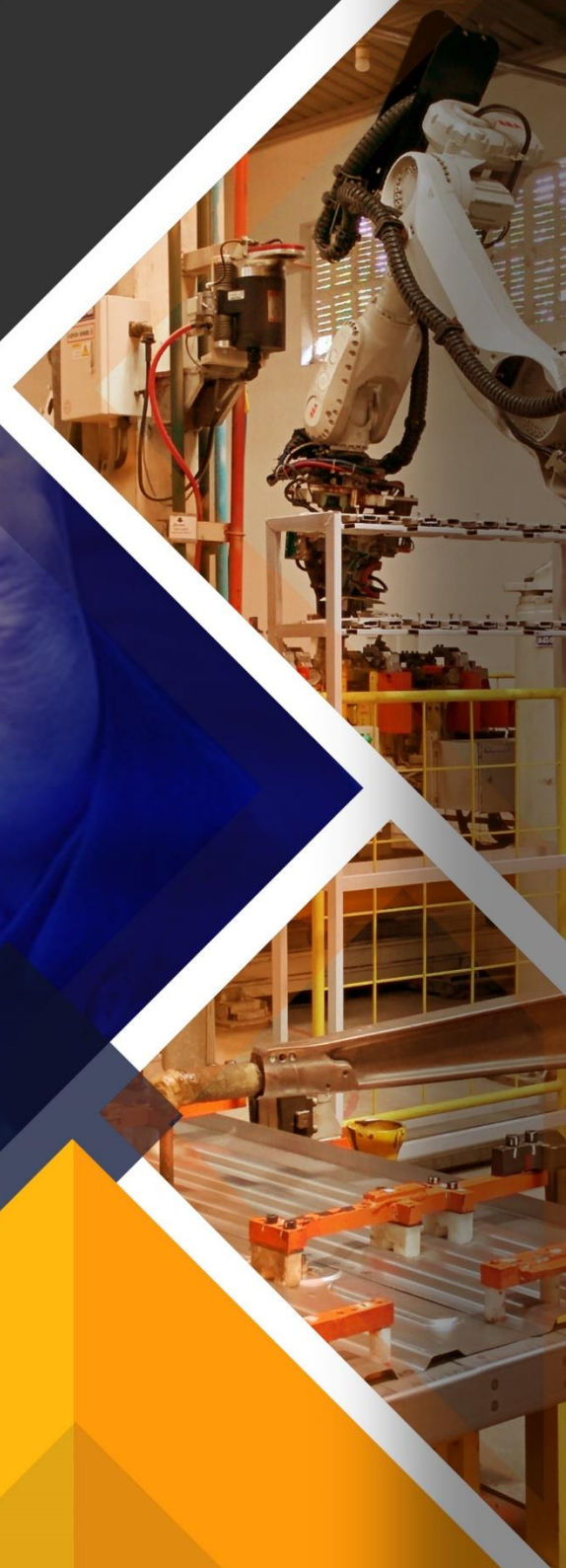


RUCHA KALEIDOSCOPE

Rucha Engineers Pvt Ltd

September 2021 Issue # 26



25 YEARS
AND STILL
GROWING

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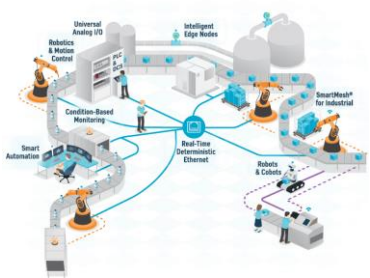




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AWARDS, APPRECIATIONS & FELICITATIONS



HEARTIEST CONGRATULATIONS TO NEWLY CERTIFIED ROBOT PROGRAMMER L1 GRADE SPOT WELDING

We are happy to inform you all that **Mr. Sharad Pawar, Mr. Dnyaneshwar Lande, Mr. Deepak Hon, Mr. Rajesh Raut, Mr. Javed Shaikh, Mr. Rahuel Rahinj** from Plant I and **Mr. Purushottm Pawar, Mr, Avinash Ukarande, Mr. Sandeep Maske, Mr. Samadhan Chikate** from Plant VI are qualified to “**L1-Grade Certified Robot Programmer**” in Spot welding category based on the course conducted by M/s Obara India On 19th Aug 2021, it was organised by Bajaj Auto Ltd.

This exam was conducted for 32 participants & only 19 individuals are qualified. Looking for many more qualifications in near future from our employees!





AWARDS, APPRECIATIONS & FELICITATIONS



HEARTIEST CONGRATULATIONS : MR. RUSHIKESH KADAM

Mr. Rushikesh Kadam (HCM -Training and Development), has given the team its second victory as the captain of the Aurangabad team in the Student Olympic association state level Kabaddi tournament held at Amravati on 4th to 5th Sep 2021 & also placed Third in the National Kabaddi Championship held on 17,18 & 19 Sep 2021 at Rohtak, Haryana.

His entire team was selected in the Maharashtra team for the National Championship & Mr. Rushikesh Kadam as vice-captain of the national team gave the team third position.

Congratulations from the entire Rucha family to him and his team and best wishes for the upcoming championships!!



THINGS TO KNOW ABOUT BLOCKCHAIN

Are you afraid that your data might leak to the government or service providers? Do you wish that you and your employees could access confidential data from anywhere safely?

If yes, blockchain is here to solve your needs. Sectors such as cyber security,



healthcare, manufacturing and industries, financial services, government, retail, real estate, media, and tourism, etc., are already using blockchain today.

Want to know how? Want to get into the depth of it? Read on!

Bird's Eye View:

Blockchain is a database that can be described as a decentralized way to document transactions in a particular sequence. Everyone in the network has access to the entire blockchain and its history.

When a transaction is recorded, the accounts of all the participants are updated with the information. Transactions are grouped in blocks, and it makes a chain, so it is named Block Chain – each of which is then linked to the one that came before it.

The transactions recorded in the sequence are impossible to tamper, alter or falsify by anyone.

How it works:

When two persons work on a transaction, the data goes to computer nodes of peer-to-peer networks and gets validated.

Once verified, it goes to the block, and the block is then hashed. Every block has a

THINGS TO KNOW ABOUT BLOCKCHAIN

reference attached to it. The new block gets a permanent place in the blockchain with a guarantee of not getting tampered with and distributed to its participants.

Types of blockchain:

Blockchain can be used in various ways as there is not just one or not a single

software program. It has no real value but is created only when used in conjunction with suitable applications.

A public blockchain like Bitcoin is open to anyone who participates, the only inconvenience being that a large number of participants verifying transactions takes up more time.

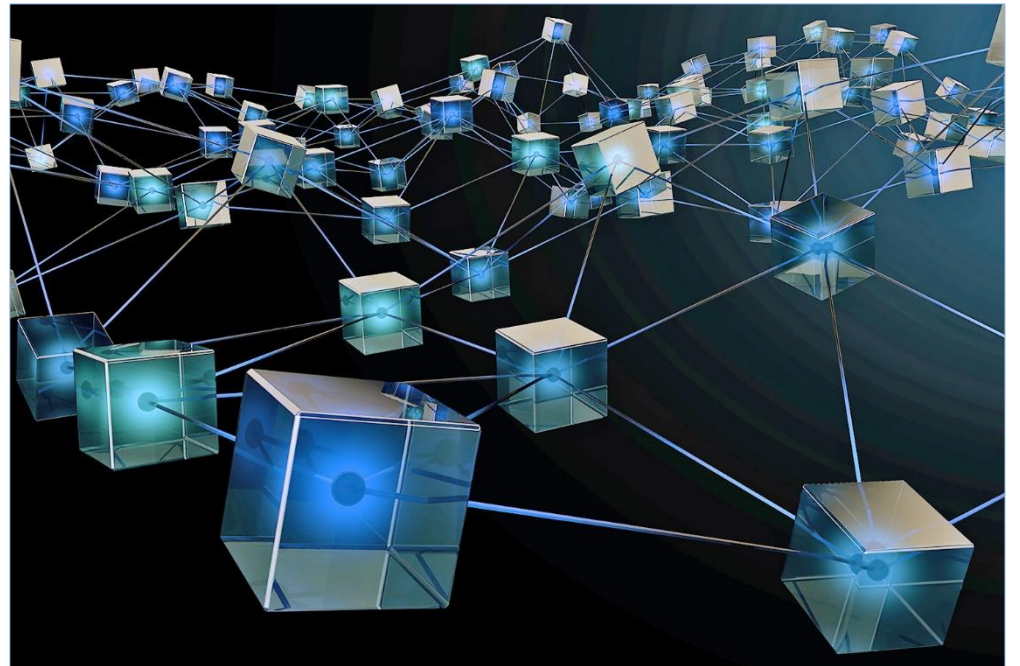
A private blockchain is controlled by one entity that grants permission to participate and prescribes rules and regulations to govern transactions. Here, work can be done speedily due to fewer participants.

For businesses, there is **a consortium blockchain** where a predetermined set of nodes are allowed to participate. This is a decentralized kind of blockchain where data remains with participants only.

Blockchain vs. Cryptocurrency:

First of all, it should be realized that blockchain and Bitcoin are not the same. Bitcoin refers to virtual currency, or you may call it cryptocurrency, whereas blockchain is the tool that makes it a viable means of value exchange.

When someone watches a video, the maker gets money directly. Thus, with no



THINGS TO KNOW ABOUT BLOCKCHAIN

mediator platform and no brokerage to anyone, he gets the total amount and instantly connects with the viewers.

It is also used to vote online for shows on television or social media platform activities with complete records free from manipulation.

The factors that make blockchain unique:

Trust is the only intermediary.

Blockchain is very trustworthy so that participants can use it to transfer assets directly. There is no intermediary like a bank or a broker. It also discloses the actual owner of the asset.

Every blockchain is protected with cryptography, and it is just impossible to manipulate transactions under it. They are authentic and immune from any forgery or fraud.

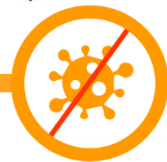
Transparency:

The record of transactions in the blockchain is accessible to all the participants. As far as Bitcoin is concerned, every user has a unique address linked with personal data, such as a residential address for Bitcoin payment.

The future of blockchain seems to be highly optimistic, given that it has already found acceptance and application across a variety of industries and levels. With rising awareness among the common public, we may see far greater applications. At Rucha Yantra LLP, we aim to spread knowledge of such next-gen tech among our audience. Hope you liked this piece; we shall continue next time with blockchain's role in the manufacturing industry so far.



SPECIAL PROJECTS, EVENTS & AUDITS



RUCHA YANTRA MAKEOVER

Rucha Yantra (Shendra Plant) has just had a makeover and we are super excited to share these pictures with you all.

We are now well equipped with Research and Engineering zones, IT and tech facilities, testing arena for Robots and AGVs, Conference rooms and a co-working space for all our employees.



Thank you for being with us and supporting us throughout the journey!



SPECIAL PROJECTS, EVENTS & AUDITS



Thank you so much for all the support that you have extended to Burlyfield till now. While we have always been available on Amazon, we now have our own brand store on Amazon. All Burlyfield products are available on www.amazon.in/stores/BURLYFIELD. Go check out.

Use the code “RUCHAEMP20” to avail an exclusive 20% discount on all your favorite products. You can share this code with your friends and family also.







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Flours | Culinary Powders | Wellness Powders | Ready Mixes



SPECIAL PROJECTS, EVENTS & AUDITS



Burlyfield Founder, Dr. Jyoti Dashrathi Madam was live on Facebook on a very special forum called “Amhi Udyogini”. She told the story of how Burlyfield was born, what was the stepping stone, the hurdles, the achievements and much more. She also speaks about the various healthy products, how they are developed, what research goes behind it and how the consumers get the final nutritious healthy products from Burlyfield. Watch the complete live session here.

<https://fb.watch/8lrkRf0-ps/>



KNOWLEDGE SHARING

KAIZEN EYE - 1/6

KAIZEN IDEA GENERATION : The word “KAIZEN” is basically Japanese word. “KAI” means Continuous & “ZEN” means Improvement.. So Kaizen is nothing but Continuous improvement used to find the waste hidden in plants.

“Kaizen” = Fill difference between present status and goal.



The starting point of any improvement is to recognize the need of change. It comes from recognizing a problem which comes from individual eye-capability to see what is not right. What is MUDA (Waste), MURI (Inconsistency) & MURA (Strain) loss.

KAIZEN IS -

- More than simply improvement
- It is continuous improvement (A continual and gradual accumulation of small improvements made by all employees)
- Every employee is needed to create a culture of continuous improvement, including executives and managers

KAIZEN IDEA - Kaizen Topic Includes

- | | |
|------------------------|------------------|
| 1 - Rejection (defect) | 7 - Manpower |
| 2 - Technique | 8 - Method |
| 3 - Time | 9 - Facilities |
| 4 - Jigs / Tools | 10 - Materials |
| 5 - Production volume | 11 - Inventory |
| 6 - Place (space) | 12 - Safety etc. |



KNOWLEDGE SHARING

KAIZEN EYE - 2/6

IMPORTANCE OF KAIZEN :

- Eliminates waste
- Increases teamwork
- Improves morale
- Is inexpensive



TIPS OF KAIZEN ACTIVITIES :

1. Discard conventional fixed ideas
2. Think of how to do it, not why it cannot be done
3. Do not make excuses. Start by questioning current practices
4. Do not seek perfection. Do it right away even if for only 50% of target
5. Correct it right away, if you make mistake
6. Do not spend money for KAIZEN, use your wisdom
7. Wisdom is brought out when faced with hardship
8. Ask “WHY?” five times to seek root causes
9. Seek the wisdom of ten people rather than the knowledge of one
10. Kaizen ideas are infinite.

THREE LEVELS OF KAIZENS :

- Restoration Kaizen
- Renovation Kaizen (Betterment or loss based improvement)
- Innovation Kaizen (Breakthrough)

THERE ARE MAINLY 2 TYPES OF KAIZEN :

- Operator Kaizen - for Operator's
- Engineer / Manager Kaizen (Concentrated Kaizen) - for Engineer/ Manager, Cell / line, R & D Manager & Support functions.



KNOWLEDGE SHARING

KAIZEN EYE - 3/6

1 - OPERATOR KAIZEN is basically operator Kaizen. It contains of problem, Why-why analysis, Counter measure, Before-after photograph/ sketch/ brief description, Operator's feedback, Result & benefits. Details of each block are explained in next slide.

2 - ENGINEER/MANAGER KAIZEN (CONCENTRATED KAIZEN) is nothing but real Kaizen (Concentrated Kaizen) Kaizen idea sheet is divided in three zones by various colors. Red color zone indicates present status of problem / defect / Actual fact where the improvement is required. Yellow color zone indicates the problem solving / killing process by implementing actions. Green color zone indicates the Sustenance of action / countermeasure implemented in long run.

DETAILS OF VARIOUS BLOCKS IN KAIZEN SHEET ARE EXPLAINED BELOW :

KAIZEN THEME : Always start the kaizen theme with "To prevent" for failure / Rejection / Accident etc. " To reduce / Eliminate" for all losses / time parameters like set up & cost etc. " To increase" for output / productivity / morale etc.

Do not start kaizen theme with " To eliminate" for the problem / defect because here we are doing the kaizen for preventing the problem / defect, not for eliminating the problem/ defect.

PROBLEM / PRESENT STATUS : As explained in Kaizen Idea sheet, Please mention the correct observation / Actual happened fact. Use problem / defect photo for better understanding. Use sketch also whenever photo is not possible. Apply 5W1H tool for the same. (Refer Kaizen idea sheet)



KNOWLEDGE SHARING

KAIZEN EYE - 4/6

WHY-WHY ANALYSIS : Start the why-why analysis from physical phenomenon of problem / defect. Why-why analysis should be completed within 3 to 5 steps. PM why-why analysis should start with the final action taken to start the machine.

ROOT CAUSE : Last why is the root cause. (Ex. Poka, Less friction, Partly, less bolts, No coolant, small, Long, Difficult etc)

KAIZEN IDEA : Kaizen idea should be exact opposite to the root cause. (Ex. Poka-yoke, More friction, Fully, More bolts, More coolant, Big, Short, Easy etc)

COUNTERMEASURE / ACTION : Countermeasure should be specific. “By providing / changing” word should be included in countermeasure for better understanding.

RESULT : Show the result of the kaizen graphically (Preferably use line graph) for problem. Monitor next 3 month result for effectiveness / sustenance of actions from date of implementation. Use Rejection qty. Vs.. Month for defect kaizen, Time Vs. Month for reducing time / frequency kaizen etc.

BENCH MARK : As per JIPM, Bench mark indicates the present condition / present situation from which improvement is required. (Ex. Customer complaint Qty for Feb 21 month is “10” nos. in particular product, Then bench mark is “Feb 21 – 10 nos.”

TARGET : Target is always “ZERO”. Mention always target as “0”, for Various losses / defects / breakdowns / accidents etc.



KNOWLEDGE SHARING

KAIZEN EYE - 5/6

TEAM MEMBER : Team members can be within 3 ~ 5.

BENEFITS : Kaizen benefits should be in increase output (production) / reduce time / cost etc. (Use P Q C D S & M approach while updating the benefit area as per applicable to particular problem.

KAIZEN SUSTENANCE : Kaizen sustenance is most important in kaizen idea sheet for prevention of problem in long run.

KAIZEN SUSTENANCE IS DIVIDED IN TWO PARTS. (Required only for Reversible Kaizen) 1) What to do & 2) How to do

WHAT TO DO – Indicating “what to check/audit” to ensure that the kaizen will be effective in long run and is in place.

HOW TO DO – Indicating how to check/audit to ensure that the kaizen will be effective in long run and is in place.

Ex. WI format updated.

JH / PM / TM check sheet updated. Hourly / Daily verification by auditing etc.

SCOPE & PLAN FOR HORIZONTAL DEPLOYMENT : means implementing this kaizen at all possible cases in existing product. But before implementing, check & confirm replication of changes being suggested.

RESULT AREA : Please make the tick mark in respective P Q C D S & M column against the respective TPM pillars & loss no. to see that this kaizen belongs to which pillar.




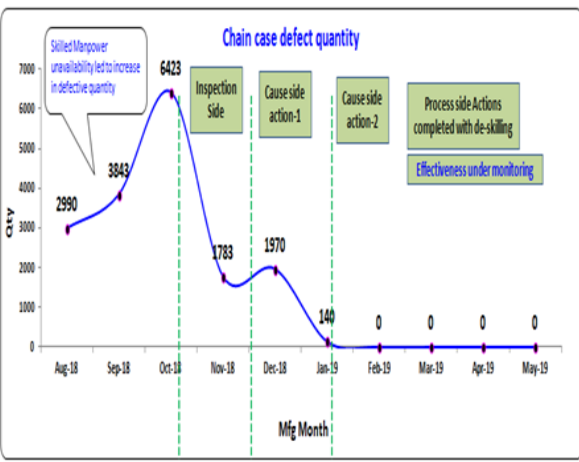
KNOWLEDGE SHARING

KAIZEN EYE - 6/6

KAIZEN REGISTRATION / KAIZEN NO : Provide the kaizen registration no, date, registered by (name) and kaizen no to the kaizen for better monitoring the kaizen summary dept. / plant level.

TPM CIRCLE NO / NAME : Provide the TPM Circle name and number to the kaizen. This will help to monitor the kaizen summary TPM circle wise.

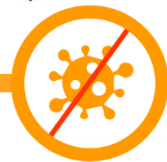
CELL / MACHINE INFORMATION : Update the Cell no / cell name /Machine no / machine name / process no / process name / operation no / operation name where the kaizen is implemented.

	CIRCLE NO. \NAME : 1 (Vision)	Activity	KK	JH	QM	PM	SHE	OT	DM	E&T	PPC	KAIZEN IDEA SHEET
	DEPT : Quality	Loss no.			7							
	EQP NO. : RE III 55	Result :		P	Q	C	D	S	M			
	EQP NAME : Spot Welding Machine	Type :										
CELL NO.: 1	CELL NAME : Chain Case Assembly	OPERATION : Chain Case Assembly										
KAIZEN THEME: IHR Reduction		KAIZEN IDEA:- Provision of Mechanism (Fixture)										
PROBLEM / PRESENT STATUS: Chain Case sectional dimension oversize		COUNTERMEASURE: Mechanism provided for size control on electrode itself				BENCH MARK		64				
						TARGET		0				
						KAIZEN-1 START		26/12/2018		FINISHED : 28/12/2018		
						KAIZEN-2 START		28/12/2018		FINISHED : 03/01/2019		
						TEAM MEMBERS: 1. Mr. YS Kothawade 2. Mr. CK Rawlo 3. Mr. SS Pawar						
						BENEFITS: P: - Out/hr & Out/man increased Q: - Eliminated possibility of customer complaint. C: - Eliminated rectification manpower cost D: - 100 % Delivery achieved						
 Before		 After				MATERIAL COST Rs.						
WHY WHY ANALYSIS : W1. Dimension getting open after spot welding. W2. Manual spot welding by matching forming step of Inner/outer while spot welding-skill base operation W3. Mechanism / Holding fixture for size control not available		RESULTS : 				KAIZEN SUSTENANCE : WHAT TO DO : IPO Updated & Inprocess audit conduct as per IPO. HOW TO DO : Update in JH Check Sheet & monitor thro Inprocess Inspection. FREQUENCY : Daily						
ROOT CAUSE : No Mechanism						COST INCURRED FOR MAKING KAIZEN: 1500						
Reg. No. / Date: 28/12/2018						MATERIAL COST Rs.		LABOUR COST Rs.		TOTAL COST Rs.		
Registered By : Mr.YS Kothawade						3450		750		4200		
Manager's Sign: Mr. NM Amrutkar						SCOPE & PLAN FOR HORIZONTAL DEPLOYMENT						
		EQUIPMENT		TARGET DATE		RESPONSIBILITY		STATUS				
		RE III 62		08-Jan-19		Mr. CK Rawlo		Completed				
		RE III 60		15-Jan-19		Mr. CK Rawlo		Completed				

Mr. Amol Girme
TPM & System



KNOWLEDGE SHARING



WHAT IS MEAN BY DELEGATION? - 1/2

It is the process of transferring the responsibility/ task to the skilled or trained person who is either equal or junior to you.

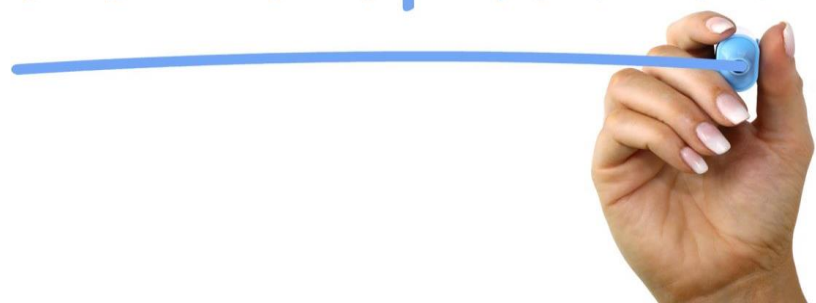
Why delegation is important?

You can not do it all by yourself.

To focus and work on the important task you have

to associate with the other people. It enables the development and growth of all people.

DELEGATION



Types of delegation?

1) Gofer Delegation :

Gofer delegation means "Go for this, go for that, do this, do that, and tell me when it is done". Most people who are producers have a gofer delegation paradigm. If they are given the position of supervision or management, they still think like a producer. They don't know how to set up full delegation so another person is committed to achieving the result. Because they are focused on the methods, they become responsible for the result.

2) Stewardship Delegation :

It focuses on the result instead of the method. It gives people a choice of method and makes them responsible for results. Definitely, it takes time in the beginning, but it's time well invested.



KNOWLEDGE SHARING

WHAT IS MEAN BY DELEGATION? - 2/2

Five areas in which clear mutual understanding is required: :

- I. Desired result:** : Create an understanding of what needs to be accomplished, not how; results, not the method. spend time. Be patient. visualize the desired result. Have a person see it and describe it. And take their statement of what result will look like.
- II. Guidelines** : Identify the parameters within which individuals should operate. It should include any formidable restriction. If you know the failure path, be honest and open- tell the person about possible dangers and cautions. Let people learn from your mistakes or mistakes of others.
- III. Resources** : et the person know what human, financial, technical, or organizational resources he/she can draw o accomplish the desired result.
- IV. Accountability** : Set-up the standard of performance that will be used in evaluating the result and specific times when reporting and evaluation take place.
- V. Consequences** : Specify what will happen, both good or bad, as a result of the evaluation. This could such things as financial rewards, psychic rewards, different job assignments.

(Above article is from the book name by 'THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE' by Stephen R. Covey)

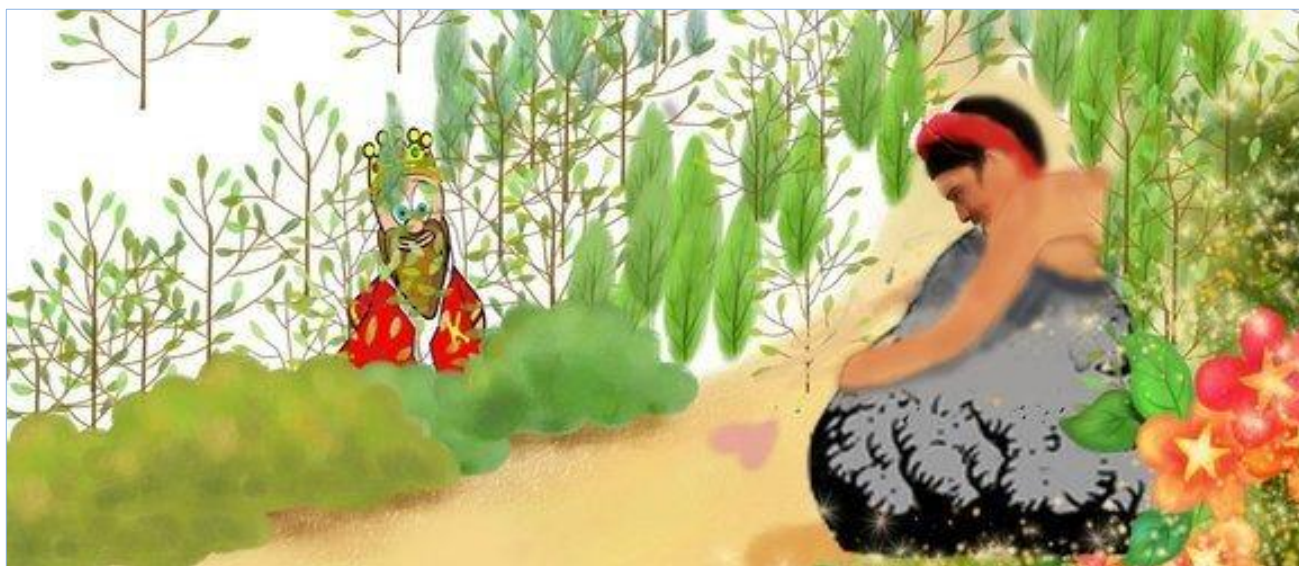
Mr. Akshar Vasekar
R&D



MOTIVATION & PERSONALITY DEVELOPMENT



MOTIVATIONAL STORY : THE OBSTACLE IN OUR PATH (OPPORTUNITY)



In ancient times, a King had a boulder placed on a roadway. He then hid himself and watched to see if anyone would move the boulder out of the way. Some of the king's wealthiest merchants and courtiers came by and simply walked around it.

Many people loudly blamed the King for not keeping the roads clear, but none of them did anything about getting the stone out of the way.

A peasant then came along carrying a load of vegetables. Upon approaching the boulder, the peasant laid down his burden and tried to push the stone out of the road. After much pushing and straining, he finally succeeded.

After the peasant went back to pick up his vegetables, he noticed a purse lying in the road where the boulder had been.

The purse contained many gold coins and a note from the King explaining that the gold was for the person who removed the boulder from the roadway.

Moral of the story:

Every obstacle we come across in life gives us an opportunity to improve our circumstances, and whilst the lazy complain, the others are creating opportunities through their kind hearts, generosity, and willingness to get things done.



RESPECT

Honor for
Dignity &
Sanctity

URGE

To strive for
Innovation and
Excellence

CONFIDENCE

To welcome
and Embrace
Change

HONESTY

Stand for
Truth and
Transparency

AMBITION

Strong Drive
for Growth



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Building Bright Future
with **Green Commitment**