



KARMAYOGA

QUARTERLY IN-HOUSE NEWSLETTER OF SAI ETERNAL FOUNDATION
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New Shimla, H.P.

QUOTE FOR THE ISSUE

अनभ्यासे विषं शास्त्रम् ।

चाणक्य नीति 4.15

अभ्यास के बिना ज्ञान विष की तरह होता है ।

Knowledge without practice is like poison.

Photo of the Quarter



Bulk Water Supply Scheme, Shimla

compared to the corresponding quarter for 2023, the generation increased by about 5.29 per cent. This, however, was lower than the generation achieved during the corresponding period for 2022. This implies that the quarterly generation has a shortfall of about 43 per cent vis-à-vis the generation projected in the DPR.

PROJECTS UNDER IMPLEMENTATION:

The project-wise and component-wise data for the quarter is as follows: -

1. Kothipattan Bridge

The approach road works including Granular Sub-Base (GSB), Wet Mix Macadam (WMM), Dense Bituminous Macadam (DBM) and Bituminous Concrete (BC) of the required thickness have been completed on both the right and left banks. The bridge crash barrier has also been cast and painted. The bridge is now ready and completion certificate from the concerned department has been granted.

2. Nand-Nagroun Bridge



The launching and erection of the bridge have been completed for four out of the five panels. The

QUARTERLY ROUND UP

ELECTRICITY GENERATION

Project	Generation during Oct.-Dec. Quarter (Million Units)			
	As per DPR	2022	2023	2024
Shyang	2.03	1.096	0.527	0.565
Tangling	5.41	2.233	1.57	1.73
Marhi	8.29	4.96	4.7	4.35
Toss	21.09	15.12	14.6	14.86
Kareri	5.824	6.68	3.7	4.52
Simla	6.94	3.71	2.37	2.81
Titang	1.71	0.17	0.12	0.21
Total	51.294	33.969	27.587	29.045

It may be seen that at the overall level, the generation during the quarter under report was 57 per cent of the projected generation in the DPR. As

launching of the 5th and final panel (33 metres) is currently ongoing at the site and will be completed in the first quarter of 2025. The concreting of deck slab has been completed for Panel-1, which is 54 metres in length. The steel binding and concreting works for the RCC crash barrier for this panel are in progress. The concreting works for the next two panels, each 101 metres long, is targeted for completion in the first quarter of 2025.

3. Dhalli Tunnel

The round-about work was proposed by the Authority after the tunnel was opened to the public. At that time, the tunnel's Defects Liability Period (DLP) was still ongoing. Therefore, the construction of the round-about was carried out by the SAI-SSS-JV. To make the round-about fully functional, the cavity portion near the shops needed to be filled/plugged.



A new tender for an extended viaduct was advertised by the HPRIDCL and the same was awarded to the Sai Eternal Foundation. The construction of the extended viaduct is now complete and the round-about is fully operational for traffic. It has been handed over to the PWD in the current quarter.

4. Urni Tunnel



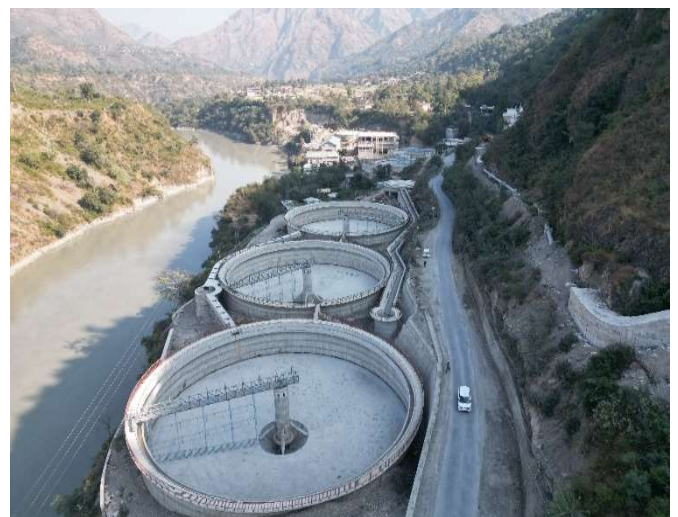
The proposed alignment of the tunnel was investigated on-site by Geologists and Designers. A

modified proposal has been submitted to the Authority as per the requirements and final approval is still pending from their end. The construction of retaining walls, which are part of the project scope, is planned for widening and hillside support from CH 250 to 270 and CH 600 to 690. The retaining walls from CH 600 to 690 have been completed at the site. Excavation and rock breaking at the hillside from CH 250 to 270 are currently in progress.



Retaining walls of suitable height on the either side of road, will be cast once the required road width is achieved. The walls from CH 600 to 690 were completed in the quarter and the remaining walls are expected to be completed in the first quarter of 2025.

5. Bulk Water Supply Scheme Shimla



The Project is on track for completion. The Water Treatment Plant (WTP) at Shikrodi is progressing well. The major electro-mechanical equipment has been received at the site and is ready for installation. The rising main pipeline from Shikrodi to Dwada is almost complete and the switch yard work is in progress. Remaining tasks include fixing pipelines, valves, pumping machinery erection, cabling,

painting, SCADA integration and site development. The bridge fabrication work spanning 52 metres and 34 metres between Shikrodi and Dwada has been completed, and the structure is ready for erection.

At the Dwada Pumping Station, civil works for the pump house and clear water tank are in progress. The rising main pipeline work is almost complete. Fabrication and erection of the 105-metres bridge, along with pipeline laying have been successfully completed.

There are issues with the 22 KV interim power supply for Shimla's Bulk Water Supply Scheme such as under-voltage, frequent trippings and voltage fluctuations which compromise water treatment and pumping operations. The Implementation Entity has requested the supplies side for the implementation of a stable 66 KV system as initially planned because the 22 KV system does not meet operational demands and poses risks to the project's functionality. Funds amounting to Rs. 56.7 Crore for 66 KV system were provided to the supply side entity as demanded in 2019-20.

At the Dummi Pumping Station, civil works are almost finished and the switch yard work is under progress. Remaining works involve the installation of pipelines, valves, pumping machinery, cabling, painting and SCADA works. The rising main pipeline is fully laid, with final works focusing on the erection of valves, thrust blocks and valve chambers.

The Dhalli Tank construction has been successfully completed and the tank is now fully operational. The building work above the tank is nearing finish with only minor works remaining.

6. Slope Stabilization, Mall Road, Shimla

The final frame structure of the building/complex has been completed following hill slope cutting and stabilization using micro piling, rock bolting and shotcreting. The slope towards the old Tibetan Market is also being stabilized using modern techniques such as hydro-seeding, coir matting, soil nailing, etc.



However, work at the site has been halted due to extremely low temperatures and winter carnival/functions. The work will resume in March, 2025 when the temperature improves.

PHILANTHROPIC ACTIVITIES:

In the health sector, Special Medical Camp was organized in coordination with Harihar Hospital, Mandi at Dharampur, Mandi.



Several 3-seater stainless steel chairs and stools were provided for the convenience of patients in various OPDs at Indira Gandhi Medical College & Hospital (Snowden), Deen Dayal Upadhyay Zonal Hospital (Ripon) and Kamla Nehru Hospital (Lady Reading), Shimla during the quarter.



The activity of providing financial assistance for treatment to the poor and needy people also continued.



Sri Sathya Sai Baba's birthday was celebrated on 23rd November with a Blood Donation Camp being organized at the Head Office along with Bhajans taking place in the Temple area.



A Bhandara was organized for the general public



Scholarships continued to be awarded to the deserving students at various levels of School/College education under Sai Scholarship Scheme and financial assistance was also provided to various individuals/Institutions/Self-Help Groups. Hope the scholarship recipients will find this humble input extremely useful in encouraging

them to pursue education and become better citizens for the future.

The Foundation partnered with DA Fitness, a local fitness and sports centre to host a Fitness Competition featuring Arm Wrestling, Push-ups, and Planks contests.



The event aimed to promote fitness and support the Anti-Drug Initiative.

Orders for woolen sweaters were placed to SHGs/Mahila Mandals and subsequently, these were donated to various students at Government Schools.



The Foundation continued to organize awareness programmes along with exposure visits for farmers at various places in Dhartidhar, Sirmaur area to conserve the environment and enhance the livelihood of farmers.



The Foundation will continue to reach out as far and wide as possible to provide succour and promote well rounded socio-economic development.

AWARD FROM EPFO:



Ms. Reena Devi (Assistant Accountant) was awarded Third Prize in the Quiz Competition at the Vigilance Awareness Campaign organized by the Employees' Provident Fund Organization (EPFO). The entire

Foundation congratulated her for this achievement.

PEARLS OF WISDOM FROM OUR SCRIPTURES:

अर्थमूलौ हि धर्मकामौ ।

अर्थशास्त्र 1.7.7

आध्यात्मिक अच्छाई और कामुक सुख भौतिक भलाई पर निर्भर करते हैं ।

Spiritual good and sensual pleasures depend on material well-being.

प्राता रत्नं प्रातरित्वा दधाति ।

ऋग्वेद 1.125.1

प्रातः काल उठने वाले अच्छा स्वास्थ्य प्राप्त करते हैं ।

An early riser earns good health.

गायन्ति देवाः किल गीतकानि धन्यास्तु ते
भारतभूमिभागे ।

स्वर्गापवर्गास्पदमार्गभूते भवन्ति भूयः पुरुषाः सुरत्वात् ॥

विष्णु पुराण 2.3.24

देवगण भी यह गान करते हैं कि जिन्होंने भारतवर्ष में जन्म लिया है ।

जो कि स्वर्ग और मोक्ष का मार्ग है, व पुरुष हम देवताओं से भी अधिक धन्य हैं ॥

Even the Gods sign that the men who are born in this Bharatavarsa, which is the path to heaven and liberation, are more fortunate than us Gods.

गुणैरुत्तमतां याति नोच्चैरासनसंस्थितः ।

प्रासादशिखरस्थोऽपि काकः किं गरुडायते ॥

चाणक्य नीति 16.06

उत्तमता गुणों से आती है, न कि ऊँचे स्थान से ।

कौआ महल के शिखर पर बैठकर गरुड नहीं बन जाता ॥

Greatness comes from good qualities and not from a high position.

A crow does not become a Garuda (the chief of the feathered race) just by sitting on the top of a palace.

जातस्य हि ध्रुवो मृत्युर्ध्रुवं जन्म मृतस्य च ।

तस्मादपरिहार्येऽर्थे न त्वं शोचितुमर्हसि ॥

भगवत गीता 2.27

जन्मने वाले की मृत्यु निश्चित है और मरने वाले का जन्म निश्चित है ।

इसलिए जो अटल है अपरिहार्य है उसके विषय में तमको शोक नहीं करना चाहिये ॥

Death is certain for the born and re-birth is certain for the dead; therefore you should not feel grief for what is inevitable.

“ERP/MIS SOFTWARE IN ENGINEERING & CONSTRUCTION INDUSTRY”

- by **Bharat Thakur**

The engineering and construction industry in India is evolving rapidly, driven by increasing demands for efficiency, transparency and accountability. At the heart of this transformation is the adoption of Enterprise Resource Planning (ERP) and Management Information Systems (MIS) software. These systems provide a unified platform that integrates various business processes, streamlining everything from procurement and project management to financial reporting.

What is ERP/MIS Software?

ERP software consolidates core business functions such as finance, procurement, HR and inventory into a single system, providing real-time data and analytics. MIS, on the other hand, focuses on the collection and management of data to generate reports that help in decision-making. Together, these systems help companies make informed decisions, reduce operational inefficiencies and manage large-scale projects more effectively.

Importance of ERP/MIS in Construction

1. Streamlined Project Management

In the construction business, managing large projects with multiple stakeholders, vendors and contractors is a significant challenge. ERP software helps in coordinating these elements by providing a centralized platform where every stakeholder can access relevant project data in real time. This ensures that tasks are executed on schedule and within budget.

2. Efficient Procurement Management

The construction industry relies heavily on timely procurement of materials and equipment. With ERP systems, companies can automate the procurement process, from raising purchase orders to tracking deliveries and managing vendor relationships. In India, where delays in procurement can cause significant project overruns, ERP systems ensure smoother supply chain management.

3. Financial Control and Transparency

ERP/MIS systems provide complete transparency in financial reporting, ensuring that every rupee spent is accounted for. In an industry notorious for cost overruns, this is particularly crucial. The software provides real-time insights into project costs, helping managers control budgets more effectively. This is especially important for engineering and construction firms involved in government projects, where transparency is non-negotiable.

4. Improved Decision-Making

ERP/MIS software collects data from various departments and provides analytical tools that help in informed decision-making. For instance, the software can generate reports that highlight inefficiencies in labour or equipment usage, allowing managers to take corrective action. In India's competitive construction market, where margins are thin, data-driven decisions can provide a significant competitive edge.

5. Human Resource Management

Managing a large workforce across multiple sites can be a logistical nightmare. ERP systems simplify HR management by tracking employee attendance, payroll and performance in one unified platform. With the growing need for skilled labour in India's construction sector, effective HR management is critical for maintaining productivity.

Challenges in ERP/MIS Implementation

1. Initial Cost and Complexity

Implementing ERP/MIS is a significant financial investment and many small and mid-sized firms in India find the initial cost prohibitive. Additionally, the complexity of integrating ERP with existing processes can lead to delays and disruptions if not managed properly.

2. Training and Adaptation

Like any new technology, ERP/MIS require staff training. Employees, especially in traditional construction companies, may be resistant to learning new software, preferring manual methods. Change management and proper training are crucial for successful adoption.

3. Customization Needs

Every construction company operates differently, which means the ERP system must be customized to fit the specific needs of the business. In India, where projects vary widely in scale and complexity, off-the-shelf solutions may not always suffice, requiring additional customization and resources.

ERP and MIS are the backbone of modern construction and engineering firms. They streamline operations, improve transparency and ensure better resource management, which is crucial in a competitive market like India's. As more firms realize the long-term benefits, the adoption of these systems is likely to grow, propelling the Indian construction industry toward greater efficiency and profitability.

“THE TALE OF THE HORSE, DONKEY AND MULE: A LESSON IN WORKPLACE POLICY”

Courtesy: Google

In the world of animals, there's an old tale that offers a powerful analogy for workplace policies in modern workplaces. This story of a horse, a donkey and a mule highlight the importance of assigning roles based on capability, the need for fair recognition and ensuring balance between workload and performance.

The story goes like this: A farmer had three animals: a horse, a donkey and a mule. Each had a distinct role on the farm. The horse, fast and elegant, was used to pull the farmer's carriage. The donkey, known for its endurance, carried heavy loads of grain and supplies. The mule, a hybrid of the two, was strong and dependable, tasked with a mix of jobs, from ploughing the field to pulling carts.

However, over time, the farmer began assigning heavier tasks to the horse because it appeared strong and faster. The donkey, sensing it was doing less, began feeling neglected and unmotivated. The mule, despite being overburdened with a variety of tasks, quietly carried on without complaint.

Eventually, the horse grew tired and slowed down, no longer able to keep up with the demands. The donkey, underutilized and uninspired, also became inefficient. Meanwhile, the mule, despite its resilience, became exhausted from being overworked.

This tale offers clear parallels to workplace dynamics and policies, briefly elaborated as under:

1. Misallocation of Talent

In organizations, assigning roles that don't align with employees' strengths can lead to reduced productivity and burnout. Just like the horse, when employees are given tasks outside their core competencies, they might initially perform well, but over time, their efficiency declines. It is critical for the Management to align job roles with individual strengths to maintain a healthy and productive workforce.

2. Balanced Workload

The donkey, underutilized, represents employees who are not given enough challenging tasks, leading to disengagement. Under-challenging capable employees can lead to dissatisfaction and wasted potential. On the other hand, the mule, taking on too much, symbolizes employees burdened with excessive work. Without proper workload management, even the most resilient employees can suffer from burnout. A balanced approach to assigning tasks is necessary to ensure long-term employee well-being.

3. Recognition and Fairness

The story also touches on fairness in task allocation. When the donkey felt ignored, it lost motivation. This reflects the importance

of recognition and fairness. Employees who feel they are not being fairly assigned work or recognized for their efforts may lose interest in contributing fully to the organization's goals. Workplace policies should aim for transparency and fairness, ensuring that each employee feels valued for their unique contributions.

4. Role of Versatility

The mule's versatility is a reminder that hybrid skills are valuable, but they must be managed carefully. While adaptable employees are an asset, the Management must ensure they are not overburdened by multiple roles, which can lead to inefficiency or burnout.

The lesson from this story is simple: a successful organization, like the farm, requires a thoughtful distribution of tasks. Workplace policies must focus on aligning roles with employee strengths, maintaining balanced workloads and ensuring recognition. By doing so, organizations can maintain a motivated, productive and healthy workforce.

From the Founder's Desk



The Organization is actively striving to elevate itself to the next level. The Board of Directors (BOD) is diligently working to refine and align business plans with the foundation's core objectives and values. In an effort to enhance operational capacity, we are expanding the team and defining roles & responsibilities of each level more clearly. This expansion aims to foster accountability, expedite decision-making processes, improve internal communication, boost employee satisfaction and recruit the right professionals.

Furthermore, to construct a robust team, a Special Task Force (STF) has been established under the leadership of Shri Bharat Thakur, A.G.M. (Administration). The STF will undertake critical activities essential to the Foundation's functioning in addition to their regular Cell-related responsibilities. The STF's individuals will receive

specialized training to enhance their skills and contribute to the organization's overall efficiency. STF's primary focus will be on swift action, prompt issue resolution, enhanced decision-making, minimizing miscommunication, strengthening reporting mechanisms and expediting resolutions, thereby acting as a catalyst for organizational efficiency.

We are intensifying our charitable efforts by focusing on a broader array of initiatives that include organizing more number of medical camps, donating medicines & medical equipment, supporting disaster relief operations, offering scholarships to students from economically disadvantaged backgrounds, protecting the environment, promoting sports and enhancing livelihood opportunities in rural and underdeveloped areas, among other objectives.

I encourage all the staff members to work with dedication and strive for greater heights. At the same time, I seek the blessings of God so that we may continue to serve the society to make a meaningful difference.

Om Sai Ram!

From the Editor's Desk



The world around us is changing at a very fast pace. Those of us who do not adapt to change faster than the rate of change will find them obsolete and redundant. Therefore, all of us must make a sincere effort to change, equip ourselves with the latest knowledge and enhance productivity by a proactive approach. Efforts towards realizing these needs have been initiated and one hopes the age-old adage that "all change is for the good" proves itself. One would also expect that contributions for Karmayoga start pouring in based on the experience of those in the organization who have seen it change and diversify.

Wishing all a very productive new year.



Editor