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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



काइजेन धमाका २०२३-२६



एक काइजेन/सुधार करो और १००/रूपये तुरन्त इनाम पाओ

काइजेन धमाका

काइजेन धमाका स्कीम के लिए नियम

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

टीम श्याम ग्लोबल



REFERRAL POLICY

(POLICY NUMBER SGTPL/HP/16)



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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.
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



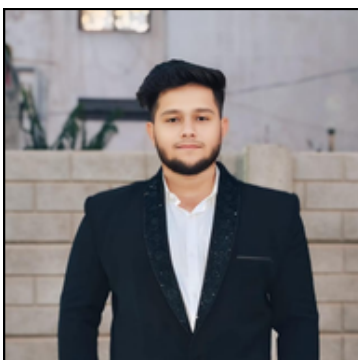
Rahul
Bhandgare



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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