

# Mahindra Powerol is India's NO.1 Genset



**BRINGING SOLUTIONS TO YOUR DOORSTEP**

# BLESSINGS OF LORD SHIVA **GLIMPSES FROM RUDRA PUJA**

We recently organized a soulful Rudra Puja to seek blessings of Lord Shiva for peace, prosperity, and positivity. Here are some glimpses capturing the divine moments.



# NEW UPDATES



## SGTPL

# काइज़ेन धमाका २०२४-२५



**एक काइज़ेन/सुधार करो और काइज़ेन धमाका  
१००/रूपये तुरन्त इनाम पाओ**

**काइज़ेन धमाका स्कीम के लिए नियम**

- १) काइज़ेन को स्टैण्डर्ड फॉर्मेट में पूरी तरह से भरकर एम आर ऑफिस / एच आर ऑफिर को सौंपना है।
- २) काइज़ेन को समिट करने के पहले श्री गुलशन सर, श्री सत्या साहू सर या श्री श्रीकांत जोशी सर से अप्रूवल लेना जरुरी है।
- ३) काइज़ेन नंबर, एम्प्लोयी का नाम जोन एंड सबजोन नंबर, काइज़ेन के फायदे लिखना बहुत जरुरी है।
- ४) बिफोर (BEFORE) और आप्टर (AFTER) फोटो एक ही एंगल से लेना जरुरी है। फोटो स्पष्ट और विलियर होना जरुरी है।
- ५) बेहतर / बेस्ट काइज़ेन को मैनेजमेंट की तरफ से अलग से नवाजा जायेगा।
- ६) यह स्कीम श्याम ग्लोबल कंपनी के सभी कर्मचारीयों के लिये ओपन है (जिसमें सेल्स मार्केटिंग, कॉन्ट्रैक्ट एम्प्लॉयीस कॉन्ट्रैक्टर्स सामील है)

**टीम श्याम ग्लोबल**



# REFERRAL POLICY

(POLICY NUMBER SGTPL/HP/16)



The Employee Referral Program enables permanent employees to recommend suitable candidates from their professional network for open positions. This process supports faster, quality recruitment while rewarding employees for successful referrals.

## Referral Process

1. Vacancies are posted by the recruitment team via job portals, social media, notices, emails, or meetings.
2. Job descriptions are shared with employees.
3. Employees may refer candidates from their network by sending CVs to [hr@shyamtechno.com](mailto:hr@shyamtechno.com).
4. Recruiters review CVs and, if suitable, forward them to the hiring manager.
5. Employees must submit the referral claim form with details: name, code, designation, department, DOJ, and tenure.
6. The candidate undergoes the standard interview and selection process.
7. On selection, the referring employee is notified.
8. Referral bonus is credited with salary once the new candidate completes 6 months with the organization.

# Guidelines

1. Employees must mention their name and employee code in referrals.
2. Maximum 3 referrals per year per employee.
3. Only active employees are eligible for referral bonus. If the referrer resigns before the candidate completes 6 months, bonus is forfeited.
4. Resume validity: 1 month from submission.
5. If multiple employees refer the same candidate, only the first referral is considered.
6. Resume submission to HR is the referrer's responsibility.
7. No special advantage is given to referred candidates; hiring is merit-based.
8. Candidates applying directly to HR are not counted under referral.
9. Family members, blood relatives, or ex-employees cannot be referred.
10. If candidate already exists in the database, referral is invalid.
11. Hiring must be completed within 30 days of referral.
12. Immediate Managers, Senior Management, and HR cannot participate in referrals.
13. Hiring decisions remain confidential and final.
14. The referrer will be informed only after final candidate selection.



CHEERS TO OUR BIRTHDAY  
**STARS OF AUGUST**



Ruchi Goyal



Anil Kumar  
Chawdhary



Manoj Banswal



Pratiksha  
Bhosale



Sanchitra  
Gharge



Vanita Sankpal



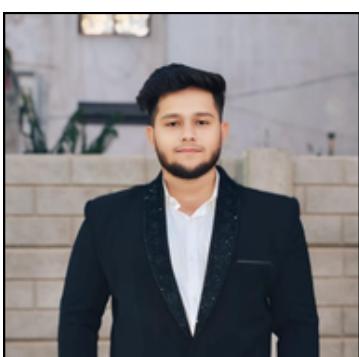
Rahul  
Bhandgare



Shubhangi  
Karpe



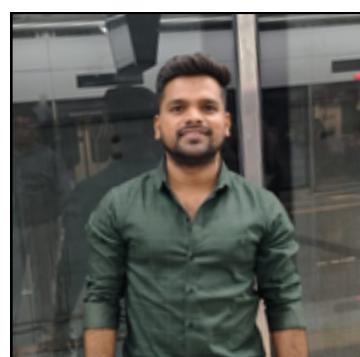
Atish  
Awaghade



Sameet Shaikh



Anjum Attar



Amar Jadhav

CHEERS TO OUR BIRTHDAY  
**STARS OF SEPTEMBER**



Sandip  
khawale



Subhash  
Khawale



Prithviraj  
Bhosale



Akash Gawali



Bharat  
Gaikwad



Ritesh Ramteke



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