



NEW JOB IN J&K
Project from IRCON
International Limited

NEW JOB AT DAHEJ
Project from Reliance
Industries Limited

RECOGNITIONS
Multiple awards from
Construction Week
Magazine

Fastest Growing Construction Company

Fastest Growing Construction Company

WAY TO THE **T**OP



**2015
Fastest**



**2014
Second
Fastest**



**2013
Third
Fastest**

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EDITORIAL

S Paramasivan, Sandeep Desai,
Bhakti Prasad, Krishnakumari C,
Bivabasu Kumar

A quarter to remember



It was quite a fascinating last quarter. We bagged a few good projects. We were awarded for some of our earlier projects, and, most importantly, we took the pole position for the Fastest Growing Construction Company in the much-celebrated annual Construction World Awards.

For us, organisational development is a strategic priority. In one of our recent efforts, we succeeded in introducing an advanced Human Resources Management System (HRMS). Afcons HR is now SAP enabled which will allow us in better management of human capital. Our IT and HR teams have worked seamlessly, and, round the clock to get this project on the floor.

I extend my heartiest congratulations to the project captains and to every member for this remarkable implementation.

K Subrahmanian

CAPTAINS SPEAK



Project Pragati initially faced some tough challenges. This implementation, in my knowledge, is one of the fastest and richest from functional point of view.

SANDEEP DESAI, EVP,
Information & Process Group



SAP implementation has simplified our administrative processes allowing us that extra time to invest in organisational strategies and employee counselling that was earlier unimaginable.

BHAKTI PRASAD, EVP, HR



So much is being talked about and taught on – Talent Pool Management – and so much on Human Capital being the most precious. But the tools to manage are often absent or arbitrary. The SAP-HCM implemented in June 2015 is – to my mind – path breaking. My admiration for the people behind this is based on the premises that SAP-HCM will be a major pillar in the thrust to LEVEL NEXT.

NAWSHIR D KHURODY,
Director

WHATSAP IN AFCONS HR!

Organisational development in the face of global competition is a strategic priority. HR & IT together are playing an increasingly important role in all aspects of the competitiveness, writes Prabhat Pastor

Since 2006, the Afcons HR department was managing employee database and transactions through a home-grown system using FoxPro. Although FoxPro was good for transactional processes, it lacked an integrated approach. It wasn't seamlessly interfaced with the third-party payroll and leave modules. We felt the need to bring in an advanced Human Resources Management System to manage the human capital as the organisation continued to grow in business and size.

In a joint initiative by HR and IT, we started the process of evaluating and determining the most fitting solution for Afcons. After detailed analysis and compatibility checks, SAP-HCM (Human Capital Management) was identified as an integrated solution and was finalised for implementation. We appointed Capgemini India as partner for this implementation and titled it "Project Pragati". A core team was formed comprising HR, payroll and IT specialists on Sep'14. The team was tasked with mapping the business processes and attain a best fit between the system and the processes of the organisation. Various techniques were evaluated and tested to determine an optimal solution to automate the processes requiring smallest of human intervention and avoid deviation from accuracy.

The major challenge for the implementation team was transferring the transactional data of 5,500 employees from FoxPro to the new system. All data pertaining to employees, captured from

2001 till date, was transferred to the new system which included hiring records, transfer entries, appraisal & promotions, training & development and employee exits.

The team followed a Big-Bang approach and the SAP-HCM system went live with all modules on June'15 and Employee Self Service (ESS) and Manager Self Service (MSS) functionality was extended to users on July'15.

At present, the HCM system is an integrated solution, combining the entire spectrum of processes of employee life-cycle within the organisation. The HCM system now drives the efficient HR processes and has significantly improved access to track & manage the most valuable assets of the company. It has automated the human resource planning and has made information visible on an accurate & real-time basis. Some outright benefits of this system are better transparency for employees and automation of various processes like leave management. The Employee/Manager Self-Service portals have introduced new features to employees like online leave application & status tracking, submission of tax related information and e-performance management system (PMS).

This implementation is very much in line with the management philosophy of "HR leadership" by providing better employee services and continuous improvement in employee experience at Afcons.

-- Prabhat Pastor is HR Manager and Project Manager of Project Pragati

THE TEAM



PRABHAT PASTOR



TEJASWINI JOSHI



DEEPAK CYRIL



ESHAN GARG



SACHIN SHINDE



NIKHIL TALATI



SOHAIB HASAN



SANJAY PRABHAKARAN



PRADEEP MISHRA



RAJENDRA MODIEEM

STATISTICS

2391 PEOPLE FED IN
AGRA LUCKNOW
EXPRESSWAY
PROJECT

400 PEOPLE FED IN
BHAIRAB RAILWAY
PROJECT, B'DESH

2200 PEOPLE FED IN
CHENAB RAILWAY
BRIDGE PROJECT

8200 PEOPLE FED
IN **CHENNAI**
METRO PKG 1
& PKG 5

Orphans at St
Catherine's Home,
Andheri
No of people fed

350

Blind students at
NAB IDBI Polytechnic,
Ambernath
No of people fed

60

2650 PEOPLE FED IN
DELHI METRO
SITES CC15,
CC90 & CC29

820 PEOPLE FED IN
KOLKATA METRO
& RVNL PROJECTS

1970 PEOPLE FED IN
JAMMU T74R &
T49B RAILWAY
TUNNEL PROJECTS

2015 ANNADHANAM: AFCONS' BIGGEST FOOD-FOR-ALL INITIATIVE

The company feeds over 20 thousand people in a day to celebrate SP Group's 150 years anniversary

August 4, 2015: Few organisations in India have survived the vagaries of time and have lived for 150 years under a single promoter. The Shapoorji Pallonji Group (SP) which epitomises its philosophy of 'built to last' celebrated its 150 th anniversary on August 4 this year. The Group's muted celebrations in honour of all those who have guided the organisation this far was uplifting. The festivities were conducted pan India, but one activity that touched probably uncountable lives was an annadhanam programme,

conducted by all Group companies on the day.

It was an overwhelming moment for AFCONS as in excess of 20,000 people were provided with food across 18 centres (India & overseas) in a day. Be it orphanages, blind schools, villages around project sites, workers, old age homes, AFCONS endeavoured to feed one and all. It was a one-of-a-kind initiative that received widespread response with an organised execution at all Afcons projects.





615

PEOPLE FED IN
ROHTANG TUNNEL
HIGHWAY PROJECT

555

PEOPLE FED IN
LNG TANK PROJECT
AT DAHEJ

300

PEOPLE FED IN
NAGPUR

253

PEOPLE FED IN
VOPAK, GUJARAT

200

PEOPLE FED IN
LIBERIA

195

PEOPLE FED IN
OPAL, DAHEJ

170

PEOPLE FED IN
BUTIBORI, NAGPUR



Sports: Corporate Table Tennis Tournament



From Left to Right: Mr Ravindra Ekande (left) receives the trophy for reaching the semifinals in the veteran's event; Ms Tejaswini Joshi (left) collects her trophy for the women's singles champion in the tournament.

Afcons participated in a Corporate Table Tennis tournament, organised by NSportz, at Khar Gymkhana, Mumbai, on August 22 & 23, 2015. Afcons was represented by Mr Ravindra Ekande, Ms Tejaswini Joshi, Mr Ashish Damle and Mr Bivabasu Kumar in the team event. Afcons reached the quarterfinals of the team event. Mr Ravindra Ekande was the semi-finalist in the veteran's men's singles event. Ms Tejaswini Joshi won the women's singles event.

News

New Project in Jammu

Afcons has been awarded a new project of constructing tunnel T74-R balance work at south portal from 125/130 to 127/660 on D-Q section of USBRL project in Dharam Qazigund section by IRCON International Limited.

New project at Dahej

Afcons has been awarded a new project of construction of cryogenic ethane pipeline from loading arm flange at jetty head to GCPTCL battery limit, including pipe structural support and fittings, by Reliance Industries Limited.

New Joinee



Tamojyoti Mukhopadhyay has joined as Vice President

- Operations at Head Office. He has an overall experience of 30 years.

Life at Afcons

Butibori Site



Delhi Site



Engineer's Day Celebration

Jammu T74 R Site



Independence Day Celebration

Chennai Metro Site



Ganesh Pooja Celebration

HSE



Greentech Foundation has awarded Afcons' projects with "Greentech Safety Award 2015" in construction sector for outstanding achievements in safety management.

1. Platinum Award - HRD Process Platform; 2. Gold Award - DMRC CC29; 3. Silver Award - Tunnel T74 R

HR Corner

WHOLE WELLNESS WORKSHOPS



Blood Donation Camp in Mumbai office

Awareness Session on Hypertension & Diabetes

A talk on hypertension & diabetes was scheduled at Head Office on September 1. The session was conducted by Dr Vikrant Shah. The objective of the session was to make employees aware of the risks and causes of hypertension & diabetes. The preventive measures were discussed too.

Blood Donation Camp

A blood donation camp was organised at AFCONS House (HO-Mumbai) on September 15. The camp was organised by a team of Masina Hospital, Mumbai, under the supervision of Dr Prafulla Thorat.

Whole Wellness Model Orientation Training

A Whole Wellness Model Orientation training was scheduled for HO employees in September. The training focuses on employee's wellbeing across four dimensions of Wellness (Physical, Emotional, Mental and Spiritual). The programme was conducted by Ms Bhakti Prasad & Ms Tejaswini Joshi.

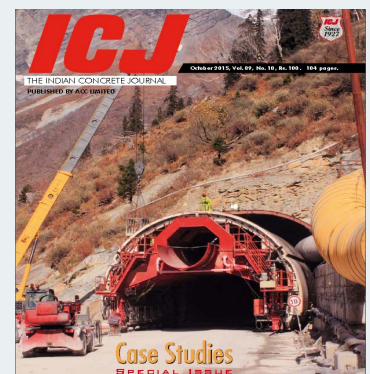
IT SECURITY AWARENESS

An Information Security Awareness session was scheduled at Head Office in August & September. The programme was planned to educate employees about the inherent risks of using internet, carrying out online transactions, securing passwords and how to stay alert against cyber attacks. The session was conducted by Mr Suresh Menon (External Faculty).



IT Security Awareness Session in Mumbai office

Afcons' technical case studies find space in Indian Concrete Journal



Indian Concrete Journal (ICJ), one of the oldest and renowned technical journals in the field of Civil / Construction engineering, has published a special issue on Afcons' technical case studies. All the papers published in this Special Issue were originally composed as a part of Engineers' Day celebration.

Special Issue on Case Studies

I take this opportunity to thank the Editorial Board of Indian Concrete Journal for selecting the technical papers prepared by engineers of AFCONS, while working in difficult conditions on sites located in remote corners in and outside India. We are happy to note the interest shown by the editorial board of ICJ for publishing these technical papers. These papers were prepared as a part of our initiative through which we started celebrating Engineers' day on 15th September in AFCONS, about six years back.

This helped us to nurture talent and find innovative ideas in engineering. Our panel of experienced engineers and advisors have selected some of the papers from those, compiled for engineer's day celebration, which were further scrutinized and edited by ICJ core team. Now this special issue is in your hands. I hope you will like these case studies and technical papers. Do write back to us if you have any suggestions!

K. Subrahmanian



Mr. K. Subrahmanian is Vice Chairman and Managing Director of AFCONS Infrastructure Ltd, which is a part of Bhartiya Public Group of companies. He holds over three decades of experience in various areas of civil construction like contracts, operations and strategy etc. Mr. Subrahmanian holds a Graduate degree in Mechanical Engineering from IIT, Bombay. Post Graduate degree in Industrial Engineering from National Institute of Industrial Engineering (NIIE), Mumbai. Prior to AFCONS he has worked for over two decades with Hindustan Construction Company Ltd. In various capacities. Mr. Subrahmanian is Indian representative in Dispute Review Board Panelist, USA. He has been associated to serve as an expert to settle disputes in various parts of the globe. He is also associated with Planning Commission, PWD and Central / State Ministries. He is also associated for development of industry facilities like NHCMR, CIDC, etc. Mr. Subrahmanian is a recipient of Bharat Shiksha Award in the year 2004, in recognition for his valuable contribution to the Construction Industry and distinguished NIIE Award award for the year 2013. He is also a member of Academic Council of NIIE, Mumbai.



CONSTRUCTION WEEK AWARDS 2015: Mr Sandeep Desai (Executive Vice President - Information and Process Management Group, AFCONS) receives the award for the Road Contractor of the Year. AFCONS also received the award for Road and Highway Project of the year for the Jammu-Udhampur Highway Project **(INSET) TOP:** Road and Highway Project of the year **BOTTOM:** Road Contractor of the Year Award



A L E R T S

AFCONS now has a dedicated Youtube channel. Scan this code with your smartphone to stay tuned with the latest AFCONS' videos



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