	CHIEF GUESTS FOR INAUGURATION and VALEDICTORY FUNCTION
1	1989, Aug. 25/26	Suggestion Scheme for Higher Productivity	Mumbai, Sea Rock Hotel, Bandra	Mr. Arvind R. Doshi - President/ MCC&I and Mr. U. V. Rao - MD&CEO/ L&T Ltd.
2	1991, Sept. 13/14	Role of Suggestion Schemes in Indian Industry	Mumbai, Hotel Centaur, Juhu	Mr. R. B. Niemann - Director/Siemens Ltd., Mr. U. S. Awasthi - CMD/RCF Ltd. and Mr. R. S. Balakrishnan - Addl. Director/SAIL, Mr. K. Doraiswamy - ED/IOC Ltd.
3	1992, Sept. 18/19	Suggestion Scheme: Our Competitive Edge in Today's Economy	Mumbai, Hotel Centaur, Juhu	Mr. Ivan Mathias - Sr.VP/Philips India Ltd., Mr. A. M. Advani-Chairman & CEO/Blue Star Ltd. and Mr. R. Chandrasekaran - CMD/RCF Ltd., Mr. S. K. Patel - EVP/Siemens Ltd.
4	1993, Nov. 26/27	The Role of Suggestion Scheme to meet the Challenges of Liberalisation of Indian Economy	Pune, Hotel Blue Diamond	Mr. H. F. Khorakiwala-CMD/ Wockhardt Ltd., Mr. Abhay Nalavade - ED/ Thermax Ltd. and Mr. H. K. Firodia - Chairman/ Kinetic Engg., Mr. R. J. Mackrill - VP/ SKF India Ltd.
5	1994, Nov. 18/19	Building a Better Future through Employee Involvement/Participation Processes	Jamshedpur, Nanavati Technical Institute	Mr. T. Mukherjee - VP-Oprns./TISCO, Mr. R. Ramchandran - ED - P&A/SAIL and Mr. Sarosh Ghandy - Director/ TELCO
6	1995, Nov. 24/25	Role of Suggestion Schemes In Quality Movement	New Delhi, Scope Complex, Scope Auditorium	Mr. R. C. Bhargava - MD/Maruti Udyog Ltd., Mr. U. Kohli - CMD/PFCL and Mr. N. Vittal-Secretary/ DOE - Govt. of India
7	1996, Dec. 13/14	Encouraging Employee Initiatives for Continuous Improvement	Bangalore, Hotel Windsor Manor Sheraton	Mr. K. N. Shenoy - Chairman/ABB Ltd. and Dr. V. K. Koshy - CMD/BEL
8	1997, Dec. 5/6	Organisational Excellence through Employee Involvement	Chennai, Hotel - The Trident	Mr. P. R. R. Rajah - Chairman/ Ramco Group, Mr. K. George - ED - Tech&Mktg./MRF Ltd. and Mr. J. R. Mohan - VP - P&A/Grasim Cements
9	1998, Nov. 27/28	Reinforcing the Commitment of Employees through Employee Involvement	Vadodara, Vanijya Bhawan Auditorium	Mr. K. G. Ramanathan - CMD/IPCL, Mr. N. C. Dave - IAS - MD/GTCL and Mr. A. M. Bharadwaj - IAS-MD/GNFC
10	1999, Dec. 3/4	Winning Customer For Life	Pune, Hotel Le Meridien	Mr. P. M. Telang - GM - Mfg. / TELCO-Pune, Mr. U. S. Jha - Director - Mktg. / RCF Ltd. and Mr. Noushad Forbes-MD / Forbes Marshall, Mr. Pratap G. Pawar - Chairman/MECL
11	2000, Nov. 24/25	Business Excellence Through Value Addition	Jamshedpur, Micheal John Auditorium	Mr. S. J. Ganguly - MD-TELECON -JSR, Mr. A. P. Arya - Sr. VP - JSR&LKW and Mr. R. Narayan - CEO/HVTL&HVAL
12	2001, Dec. 14/15	Business Excellence Through Employee Involvement	Noida	Mr. D .K. Kapoor
13	2002, Dec. 20/21	Employee Involvement : The Core Of Today's Business	Mumbai, Hotel Rang Sharda, Bandra	Mr. A. R. Gore - ED-Oprns./NPCIL, Mr. D. M. Reddy - GM - P&A/BPCL-Mumbai and Mr. P. A. Mitra- Director - Oprns./Godfrey Phillips India Ltd.

14	2003, Nov. 7/8	Employee Participation For Competitive Edge	Trichy, Hotel Royal Southern	Dr. R. Narsimhan - Director - Personnel/NLC Ltd., Mr. Arun Daga - VP/Grasim Inds. Ltd. and Mr. A. K. Mathur -ED/BHEL-Trichy
15	2004, Dec. 17/18	Sustainable Growth Through Employee Involvement	Mumbai, Hotel, Rang Sharda, Bandra	Mr. M. Roy - ED/Salem Steel plant, Mr. ArunKumar - VP - HR/ Godfrey Phillips India Ltd. and Mr. S. Drairajan - SBU Director/Kaizen Institute, Mr. S. D. Deshpande-VP/ TPCL - Trombay
16	2006, Jan. 20/21	Value Creation Through Participation	Mumbai, Hotel Rang Sharda, Bandra	Mr. Arun Hariharan - Sr.VP - Q&K Mgt./Reliance Capital Ltd. and Dr. R. H. G. Rau - Advisor-Corp.Quality/RPG Enterprises
17	2007, Feb.2/3	Winning Strategies through Harnessing Employee Creativity	Jamshedpur, SNTI Auditorium	Mr. A. N. Singh - Dy MD/Tata Steel, Mr. B. L. Raina-MD/Tinplate Co. and Mr. Nimo K. Punwani - CEO/Indian Steel & Wire Products
18	2008, Feb.15/16	People, Processes, Productivity	Kodaikanal, Hotel Kodai International	Mr. S. Sachhidanandan - President/ Sundaram Group and Mr. K. Jafar Ali-MD/Cetre for Human Renaissance-Chennai
19	2009, Apr.10/11	Fostering Innovation	Jamshedpur, SNTI Auditorium	Dr. Jamshed J. Irani - Director/Tata Sons Ltd. and Mr. S. B. Borwankar-Head/Tata Motors - JSR
20	2010, Jan. 21/22/23	Initiate, Innovate, Implement	Mumbai, Hotel Rang Sharda, Bandra	Mr. Arvind R.Doshi - CMD/PAE Ltd. and Mr. Seshadri-ED/BPCL - Mahul-Mumbai.
21	2011, Jan.7/8	Empowered Employees : Enablers of Innovation Leadership	Pune, Hotel Kalasagar, Pimpri	Dr. Murli Sastry-Chief Scientific Officer/Tata Chemicals Ltd., Mr. S. B. Borwankar - Sr. VP - Mfg.Oprns - CVBU/Tata Motors Ltd. and Mr. P. M. Telang - MD- India Oprns./Tata Motors Ltd., Mr. Shishir Joshipura-MD/SKF India Ltd.
22	2011, Nov. 11/12	Innovation For Growth	Jamshedpur, SNTI Auditorium	

## Suggestion Scheme Performance - Industry Comparison - Summary-2011

Sr.No.	Type of Industry	Eligible Employees	Sugns. Recd.	No.of Sugns. per 100 EE	No.of Sugtrs.	Sugtrs. in %	No.of Sugns Accptd.	Accept. in %	Savings in Rs. Million	Savings per EE in Rs.	No. of Sugns. Implemented	Implementat ion in %	No.of Intan-gible Sugns	Intan-gible Sugns. in %	Award amnt. in Rs. Million	Award per EE in Rs.
1	AUTO	27,060	6,61,893	2446	25,350	94	5,17,461	78	2,500`16	92,393	4,98,980	96	4,46,020	89	27`62	1,021
2	ENGINEERING	27,691	19,668	71	10,161	37	12,688	65	1,657`67	59,863	8,051	63	3,869	48	3`65	132
3	FERTILISER	7,134	5,422	76	1,579	22	1,102	20	201`53	28,249	535	49	584	53	`800	112
4	ASSOCIATE	5,803	11,038	190	2,406	41	9,406	85	243`76	42,005	8,596	91	3,486	41	2`49	429
5	STEEL	49,021	57,412	117	47,655	97	42,761	74	6,885`0	1,40,450	34,667	81	7,069	17	9`56	195
SUMMARY		1,16,709	7,55,433	647	87,151	75	5,83,418	77	11,488`12	98,434	5,50,829	94	4,61,028	84	44`12	378

Total organisations participated 27----- . Auto - 6x, Engg. - 6x, Fert. - 7x, Asso. - 6x and Steel - 2x

## Inssan Excellence In Suggestion Scheme Contest-2010 / 2011-Result

GROUP	RANK	NAME OF THE ORGANISATION
Auto Industry	1st	Maruti Suzuki Ltd. - Gurgaon
	2nd	TVS Motor Co.Ltd. - Hosur, TN
	3rd	M&M - Automotive Sector - Mumbai
Engineering Industry	1st	HAL-Koraput
	2nd	BEL-Bangalore
	3rd	BHEL-Trichi
Fertilizer Industry	1st	Coromandel Int. Ltd. - Ankleshwar
	2nd	RCF Ltd. - Mumbai
	3Rd	IFFCO Ltd. - Paradeep
Associated Industry	1st	Godfrey Phillips I. Ltd.-Mumbai
	2nd	ITC Ltd. - Ghaziabadi
	3rd	KSB Pumps Ltd. - Pune
Steel Industry	1st	RINL-VSP-Visakhapatnam
	2nd	Bhilai Steel Plant - Bhilai

### Benchmark your Employee Involvement Performance :

Following is the Result of the INSSAN Excellence Contest in Suggestion Scheme - 2011

SR. NO.	PARAMETER	BEST PERFORMANCE	Name of Organisations
1	No. of Suggestions received from 100 Eligible Employees	4658	TVS Motor Co. Ltd. - Hosur. TN
	All India Average	647	
2	No. of Suggestors out of 100 Eligible Employees	100%	TVS Motor Co.Ltd. - Hosur. TN
			Maruti Suzuki India Ltd. - Gurgaon
			Tata Motors Ltd. - CVBU - Pune
			Godfrey Phillips India Ltd. - Mumbai
			ITC Ltd. - Ghaziabad
			SAIL - BSP - Bhilai
	All India Average	75%	
3	No.of Suggestions Accepted	100%	Godfrey Phillips India Ltd. - Mumbai
			ITC Ltd. - Ghaziabad
			Maruti Suzuki India Ltd. - Gurgaon
			BEL - Ghaziabad
	All India Average	77%	
4	Savings Achieved per Accepted Suggestion in Rs.	8,262,500	Coromandel International Ltd. - Ankleshwar
	All India Average	19,691	
5	Savings Achieved per Eligible Employee in Rs.	2,500,000	Tata Power Co.Ltd. - Haldia - WB
	All India Average	98,434	
6	Award per Accepted Suggestion on an average in Rs.	12,323	
	All India Average		
7	Award per Eligible Employee on an average in Rs.	4,532	
	All India Average		
8	No.of Suggestions Implemented out of Sugns. Acc.in %	100%	
	All India Average	94%	
1	Highest number of Suggestions received by one Organisation - 1,96,524. - Tata Motors Limited - CVBU - Pune		
2	Highest savings achived by one Organisation-168.97 Crores		
3	Lowest lead time for evaluation of suggestions taken by one Organisation-2 days-Maruti Suzuki India Ltd.		

In all 27 Organisations participated in the above contest compared to 30 Organisations in 2010.

## Statistical Highlights : Excellence In Suggestion Scheme Contest - 2006-2011

SR.NO.	PARAMETER	2011	2010	2009	2008	2007	2006
1	No. of Suggestions Received	7,55,433	7,09,367	6,40,258	6,16,231	4,58,807	4,03,777
2	No. of Suggestions Accepted	5,83,418	5,44,742	4,61,540	5,47,171	3,84,740	3,64,924
3	% of Acceptance	77.23	76.79	72.09	88.79	84	90
4	Savings achieved in Rs. Crore	1148.812	1311.632	1649.949	1322.848	1092.157	735.719
5	No. of Suggestors	87,151	97,076	81,429	70,873	62,615	63,356
6	% of Suggestors	75	77	59	66	59	61
7	No. of Eligible Employees	1,16,709	1,26,000	1,36,945	1,07,299	1,05,817	1,03,460
8	No. of Suggestions Implemented out of Accepted Suggestions	5,50,829	4,92,753	4,40,838	4,63,797	2,92,319	3,55,408
9	% of Implementation	94	90	96	85	76	97
10	Awarded Amount in Rs. Crore	4.41	4.36	3.75	5.08	2.75	1.53
11	Award as % to Savings	0.384	0.332	0.227	0.384	0.252	0.208
12	Savings as % to Turnover	0.6365	0.542	0.518	0.988	1.198	0.928
13	No. of Suggestions Awarded for Intangible Benefits	4,61,028	4,01,209	3,54,765	3,37,226	2,43,935	1,29,620
14	Turnover of these Organisations in Rs. Crore	1,80,477	2,42,143	3,18,447	1,33,791	91,094	79,221

## National Contests - Entries Received Since 2007

SR. NO.	CONTEST DESCRIPTION	FOR	YEAR				
			2011	2010	2009	2008	2007
1	EXCELLENCE	Organisation	27	30	28	18	20
2	POSTER	Individual	126	108	114	80	90
3	SLOGAN-English	Individual	307	191	254	112	110
4	SLOGAN-Hindi	Individual	300	170	187	144	140
5	SUGGESTOR	Individual	100	111	70	40	40
6	SUGGESTION*	Individual	-	-	-	-	-
7	EVALUATOR	Individual	20	14	14	-	-
8	TECHNICAL PAPER	Individual	57	49	50	39	40
9	PRESENTATION*	Individual	-	-	-	-	-

\*Entries received for suggestors are taken for these contest

## Best Poster Contest Results - 2011

RANK	NAME OF THE WINNER	ORGANISATION
1st	Mr. Raju B. Kammar	Tata Power Co Ltd, Belgaum
2nd	Mr. Ravinder Singh Bartwal	Hero Moto Corp, Gurgaon
3rd	Mr. V. Sekar	BHEL - Trichy
Merit	Mr. Nagesh Choudhury	Tata Motors Ltd, Jamshedpur
Merit	Mr. Prasanna Ogale	Tata Motors Ltd, Cvbu, Pune
Merit	Mr. E. Nainaraj	Dalmia Cements Ltd, Trichy
Merit	Mr. Ramesh D. Mhatre	RCF Ltd., Thal
Merit	Mrs. Madhuri Mittal	Tinplate Co India Ltd., JSR
Merit	Mr. Atindranath Misra	Durgapur Steel Plant, Durgapur

## Best Suggestion Contest - 2011 Results

RANK	NAME OF SUGGESTOR/S
1st	M/S V.S.S.Sridhar/D.Janardhan Rao/Subir Roy - SAIL-Bhilai Steel Plant
2nd	Mr. C. Venkatesh - Tata Motors Ltd. - Jamshedpur
3rd	Mr. M. M. Karandikar - RCF Ltd. - Trombay - Mumbai

## INSSAN Slogan Contest Result-2010/2011-English

RANK	SLOGAN	GIVEN BY	ORGANISATION
1st	Mind your work,work your mind/Many a suggestion, you will find	Mr. S. B. Datar	Tata Motors Ltd.-CVBU-PUNE
2nd	Suggestion scheme activity/Simplifies process complexity	Ms. Antoinette Pereira	SKF India Ltd.-PUNE
3rd	More you innovate/More you grow	Mr. Ranjeet	Munjal Showa Ltd.-Gurgaon
4th	Ideas leads to innovation/Innovation gives growth	Mr. Aliyavar	Coromandel Int.Ltd.-Kakinada
5th	Challenges stimulate creativity/Creativity leads to productivity	Mr. G. Nagphanindra	BHEL-Hyderabad
M1	Behind every innovation/There is a creative suggestion	Mr. A. A. Mahamuni	Tata Motors Ltd.-PCBU-PUNE
M2	Stars make the sky glow/Suggestions make the firm grow	Mr. Bh. Srinivasa Rao	Coromandel Int.Ltd.-Visakhapatnam
M3	Suggestion scheme is activated/Innovative thinking is accelerated	Mr. Vinoda Babu. P. N.	BEL-Bangalore
M4	Sound foundation of suggestion/A key for growth with innovation	Mr. Akhouri V.Kumar	Tata Motors Ltd.-Jamshedpur
M5	Innovative ideas uplift productivity/Bring growth & prosperity	Mr. Avik Dey Sarkar	BHEL-Haridwar
M6	Suggestion leads to path of innovation/Innovation leads to growth of nation	Mr. K. Srinivasa Rao	VSP-Visakhapatnam
M7	Make it a habit from Monday To Sunday/Give innovative suggestion everyday	Mr. Ranjan Sarkar	Durgapur Steel Plant-Durgapur
M8	Giving suggestion keeps you active/Implementing it makes you creative	Mr. Allen I. Rodrigues	Godfrey Phillips india Ltd.-Mumbai
M9	Promotion of suggestion scheme activity/An unfailing key to enhanced productivity	Mr. S. R. Maurya	IFFCO-Paradeep
M10	Regular suggestions & continuous motivation/ That's the basis of a progressive organisation	Mr. Mayuresh Godbole	Tata Motors Ltd.-Ahemedabad
M11	Better thinking creates an innovation/It makes organisation's growth expansion	Mr. V. Srikanth	TVS Motor Company-Hosur,TN
M12	Lead the way,suggest today/Productivity is the need of the day	Mr. Vijay Omprakash Sethi	TELCON-Jamshedpur
M13	Company cannot be number one/Unless suggestions come from everyone	Mr. Bharat Bhushan	Shriram Pistons & Rings Ltd. - Ghaziabad
M14	Organisation growth can be multiplied/When employee involvement is applied	Mr. Heera Lal Dangi	HeroMoto Corp Ltd.-Gurgaon
M15	Use innovative suggestions as a vital tool/For business growth,it's the golden rule	Mr. Debdas Karmakar	Durgapur Steel Plant-Durgapur

## INSSAN Slogan Contest Result - 2010/2011 - Hindi

RANK	SLOGAN	GIVEN BY	ORGANISATION
1st	Naye tarike, naye vichar/ Durgam lakshya, kare sakar	Mr. Sunil Chauhan	HeroMotoCorp Ltd.-Dharuhera
2nd	Navineekaran wa naye vichar/ Neerantar sudhar ke aadhar	Mr. Abhinav Gupta	BHEL - Hyderabad
3rd	Suzavse samsyaka samadhan/ Companiko milati nayi pehachan	Mr. Abhishek	Tata Motors Ltd. Kolkata office - Jamshedpur
4th	Suzav sabke liye hitakari/ Shramik ho ya adhikari	Mr. Atul Khera	Shriram Pistons & Rings Ltd. - Ghaziabad
5th	Samasya mitaye, utpadakata badhaye/Neerantar suzav, parivartan laye	Mr. P. Mohanraj	Godfrey Phillips India Ltd. - Mumbai
M1	Suzavka liya jisne saath/ Pragati aayi uske haath	Mr. Zuber Y. Patel and Mr. R. B. Karamwala	GNFC - Bharuch

Continued on Next Page

RANK	SLOGAN	GIVEN BY	ORGANISATION
M2	Neet nayi khoj, utpadakata me vrudhhi/Udyog wa rashtra donoki samruddhi	Mr. Satish Kumar	BHEL - Haridwar
M3	Mukta kijiye mastishka ke dwar/ Suzav dekar karo prakat apne vichar	Mr. V. S. Rapte	Tata Motors Ltd. - PCBU-Pune
M4	Suzavose rakho vasta/ Apnaye unnati ka rasta	Mr. Bhupendra Kr. Singh	Tinplate Co.of India Ltd. - Jamshedpur
M5	Suzav aur sonch rakho eksaath/ Utpadan aur gunavatta ki banegi baat	Mr. Bajirao Satpute	SKF India Ltd. - Pune
M6	Vichar bane jab suzav hamara/ Badal jayegi jeevan dhaara	Mr. Manas Mani Mishra	RIL - Allahabad
M7	Suzav yojanase jodo naata/ Kholo safal jeevan ka khata	Mr. Sunil Khairnar	RCF - Thal - Alibaug
M8	Behatar quality, ho utpadan duguna/ Agar sansthan apnaye suzav yojana	Mr. V. K. Jindal	BEL - Ghaziabad
M9	Chhote nahar banate hai upayukta jalashay/ Suzav pranalika yahi hai aashay	Mr. Vaibhav Mewada	Tata Motors Ltd. - Ahemedabad
M10	Aap tabhi ban paoge sarvottam/ Jab suzav doge atiuttam	Mr. Avadeshkumar Yadav	Tata Motors Ltd. - Lucknow
M11	Suzav yojaneka uddeshya/ Nayi sonch ko mile pravesh	Mr. S. R. Maurya	IFFCO - Paradeep
M12	Jaha suzavome ho anavarat tatparata/Vaha utpadan me ho neerantar gathishilata	Ms. Leena Varathe	Bhilai Steel Plant - Bhilai
M13	Karyashailee me lani ho samruddhi/ To suzavome karni hogi vrudhhi	Ms. Prava Kumari	HV Transmission Ltd. - Jamshedpur
M14	Suzav yojana ka ek paigam/ Utpadakata me vrudhhi, udyog bane mahan	Mr. Naval Kishore	HeroMotoCorp Ltd. - Dharuhera
M15	Kam lagat, uncha vyapar/ Vaishvik sonch, samruddha sansar	Mr.D. P. Singh	Samparka Welfare Adarsha Society - Chinhat - Lucknow
M16	Suzav hai ek aisa hathiyar/ Jo samsyaaopar kare prahar	Ms.Vinita Bist	Tata Motors Ltd. - Pantanagar

## Best Evaluator Contest -2011 Results

RANK	NAME	ORGANISATION
1 <sup>st</sup>	Mr. J. K. Dey	Tata Motors Ltd, Lucknow
2 <sup>nd</sup>	Mr. P. L. Sirsamkar	Tata Motors Ltd. PCBU, Pune
3 <sup>rd</sup>	Mr. Y. K. Saraswat	Bharat Electronics Ltd. Ghaziabad
Merit	Mr. P. Subbaraja	Bharat Heavy Electricals Ltd., Trichy
Merit	Mr. Dnyanadev Adsul	SKF India Ltd., Pune
Merit	Mr. Japesh Bandyopadhyay	TELCON, Jamshedpur

## INSSAN's annual Excellence contest 2011 entries give following results : the highlights are produced here in gist

This report covers 27 reporting organizations using formal suggestion schemes for 2010-2011. The largest reporting organization was the Bhilai Steel Plant with 31,953 eligible employees. The smallest organization was The Tata Power Company Ltd. - Haldia-WB with 80 eligible employees. Total Eligible Employees at all companies were 116,709. This employee base submitted 755,433 suggestions, of which 583,418 were accepted and 550,829 were implemented. Of the total number of eligible employees, 87,151 or 75 % submitted at least one idea.

Submitted ideas totaled Rs. 11,488,116/- of calculated savings for these organizations-an average of Rs.15.20 per suggestion submitted. Rupees paid by organizations through suggestion schemes totaled Rs. 44,117,546/- for an average of Rs.80.10 per implemented suggestion. The highest number of suggestions received by an organization were 196,524 nos. by Tata Motors Ltd. - CVBU-PUNE. The highest savings of Rs. 519.53 crores was achieved by Bhilai Steel Plant. The highest average award of Rs. 4532/- was given by Godfrey Phillips India Ltd.

Other statistics is tabulated and is published in this issue.

Our findings of this year's contest entries are as given below :

1. Suggestion Scheme design should aim for high volume of ideas generated by employees. The first metric should be to get larger number of ideas submitted per year.
2. Design should aim for high participation levels among employees. High participation levels leads to higher implementation levels and savings.
3. The value is in implemented ideas. Train on how to submit ideas that have a great acceptance and implementation opportunity.
4. The award structure is a neutral element. It supports a programme but should not be the end in itself.
5. Get alignment between management expectation and follow through. Programms with better results "walk the talk" in

this area.

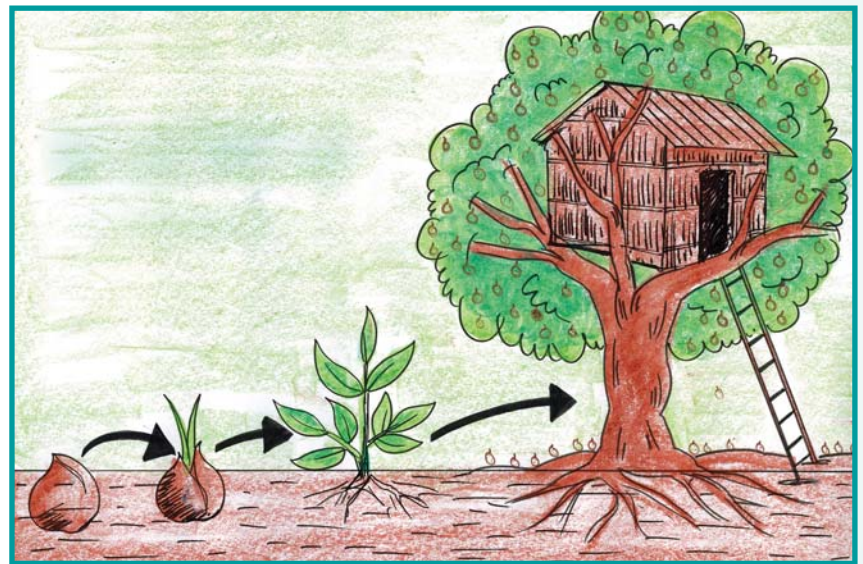
6. Evaluators are a critical contributor to process success. Take care to support evaluators and show your appreciation for their hard and voluntary work.
7. Start with a clear aim in mind. What are the most important outcomes for your programme? Everything you do should support these outcomes. Better programme have very clear intended outcomes.
8. Communicate expectations and publicize the programme. Use your organisation's normal communication channels but also find unique and innovative ways to draw attention to your programme.
9. Build your programme with a mindset of continuous improvement. Suggestion systems can create a culture of ownership and self-leadership over time.

*Sudhir Date*

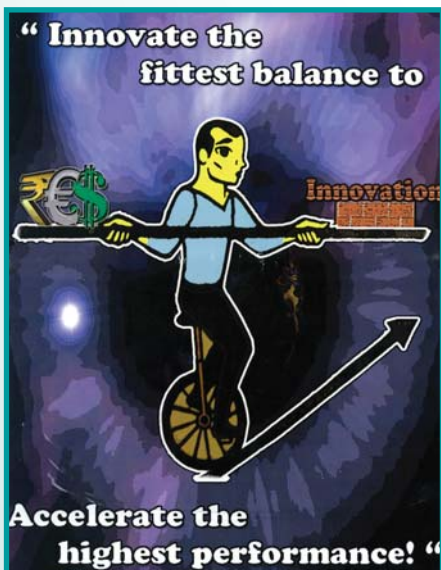
## Award Winning Posters



1st - Mr. Raju B. Kammar, Tata Power Co. Ltd. - Belgaum



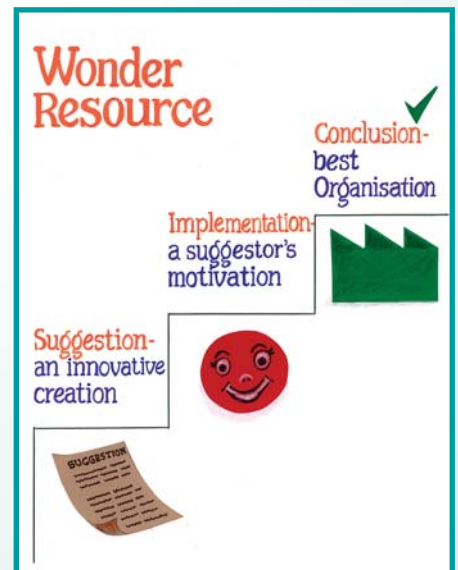
2nd - Mr. Ravinder Singh Bartwal, Hero Moto Corp. Ltd. - Gurgaon



3rd - Mr. V. Sekar M.M., BHEL - Trichy



Merit - Mr. Nagesh Choudhury, Tata Motors Ltd. - Jamshedpur



Merit - Mr. Prasanna Ogale, Tata Motors Ltd. CVBU - Pune



Merit - Mr. E. Nainaraj, Dalmia Cement (B) Ltd. - Dalmia Puram

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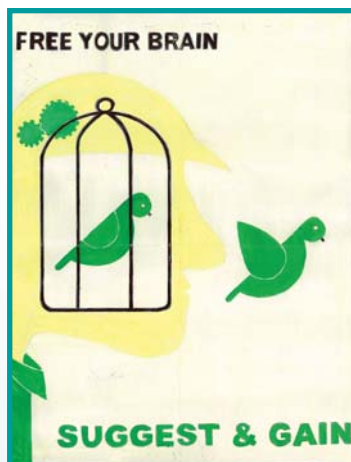
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Merit - Mrs. Madhuri Mittal, Tinplate Co. India Ltd. Jamshedpur



Merit - Atindranath Misra,  
Durgapur Steel Plant - Durgapur



Merit - Ramesh D. Mhatre,  
RCF Ltd. Thal

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